

Current Board Structure 12

Chairman
Co Sec (Non Voting)
Ombudsman (voting?)
Telemark
Alpine
Snowboard
Nordic
Adaptive
Legal
Marketing
Trainers

Proposed Structure

Co Sec (nominated)
Legal
Chair
CEO
Finance
L1/L2 Representative
L3/L4 Representative
Disciplines Rep
Nominated 1
Nominated 2

President
Ombudsman

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Alternative thoughts on a structure for BASI's Board of Directors and Panel of Disciplines.

Rationale: To create a membership structure for the Board and Panel which:

- a. Reflects the broad interests and priorities of the membership as a whole.
- b. Meets the legal requirements of a membership-driven association, limited by guarantee.
- c. Draws fully on the expertise within the membership.
- d. Creates proper accountability for the governance of the association, with the majority of Directors voted for by the entire membership.
- e. Ensures an effective mechanism for the development of all BASI's snowsports interests, including maintenance of standards of all its qualifications, and the development of world class training courses and teaching materials.

BOARD OF DIRECTORS - Up to 12 Voting with 2 non voting Directors ,
Chairman casts deciding vote in case of ties.

VOTING MEMBERS	
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Chairman	Elected by the entire membership of the association. Responsibility for chairing meetings of the association, establishing the strategic vision, driving forward governance and policy issues, representing the association internally and externally.
Chief Executive	Chief Executive of the association, appointed by the board.
Legal Director	Elected by the entire membership of the association. Particular responsibility for governance and policy of the association with regard to legal issues. Works with senior staff of the association and any external legal advisers to ensure legal responsibilities of the association are met. Does not need to be legally qualified, but members who are so qualified should be encouraged to stand.
Finance Director	Elected by the entire membership of the association. Particular responsibility for governance and policy of the association with regard to financial issues. Works with senior staff of the association and any external financial advisers to ensure financial responsibilities of the association are met. Does not need to be financially qualified, but members who are so qualified should be encouraged to stand.
Level 1&2 Director	Elected by the entire membership of the association. Must be a Level 1 or 2 fully qualified member of the association when the election takes place. Will complete their term of office even if they attain a Level 3 or higher qualification.
Level 3 Director	Elected by the entire membership of the association. Must be a Level 3 fully qualified member of the association when the election takes place. Will complete their term of office even if they attain a Level 4 qualification.
Company Secretary	Nominated by the Board to become a Director because of their particular experience or qualification. Has particular responsibility for ensuring the association meets the legal requirements of the Companies Act and associated legislation. Works with senior staff to ensure the business of the Board of Directors and the association as a whole complies with its legal responsibilities.
Panel of Disciplines Representative	Represents the Panel of Disciplines in all relevant discussions at Board level. Will be the Chair of the Panel of Disciplines unless the Panel nominate another member.
Nominated Director 1	A member of the association who is nominated by the Board to become a Director because of their particular experience or qualification. Enables the Board to ensure there is the full range of experience and

	expertise to fulfill the responsibilities of the Board.
Nominated Director 2 (max)	A member of the association who is nominated by the Board to become a Director because of their particular experience or qualification. Enables the Board to ensure there is the full range of experience and expertise to fulfill the responsibilities of the Board.
NON VOTING MEMBERS	
President	Nominated by the Board to support the association. Typically will be a high profile person who shares the interests and values of the association and who can contribute to driving forward the association's strategic vision. The President will be able to attend all meetings of the association, to see all papers of the association but will be a non-voting member of the Board to ensure that the Chairman of the association remains the primary leader.
Members' Ombudsman	Elected by the membership as a whole. Although the Ombudsman will be entitled to attend all meetings of the association and to receive all papers they will be independent of the board and will not vote in order that there are no conflicts of interest if a member of the association has a grievance against the board.

Panel of Disciplines (As per the EGM proposals)

The newly created Panel of Disciplines will be the main focus for technical debate and development within the association. Its remit will be to advise the Board of Directors on:

- a. Maintaining the standards of all BASI qualifications
- b. Benchmarking the standards of all BASI qualifications against other snowsport qualifications to ensure BASI qualifications are seen to be high quality, fit for purpose and equivalent to qualifications offered by other members of the ISIA.
- c. To determine the content of all BASI courses, taking in to account the priorities of a. and b.
- d. Set the Annual Training calendar of courses working in conjunction with the Management team.
- e. Working with the Product Manager, to take a lead in developing all supporting materials, printed, online, multimedia, etc, to enhance the work of BASI's snowsports training.

The Panel of Disciplines will be chaired by the Trainers' Representative, who will be elected by all currently appointed Trainers of the Association. Members of the Panel will be appointed by the Board of Directors, based on their expertise and their ability to contribute to the technical development of BASI's snowsports qualifications and training. Two members of the Panel will be appointed from each snowsports discipline recognized by BASI.

Remuneration Committee

It may be appropriate to offer remuneration and expenses to members of the Board of Directors, the Panel of Disciplines and to temporary Working Groups established by the Board to any member of the association who is spending a lot of time on association business. The level of remuneration and expenses which can be claimed will be determined annually and published in advance by a newly created Remuneration Committee. This will comprise the non-voting members of the Board of Directors plus the Panel of Disciplines Representative (who will ensure a good understanding of remuneration in the snowsports industry).

Rob Rees & Scott Pleva, 22 January 2014, modified 26 Feb 2015