



AROUND THE EAST

Maggie Doughty Earns 60-year Pin

By Mark Aiken



PSIA-AASI awarded Magdalena “Maggie” Doughty a 60-year pin this year. Celebrating sixty years of membership with the organization is always noteworthy. Maggie’s sixty years, however, are especially so – here’s why: Maggie has been a *full-time* snow pro for all of these years plus some.

Maggie began her instructing career in her native Austria in 1958. In addition to launching her instructing career that year, Maggie had another significant experience – she was buried in an avalanche. “The others who survived never wanted to ski again,” she says. “I was the opposite.”

She has instructed every year since then, mostly in the United States starting at central New York’s Greek Peak where she met Marshall Doughty. The two achieved full PSIA certification in 1964 and eventually married. They taught at Stratton and then for one winter in Austria, before settling at Mount Ascutney, VT where Marshall served as director for 11 years with Maggie as his co-director. Marshall also served as director at Haystack, VT, and Maggie served as director at Roundtop, VT. When Roundtop closed, they relocated to New Hampshire, where they joined the ski school at Cannon Mountain in 1982. Marshall passed away in 1998; Maggie is still instructing (full-time, of course) at Cannon.

Maggie has two sons and three grandchildren – all of whom, she says, ski like her. “They are beautiful,” she says. “I am so proud of them.”

When you pursue a career for over 65 years, things change. Maggie learned to ski at her aunt’s farm at the age of three on skis made from planks from a wooden wine barrel fastened to warm boots. Whenever she works at Cannon, she takes runs. Even at the age of 83, she is comfortable on any trails regardless of difficulty or conditions. “I’m known for skiing the ice,” she says, her Austrian accent still prominent despite decades in the States. “I love the ice.” She also loves a narrow stance width and a red mohawk helmet cover.

She believes in teaching students on appropriate terrain – and not rushing to more difficult terrain. “I always review the basics, no matter who my students are,” she says. She has taught thousands of students including Tim Mitchell, who went on to coach the alpine ski team at Harvard, and Bode Miller. “Bode always gives me a hug when I see him,” she says.

This season, if you suffer from the dead-of-winter doldrums and need inspiration, think of Maggie. Think of her enthusiasm and passion after six decades of full-time instructing. “I just love to ski,” she says. “I love to teach, I love to be out in the cold, and I just can’t see myself not skiing.” If that doesn’t inspire you, I don’t know what will.

Congratulations Maggie Doughty on 60 years of PSIA-AASI membership! ⚡

Thank You Joan! Welcome Pat!

By Kathy Brennan, Eastern Region CEO

I would like to take this opportunity to thank Joan Heaton for 25 years of service as our Area Rep Coordinator, and even more as a long time Board Member, writer, trainer and contributor to PSIA-AASI at the regional and national level. Pat Doherty is stepping into big shoes as the new Area Rep Coordinator and Joan promises she will be available as a resource to ensure the program she envisioned and fostered remains an important resource for our members to get and stay informed about all of the wonderful ways they may maximize the value of their membership. Thank you, Joan, for your vision, dedication and leadership!! ⚡

Congratulating our Area Reps

By Pat Doherty & Joan Heaton
Area Rep Program Coordinators

The PSIA-AASI Eastern Region Area Rep program proudly recognizes four long-time Area Reps. This year, we recognize following Area Reps with a 10-year certificate for their service in our program.

- Sandy Woehr-Blouin, Loon Mountain
- Dale Newton, Burke Mountain Snowsports Center
- John Brady, Dartmouth Physical Education Snowsports School
- Ross Gregory, Middlebury Snow Bowl

The presentation of certificates will take place during the Snowsports Management Seminar banquet on Tuesday, December 3, 2024 at Mount Snow.

Last year, our program celebrated 25 years of service to our organization. Eight Area Reps, who had served in our program for that length of time, were recognized at the banquet. Several continue to serve, and we are grateful. Many, many kudos! We do not have any 25 year awards this year.

Currently, there are approximately 130 Area Reps serving 118 member schools. Last year, 12 schools took advantage of the opportunity to have two Area Reps. Since its inception during the 1998-1999 season, the program strives to improve the lines of communication between the membership and the PSIA-AASI Eastern office in Albany.

Please check with your Snowsports School Director to be sure that your area does have a PSIA-AASI Eastern Area Rep. If your school does not, or only has one, please speak with your Snowsports School Director. It’s a fun way to serve!

