



INTERNATIONALE VEREINIGUNG DER BERGFÜHRERVERBÄNDE
INTERNATIONAL FEDERATION OF MOUNTAIN GUIDES ASSOCIATIONS
UNION INTERNATIONALE DES ASSOCIATIONS DE GUIDES DE MONTAGNE
UNION INTERNACIONAL DE ASOCIACIONES DE GUIAS DE MONTAÑA

Minutes GENERAL ASSEMBLY IFMGA

Wednesday November 24th 2021, 9h - 12h

Majestic, Chamonix, France

Summary of the most important decisions taken:

Item 8: Program and Budget and Membership Fee 2021/ 2022

The members unanimously approved the budget presented. Because of Covid, the membership fee is CHF 40 per year instead of CHF 50.

Item 9: Motion that the term of Reiner Taglinger as TC is extended for 1 year to GA Autumn 2022

The motion was adopted unanimously.

Item 10. Georgia be elected a Full Member

The motion was adopted unanimously.

Item 14: Motions from Member Associations

The VBDS submitted 4 Motions.

VBDS, Motion 1 (Development Fund) cf. A.O.B.

VBDS, Motion 2 (Industrial Partner)

It was accepted with 3 abstentions that the Board should make an industrial partner concept by the next GA.

VBDS, Motion 3 (Communication)

It was unanimously accepted, that the Board should request an alternative offer for communication work with the same profile so that the costs can be compared.

VBDS, Motion 4 (Motions for GA)

The delegates accept the motion from VBDS, with one abstention. This means that the procedures will be adapted accordingly and the Board will also have a deadline of 30 days for submitting motions for the GA.

Item 16: Election of new Board Members and Presidents Elect

The following delegates were elected to the Management Committee by a large majority:

- Urs Wellauer, Switzerland, as President Elect
- Hervé Qualizza, France, as President TC Elect
- Hampi Schoop, Switzerland, as Member of Board and Treasurer
- Angela Hawse, USA, as Board Member
- Kurt Walde, Italy, as Board Member

Item 19. GA 2022 in Slovakia and 2023 in Kyrgyzstan

The GA 2022 will take place in Slovakia in November. The following dates have been confirmed:

- Wednesday 23rd: Technical Workshops
- Thursday 24th : Workshop; Political Workshops
- Friday 25th: General Assembly, Gala Dinner

Item 20. A.O.B.

The Procedures concerning “Development Fund”, related to item 14, Motions of Member Association, VBDS Motion 1, are supplemented according to the proposal



Minutes

1. Official Welcome, Apologies

The President Peter Cliff (BMG) welcomes all delegates in attendance. 22 out of the 26 members are present physically, 4 virtual with proxies. They delegate the voting to members which are present:

- AGMTB (Bolivia) is represented by ASEGUM (Ecuador)
- KMGGA (Kyrgyzstan) is represented by SBV (Switzerland)
- NZMGA (New Zealand) is represented by EEMGA (Eastern European Mountain Guides Association)
- NNMGA (Nepal) is represented by SNGM (France)

26 members are therefore represented.

Honorary Member Peter Kimmig sent his greetings to the Assembly.

The President welcomes the following Honorary Members:

Cesare Cesa Bianchi, Hermann Biner, Camille Bournissen, Hanno Dönnz, Nils Faarlund, Alexis Mallon, Armin Oehrli, Bruno Pellicier and Christian Trommsdorff.

He also welcomes Ian Spare, President of UIMLA and Manuel Genswein, MSI

2. Election of the scrutineers

Elected as scrutineers

- Martin Doyle, UK
- Leif Magnussen, Norway

83 member votes are present (and 26 member associations)

The simple majority is 14 or more member associations votes AND 42 or more votes corresponding voting cards.

2/3 majority needs 18 or more member associations votes AND 56 or more votes corresponding voting cards.

3. Approval of the minutes of the virtual General Assembly 2020

The Minutes of the virtual GA 25th, 26th, 27th November 2020 were adopted unanimously.

4. Annual Report 2020/21 including Reports President, President TC, Sub-Committees, Secretary

The President led through the Annual Report 2020/ 2021, which had been sent out beforehand. There were no questions or comments on it.

5. Accounts 2020 / 2021 and Auditors Reports

The Treasurer led through and gave an overview on the Accounts 2020 / 2021. A detailed

annual financial statement was sent out beforehand with the Annual Report.

The most important key figures for the period August 1st 2020 until July 31st 2021 are:

- Income CHF 191'496 (without material trade / Member Fee CHF 25 not 50)
- Expenses CHF 166'763
 - Of which around CHF 148'000
for basic effort to keep the organisation alive (Secretary, Logo Protection, General Assembly, Meetings of Management Board, Communication, Taxes)
 - Approx. CHF 18'000
for projects (Database, Expert Exchange, accruals for development funds)
- Annual Surplus CHF 27'266
- All assets in total by July 31st 2021: CHF 339'291
- Assets in IFMGA Development Fund by July 31st 2021: CHF 155'295

There were no questions or comments on it.

The auditors' reports were sent out in advance. They recommend to the GA to discharge the Board from its financial responsibilities.

There were no questions or comments on this either.

6. Discharge of the Board's financial responsibilities 2020/21

The delegates voted unanimously to discharge the Board for his financial responsibilities 2020 / 2021.

7. Summary of the workshops of the General Meeting in Chamonix

Romain de Lambert, Member of the Management Committee ("Board") gave an overview of the workshops of the previous days:

7.1 Learning from Incidents and Accidents: Presentations from New Zealand, Austria, Sweden and Britain. Discussion: «Best practices»

- Incident investigation programs → key role
- Anonymous (automated) reports
- Study of chain of events vs personal blaming
- Fighting the « blame culture »
- Focusing on human factor

7.2 Technical Committee: Trainees changing associations during training

- Should be possible (changes in trainees' lives...) ... but not to « go around the fence »
- To be tested on «self-contained modules» (ex. steep ice) and then extended if successful and useful or stopped

7.3 Technical Committee: Snowboarding

- No support from MA's as a « new » discipline during training
- Activity is declining in some countries
- Very small fraction of clients are on snowboards
But...
- Works well in USA & Canada (new «tool», not «discipline»)

- Could/should be covered at some level during training

7.4 Communication

- 10% of IFMGA Budget
- Social media, newsletters (publishing posts & answering questions)
 - Renewed webpage
 - 115 visits pre-2018 to 35.000 today (monthly)
- Improve digital relationship between MA's and Federation
- Live survey & analysis

7.5 Structure of IFMGA

- Interactions between BOARD – MA's – PRESIDENTS - GUIDES – GA – SECRETARY
- Increased communication BOARD to MA's (public Minutes...)
- Role of SECRETARY: No support to change this to DIRECTOR (CH motion 2020)
- Idea of a direct service to the guides from IFMGA: proper «scientific & technical journal» published by IFMGA?

7.5 Diversity, Equity, and Inclusivity

- Accepting one another's background
- Diversity improves risk management
- 33% women in the room improves effectiveness
- Diversity = difference - Equity = fairness - Inclusion = those that are diverse must feel included
- Shifting the conduct of the profession (ethics, soft skills, scholarship...)

7.6 Definition of Member Association

- Bylaw 1.4 modification: MA with IFMGA and non-IFMGA guides = IFMGA guides must maintain full and sole control over any issue directly affecting the IFMGA

7.7 Development Fund

- Ex-DEZA Fund created in 2006 (CH and F)
- 5% of IFMGA income every year dedicated to the fund
- Assets in 2021: 155.000 CHF
- Motion from VDBS: fund could be used to develop our profession (promoting education of mountain guides, helping training in developing countries...)
- Support for IFMGA Board to run it rather than the proposed Angel Association

7.8 Membership Fees

- Big differences in GDP between MA
- Idea of membership fees according to GDP – 3 groups of MA
- Live simulations of various fees applied to various groups of MA according to GDP (Excel file)
- Pros/Cons - Good/bad idea? Would this be fair? Internal unity within IFMGA (creating different « categories » of MA) ? Creating a feeling of difference?
- Support to keep the status quo and help the less wealthy MA's on specific projects

7.9 Database

- Why?
 - IFMGA card: increased safety (counterfeit...)
 - Easier access to authorities, hut keepers...
 - Getting up to date in digitalized world
 - Long term wish = helping with working abroad (EPC)
- How?
 - Import data from MA server on a daily basis
 - Data protection: consent paper between guide ↔ MA
 - Transborder data flow agreement between IFMGA ↔ MA
- Who?
 - The Member Associations!

8. Program and Budget and Membership Fee 2021/ 2022

The Delegates unanimously approved the budget presented. Because of Covid, the membership fee is CHF 40 per year instead of CHF 50.