Finally, I want to acknowledge and thank Joan Heaton for her guidance, assistance, and patience this past year as I “learn the ropes” associated with the Area Rep Coordinator position. Her knowledge, insight, guidance, and work have been invaluable. I am most appreciative and thankful. Moving forward, Joan will be assisting here and there as we work to continue the successes of our Area Representative program. ⚡



inside

View from the Chair	3
Absolutely AASI	10
KB’s Corner	12
Zipperline	17

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General Information

Submission of articles, photos, or other items for publication is invited. Articles are not to exceed about 1000 words. Receipt of submissions will be confirmed to the writer. Upcoming deadlines are published in each issue of *SnowPro*. Material should be sent to "SnowPro Editor" at: psia-e@psia-e.org as an MS Word document attachment.

All submitted material is subject to editing and, possibly, a writing process. Its use, whether solicited or not, is at the discretion of the editorial staff. All published material becomes the property of PSIA-E/EF. Articles are accepted on the condition that they may be released for publication in all National and Regional publications.

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BOARD REPORTS

By Eric Jordan

PSIA-E Examiner, National Board Representative

Winter is closer than ever, and the team in the National office is well prepared to deliver you another amazing season!

At the National office in Lakewood, work continues to strengthen our IT Department. We continue to invest in improving our website and E-commerce platform, so your experience is as streamlined as possible for renewing your membership as well as signing up for events. We are also strengthening the back end of our systems so that the regions have exactly what they need to manage their membership and staff. Another key area that we are investing in is increasing our "non dues" revenue via our Education Foundation and Sponsorships. We have partnered with two exciting firms who are

experts in these areas, and we have already seen gains from these partnerships. We should really see these investments start to pay off even more during the upcoming season.

Another huge project that we are planning for is Interski in 2027. We have assembled a great planning team that is working closely with our partners at Vail to deliver the best Interski ever. Stay tuned for more details on this amazing event that you will not want to miss. As a reminder, the event will be April 4-9, 2027 in Vail, and we would love to see you all there!

As always, please feel free to reach out to me if you have any questions or concerns. I can be reached at enj5050@yahoo.com

Best wishes for a great fall! ❄️

A Season of Education and Growth

By Emily Spiker

At Large Eastern Board Representative

Fall is one of my favorite times of the year. As the air begins to cool, a new season takes hold, and our thoughts turn to what's ahead. For those of us in snowsports, it's the anticipation of winter and snow. I always feel that starting something new with each season is a challenge, but it can also be a gift. This season I'm looking forward to my tenure as an At Large Member of the Eastern Board of Directors. I'm honored to represent our members and appreciate the support from so many who have allowed me to take on this role.

As students sharpen their pencils for school, it is a great opportunity to think through the areas you want to sharpen for the season ahead. We offer many resources that can meet you where you are: listening to podcasts, joining online webinars,

and taking both our indoor and on-snow courses. If you need financial support to attend one of these courses, please check out the scholarships we offer on our website. If there are courses or topics you would like to see, let us know. Our programs are for you, and we want to ensure we are supporting and strengthening our membership.

My challenge this season is to ensure the diverse voices of our membership are heard. As you begin your planning and start to think about your focus for the 2024-2025 season, share with us ways we can support your goals. An easy way for you to share an idea is to complete this form: easternsnowpros.org/contact-us/, or I hope to meet many of you at an event this winter. I'm looking forward to all of us working together to make this a season of education and growth. ❄️

Zone 3 Update

By Aleks Smith

Zone 3 Eastern Board Representative

Hello Zone 3! Just a quick update to let you know I attended my first board meeting at the end of June in New Hampshire. The meeting was very informative and helped us develop an understanding of how things are structured within the Eastern Region Board. I am now part of the Eastern Governance Committee, the Workplace Task Force and am paired with other board members to specifically monitor our Organizational Ends. I see this divvying up of different responsibilities as a good way for the board to track and monitor a lot of information.

It is my intention to be on the road at various events this winter. Please make a run with me, catch a chairlift ride with me, give me a call or send me an email anytime with questions or updates for me. The next in-person board meeting is on October 6-7 in Pennsylvania.

Please remember we have online courses available in addition to Fall events. Make sure to sign up for your events early! I hope to see each of you out on the hill this winter. Let's all plan for a great season! ❄️

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Education Foundation &
PSIA-AASI Eastern

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VIEW FROM THE CHAIR

Fall Update

By Peter Howard
PSIA-E Examiner
Eastern Board Chair

This report is written at the end of a hot late summer day. It's the kind of day when if it were possible I would pay \$100 for a crisp winter run down a long fast slope. By the time this is read those crisp days will be much closer. It's also the time of year to think about getting ready, to focus on fitness, and don't fall off the bike or the roof.

Your Eastern Board is in getting ready mode as well. The Member Communication Committee has been looking at this season's event schedule and planning Board Member visits for Zone meetings and larger events. Board Members hope to spend time this season with members from all disciplines. Your Board continues to do outreach to snowsports school directors and managers. Over the summer the Eastern Board met with several directors and managers from New Hampshire. The purpose was to ask how PSIA-AASI does (or could) create value for their resorts, schools, and guests. We also touched on risk management on the slopes and the ways in which we can partner with resorts to improve the learning environment for our members.

This summer we welcomed two new Board Members: Aleks Smith and Emily Spiker. We thank departing Board Members Elizabeth Limerick and Brandon Pearce for their service, time, and talent on our Board. At Board meetings there are annual and semiannual reviews of the ENDS which measure CEO Performance and whether the products and services that our Region offers are meeting expectations. We also review and set the salary of the Eastern CEO. The Board has five committees and a chairperson to organize each. The committees and chairs are as follows:

- Membership Communication Committee - Shannon Rucker
- Awards/Nominations Committee - Emily Spiker
- Work Plan Task Force - Stephen Gover
- Eastern Governance Committee - Katie Brinton
- Audit/Finance Committee - Shannon Rucker

You may know and remember an Educational Concept called Centerline. It debuted in the late 1980s. At that time, it was a blueprint for skill development and a way to ascertain a student's level, and what could enhance their performance. At Spring Conference, the Alpine Task Force decided that a new version of "Centerline" would complement and add clarity to the application of the "Fundamentals." Sometimes things are even better the second time around. Time will tell.

Lastly on a bittersweet note there was a Celebration of Life for Coach Tom Reynolds at the University of Maine in Farmington. Coach Reynolds started what would become the UMF Ski Industries Program. He profoundly affected and guided the lives of many career snowsports professionals. Across the country his graduates are engaged in race coaching, equipment sales, snow making, grooming, Education Staff, teaching, and more. Tom was a big supporter of PSIA-AASI and education in general. One of his sayings was "Strive for perfection and achieve excellence." Thanks, Coach. ☞

OFFICIAL NOTICE

PSIA-AASI Eastern Region

Annual Membership Meeting

Wednesday, December 18, 2024 at 4:30PM

Grand Summit Hotel | Northstar Room | Killington, Vermont

During this meeting, hear about the state of our organization and future plans from the CEO, Kathy Brennan, and representatives from the Board of Directors.

Also, take this opportunity to ask a question or make a suggestion.

A virtual meeting is planned for mid-February 2025, for any members who are unable to attend this in-person event. More details to come.

Exciting Event Opportunities

By Kathy Brennan
Eastern Region CEO

Read below for exciting event information to start planning for the season ahead. All of these events are on our Eastern Region event calendar at easternsnowpros.org/calendar/.

Preparing for Your Level I

For the 2024-2025 season, the only change to the Level I assessment process is that we will be limiting the group sizes to six (6) people. This change is intended to allow participants plenty of time to show what they know and receive feedback.

Participants who are well prepared as a result of their teaching experience, training, and studying, should be successful. For anyone unsure of the assessment criteria, they should be encouraged to check out the assessment forms and other resources at thesnowpros.org/certification/national-certification-standards/. We recognize there are a lot of criteria, and we want our members to be successful. To that end, like last year, we offer Intro to Level I webinars and our two-day, on-snow prep event. Read on for more information.

Webinars

Our monthly Intro to Level I webinar for Alpine and Snowboarding is designed to provide information about the format of the assessment, give guidance on the skills you should own to earn your Level I, share information about our organization, review the Learning Connection Model, and provide ample opportunities for questions.

Typically, the webinars run on the third Wednesday of every month. The cost is \$25, and participants earn 1 CEU.

Two-Day On-Snow Prep Events

The two-day on-snow Level I Prep Event is designed for members who are concerned about their preparedness for the Level I assessment, or if they are unable and/or do not have the opportunity to get the recommended minimum of 50 hours of combined in-house training and actual on-hill teaching. We offer this event in the alpine and snowboard disciplines.

This event is required for anyone who is not affiliated with, and working for, a snowsports school and therefore unable to get the training and experience necessary to be successful.

Several of these events are being hosted throughout our region; however, space is limited so we encourage early registration. The first chair (early bird) price is \$240 and participants earn 12 CEUs. Check out our calendar (easternsnowpros.org/calendar/) for dates and locations.