The most important expenses besides the daily business are:

- 20'000 CHF for Mobility
- 10'000 CHF for New Database
- 20'000 CHF for Expert Exchange / QM
- 20'000 CHF for Communication

9. Board Motion that the term of Reiner Taglinger as TC is extended for 1 year to GA Autumn 2022

In order to comply with Bylaw 5.4 (*One year before the current President TC's term of office is due to end, the General Assembly elects a President TC Elect, who serves as a Management Committee member for 1 year before ratification as President TC by the General Assembly*) the Board proposes that Reiner Taglinger's period on the Board is extended by 1 year to the General Assembly 2022.

The motion was adopted unanimously.

10. Board Motion that Georgia be elected a Full Member

The Technical Committee having submitted a positive Final Report and the Board being satisfied that the Pre-conditions have been met according to the Bylaws Article 3 and the Platform 5.12, the Board proposes that Georgia is accepted as a Member Association of the IFMGA.

The motion was adopted unanimously. There was much applause and the welcome to our association was warmly welcomed.

11. Board Motion about "Main Association"

The Board having agreed at its meeting of 12.1.21 and the Presidents having been notified by an email from the President on 28.1.21, the following paragraph was added to the IFMGA

Procedures and the Board now asks the Delegates to ratify this addition:

“The Bylaws state (Article 3.2) that when an application for IFMGA Membership is made, it can only be made by the main Association in the country; and in this context it is the General Assembly which decides whether the Association is the ‘main Association’ in the country. It will normally be the one with the most mountain guides, and other criteria for consideration are:

- (i) whether it is viewed by the country’s authorities as representing the country’s mountain guides,
- (ii) its established history,
- (iii) its ability to comply with the aims and objectives of the IFMGA as in the Bylaws, and
- (iv) its ability to comply with the Pre-conditions for Interested Associations as in the Platform.”

Michael Lentrodt, President of VBDS, would like further clarification in the text. Peter Cliff suggests that he and Michael Lentrodt revise the wording in detail and present it again at the next GA. Until then, the wording presented here for the procedures should apply.

The proposal was unanimously supported.

12. Board Motion: The Board proposes that the Complaints Procedure is accepted as the IFMGA’s internal complaint’s procedure

The motion was adopted by 25 members, one member abstained.

13. Board Motion about Honorary Members

According to the Bylaw 3.7, the Board proposes that Mani Wassermann be appointed an Honorary Member.

The motion was adopted unanimously. Mani thanked everyone for the great cooperation and the great appreciation during his term of office.

14. Motions from Member Associations

The VBDS submitted 4 Motions. There were no other motions from members.

VBDS, Motion 1 (Development Fund)

We request that the board will explain the current purpose of the Development and Cooperation Fund and explain a plan for how the money will be used wisely in the years to come. In 2021, CHF 8.750 was paid into the fund, but almost insignificant expenditure was made. If none of the projects are serviced from the fund, from our point of view it makes no sense if we continue to invest money in them. Currently, CHF 155.506 are parked in this fund. Furthermore, we submit the application that the fund can also be used for projects within the Alpine countries, if this corresponds to the newly defined purpose of the fund.

The Board has formulated a concrete proposal on this motion. This has already been discussed at the workshops.

It is unanimously decided that the proposal from the Board should be discussed and put to a vote under item 20 (A.O.B.)

VBDS, Motion 2 (Industrial Partner)

We request that it will be explained at the upcoming Annual General Meeting whether there is an industrial partner concept. It's not about financial sponsorship, we don't have any money problems.

Good industrial partners have great and far-reaching communication channels and in such partnerships we could, in cooperation with the partners, make the mountain guide profession known much more efficiently than is the case today.

We deliver content, the partners will get stories and both benefit from the resulting public communication.

The motion was accepted with 3 abstentions.

Dorian Labaeye (SNGM) added that such a partner must fit the values of the IFMGA, especially in the area of sustainability.

VBDS, Motion 3 (Communication)

In 2002/2021, spending on communication and social media accounted for almost 10% of our total spending. We propose that the costs and the associated benefits be reported and discussed at the upcoming General Assembly.

In addition, we request that an alternative offer be obtained in advance based on the work profile, so that it is ensured that an economic award is available. During the financial audit, the auditors found themselves unable to give a qualified opinion on this large budget item due to the lack of relevant information.

The motion was unanimously accepted.

VBDS, Motion 4 (Motions for GA)

Section 2 of the IFMGA Procedures (November 2020) regulates how motions are to be submitted to the Annual General Meeting. There it is regulated for the member associations that their motions must be received at least 10 days before the General Assembly. However, this deadline does not apply to motions that have to be submitted by the Management Committee.