Alpine Level II and III Orientation

After the success of last year's Alpine Level III Orientation, we expanded the program to include Alpine Level II this year. This event is ideal for members planning to attend an alpine Level II or III Skiing and/or Teaching assessment this year and who would like some guidance exploring terrain and tactics the day before their event. During this one-day event, candidates may exercise their people, teaching and technical skills, get to know the likely terrain employed for the assessment, and prepare to enter a performance mindset. Through resort exploration, Q&A, and sample scenarios, this event is intended to help candidates put the finishing touches on their assessment readiness.



Fifty-year member
Freddie Anderson

Freddie's Fridays

Our Freddie's Friday events are back by popular demand. These one-day clinics run on Fridays in January, all across our region, in every discipline, open to anyone, and conducted by the women on the Eastern Region's education staff. A portion of the proceeds will go to support scholarships for women.

These events honor the memory of 50-year member Freddie Anderson. Among her many accomplishments, she established the Schenectady Ski School in 1950 and taught for 25 years at Gore Mountain. She was one of the first women to be certified by the professional organization that eventually became the Professional Ski Instructors of America. She helped form the first Board of Directors for the Eastern Region. Most importantly, she helped pave the way for other women to be able to teach skiing, get certified, and obtain leadership roles in the snowsports industry. We believe Freddie's Fridays are a fitting tribute to an Eastern Region icon, continuing her legacy and support for women in snowsports.

Check out the calendar (easternsnowpros.org/calendar/) to find a Freddie's Friday event near you.

January Discounts

Looking to save a little money on your event fees? Consider participating in a January event. We want to help you get a head start on earning your education credits for the season, and we have discounted many educational events in January by \$25. Consider attending a great event like the Women's Snowboard Camp at Hunter, a new alpine Level III prep, Alpine Dynamic Diamonds at Stowe, Telemark Ski/Teach Improvement at Blue Hills, Children's Teaching Focus at Mt. Sunapee, or the FUNDamentals of Teaching People with Intellectual Disabilities at Kissing Bridge. Check the online calendar to find an exciting event that fits your needs and schedule.

Freestyle Academy



Mark your calendar for the
Freestyle National Academy
Okemo, March 3 - 7, 2025



Use this code for the Eastern
region event calendar!



Attend the Beach Bonanza at
Sugarloaf on April 19-20, 2025

This season the National Freestyle Academy is coming to the Eastern Region!! Okemo, March 3 - 7 will be the place to hone your freestyle skills, learn about the fundamentals, and participate in the Freestyle Specialist assessments with members of our National Team.

More details to come but pencil this one into your calendar NOW at easternsnowpros.org/calendar/feature-events/national-freestyle-academy/!

Spring Bonanza at "The Loaf"

For many, skiing or riding Sugarloaf Mountain in Maine has been on your bucket list. Well, this may be the year to scratch that one off the list. Our last event of the season, April 19-20, the Sugarloaf Beach Bonanza, is sure to be a blast! Content will be based on the participants' goals. In addition, depending upon the number of attendees, skiers and riders may be mixed into likeminded groups who are ready to check out everything Sugarloaf has to offer.

If the long drive to Sugarloaf isn't for you, our popular Last Laps event is alive and well at Killington on April 12-13. Or attend the Spring Rally at Sugarbush April 5-6. <<



Golden Learniversary:
50 years of Instructor Excellence

Golden Learniversary: Celebrating 50 Years of Instructor Excellence

As mentioned in KB's Corner on page 14, to commemorate the 50-year anniversary of our first exam as PSIA, we are hosting a special educational event, as well as Alpine and Snowboard Level 1 assessments, and a celebratory party. The event will be on January 15 and 16th at Belleayre in New York, site of that first exam. Our 50+ year members will be invited to attend the education event at no cost, 40+ year members get a 40% discount, and successive discounts down to 10% off for 10+ year members. Please stay tuned for more information on how to register for this golden learniversary event!



Other Good News

Everyone loved the return of the Event Poster and it is currently being prepped for the 24-25 season. As a reminder, even though the poster is printed, the schedule continues to evolve throughout the year. Please use the QR code on the poster to search for events online and encourage colleagues, friends, staff and peers to do the same.

There are more than 500 educational and assessment events on our calendar for the 24-25 season. There is bound to be something that will inspire you. Grab a friend and register for your favorite event or visit a new resort and add a bunch of new friends to ski or ride with. It is going to be a fantastic winter, and we look forward to seeing you at whichever event you choose. ⏪



Congratulations!

In the Spring 2024 *SnowPro*, a few members were inadvertently left off the list of members who earned certification or Children's or Freestyle Specialist certificates last season. Please congratulate the following members who also earned their new Level I, Level II or Level III certification or their new Children's or Freestyle Specialist certificates during this past season!