We request that the statutes be amended as follows:

1. The deadline is extended to 30 days.
2. The deadline applies to all motions to the GA, including those from the Management Committee.

Reason: If a member has decided not to come to the Annual General Meeting for an

important reason because the topics there do not appear to be so important, then there should be the opportunity to revise this decision if an important motion is received.

The delegates accept the motion from VBDS, with one abstention. This means that the procedures will be adapted accordingly and the Board will also have a deadline of 30 days for submitting motions for the GA.

15. Election of the Election Committee

In accordance with Bylaw 6.1 the Board proposes that Leif Magnussen (Norway) and Martin Doyle (Britain) are elected as members of the Election Committee for a period of 3 years.

The Delegates accepted unanimously the motion of the Board.

16. Election of new Board Members and Presidents Elect

The following delegates were elected to the Management Committee by a large majority:

- Urs Wellauer, Switzerland, as President Elect
- Hervé Qualizza, France, as President TC Elect
- Hampi Schoop, Switzerland, as Member of Board and Treasurer
- Angela Hawse, USA, as Board Member
- Kurt Walde, Italy, as Board Member

The President thanks the delegates for the high approval rate and looks forward to working with the new colleagues on the Board.

17. Appointment of professional Auditors and internal Auditors

The appointment of professional Auditors T&R Oberland, Gstaad, Switzerland was unanimously accepted.

The appointment of internal Auditors Urs Tinner, SBV and Mark Charlton, BMG was unanimously accepted.

18. Information about spring event and ski competition 2022

The Ski Competition 2022 will take place in Verbier / Switzerland with international CPD included. Dates are as follows

- Thursday April 21st 2022: CPD
- Friday April 22nd 2022: Skitouring
- Saturday April 23rd 2022: uphill Race, downhill Race – Gala Night
- Sunday April 24th 2022: Journey home

There is no date for a Spring Event yet. Due to the pandemic, the TC President wants to wait for the next developments.

19. Information about GA 2022 in Slovakia and 2023 in Kyrgyzstan

The GA 2022 will take place in Slovakia in November. The following dates have been confirmed:

- Wednesday 23rd: Technical Workshops
- Thursday 24th: Workshop; Political Workshop
- Friday 25th: General Assembly, Gala Dinner

The GA 2023 will probably take place in Kyrgyzstan

20. A.O.B

Bylaw 1.4. Member Association. "A Member Association is an Association of IFMGA Mountain Guides".

It was unanimously accepted to add the following: *Where a Member Association includes both IFMGA and non-IFMGA guides, the IFMGA guides must maintain full and sole control over any issues directly affecting the IFMGA.*

IFMGA Procedures - 7. Development Fund, related to item 14, Motions of Member Association, VBDS Motion 1

The Development Fund was formed in 2006 with money mainly from DEZA Direktion für Entwicklung und Zusammenarbeit (the Swiss Development Cooperation). Other contributors included the Swiss Alpine Club, ENSA, Jeunes Montagne du Monde, Vins de Chevaliers SA, Dr Dominik Meyer Zug and the Sandoz Foundation. The IFMGA makes regular contributions to the fund.

The Technical Commission applies for funds towards training courses in developing countries, specifically for instructors' time, travel and accommodation; and for the costs of any required materials and documentation. Such applications are made to the IFMGA Management Committee, which is the body responsible for the running of the Fund.

It was unanimously decided to keep the first two sentences, but to replace third beginning *The IFMGA makes ...* with the following:

The IFMGA makes regular contributions to the Development Fund, which is run by the IFMGA Management Committee.

Applications may be made to the Management Committee for funding towards:

- *supporting a mountain guide Association in the process of applying to join the IFMGA*
- *supporting training courses in an Association from a developing country*
- *a project which is for the development and benefit of all Member Associations*
- *a project which promotes the education of mountain guides worldwide*

The IFMGA Procedures will be amended accordingly.

Farewell to Cristina Vargas, Secretariat

Peter Cliff also thanks and bids farewell to Cristina Vargas, Mani's assistant in the secretariat. She has made an extremely valuable contribution over many years.

The delegates thanked her with standing ovations.

The President thanks the retiring Board members

Cesare Cesa Bianchi, Mark Diggins, Romain di Lambert, Diego Wellig who are retiring from the Board with this meeting. Peter thanks them for their great work.

The President thanks the organisers

Peter thanks the SNGM, especially Dorian and Christian for the good organisation and hospitality.

The meeting ends at 12.00 p.m. and is followed by an aperitif and lunch.

For the minutes: Mani Wassermann, November 25th, 2021