Alpine Level I

Thomas McCarthy
Alexander Stempel
William Taylor

Children's Specialist 1

Sarah Long

Telemark Level II

Leo Greenberg
James Raved

Freestyle Specialist 1

William Gibson

Snowboard Level I

Laura Luan

Snowboard Level II

Nathan Corey
Erik Winarski

Snowboard Level III

Xiangyu Qu

NEW MEMBER BENEFIT

We are pleased to announce the Eastern Region has partnered with **SKI THE EAST** to provide you with a great new benefit!

Members receive **20%** discount with code:

PSIA20 @ skitheeast.net

Code expires 5/1/2025

SKI THE EAST 

SKI THE EAST will also be donating gift cards for our Eastern Academy Raffle to raise money for our Education Foundation!

Thank you SKI THE EAST for becoming part of our team!

Welcome Webinar

PSIA-AASI Eastern Region, as well as the National organization based in Lakewood, CO provide many great resources – *when you know where to look*. In order to help members maximize the value of their membership, the Eastern Region hosts a **FREE** monthly Welcome Webinar. Invites are sent to all members who join in the previous month; however, anyone (including a prospective member) is welcome to participate in this webinar.

The purpose of the Welcome Webinar is to provide information about our organization's structure and mission, show how to use our websites, register for events, find resources, and participate in our community. We also invite any questions participants may have.

The webinars run on the last Wednesday of every month at 7:00PM EST. There is no registration, participants do not earn CEUs. The first 100 people to log onto the Zoom call can participate. The call-in information remains the same each month.

The next call is in October.



Welcome Webinar Zoom Info

October 30, 2024, at 7PM EST

Zoom Meeting ID: 890 4571 7732

Passcode: 666130

<https://us02web.zoom.us/j/89045717732?pwd=NjludTFFUHhBqQmpKT0YvL2tuSFh2Zz09>

Or Dial in - 646 558 8656

PSIA-AASI offers many amazing educational and credentialing events, access to world class education materials, great deals on the equipment, and a wonderful community of like-minded snowsports enthusiasts. Join me for the Welcome Webinar to learn how to take advantage of all these opportunities!

Support Your Goals

Submit an application for an Eastern Scholarship – Deadline 10/31/24 at 11:59pm

Last year, the Eastern Region awarded more than \$28,400 in scholarships for PSIA-AASI events to 137 recipients. Scholarships averaged \$207 per recipient, so don't miss out on this great member educational benefit!

The scholarship deadline is October 31, 2024, at 11:59pm. To apply, please complete this online form: easternsnowpros.org/membership/current-members/scholarships/member/. Scholarship dollars are available for several different categories of members and interests. Please submit an application for a scholarship that best aligns with you and your needs. Also, we kindly ask you to not submit a scholarship application if you received and/or used scholarship funds last season. Scholarship funds include:

- General fund – any member, any discipline
- CE Burbridge Memorial Scholarship – for adaptive events
- Russell Fleming Memorial Scholarship – supporting racial diversity in snowsports education
- James Kapp Memorial Scholarship – for telemark events
- James Leader Memorial Scholarship – for any members with first priority given to employees of Killington
- NextCore Scholarship – for members ages 14 – 39
- PSIA-AASI Eastern Region Employees – for members of our Education Staff
- Terry Fund Scholarship – for children's events
- Women's Scholarship – for women members

Support Your Staff

Nominate your school or pros for scholarship opportunities – Deadline 1/5/24 at 11pm

In addition to the scholarships for members, there are four scholarship opportunities for member schools and individuals. Directors and managers, take note: for each of the following scholarship opportunities, a snowsports school director or manager must apply or nominate an applicant.

Member School Scholarship

The Eastern Region recognizes the important role our resorts serve in introducing people to our beloved sport. The purpose of this scholarship is to support snowsports schools who may not have trainers or easy access to PSIA-AASI Education Staff.

By sending staff members to PSIA-AASI Eastern Region events or bringing Eastern Region Education staff to their resort to provide additional Member School Training Days, scholarship winners can use funds to help develop their staff, inspire future leaders, and create more exceptional experiences for their guests.

- Requirements: school must be a 2024-2025 Eastern region Member School and must have no Ed Staff members in their employ. They must not have received a 2024-2025 National Small Snowsports School Scholarship. The application must include two letters of recommendation: 1) From someone on your team to explain how they will benefit from the additional training that will result from a scholarship. 2) From a member of the resort's executive team which identifies the role that PSIA-AASI may play in educating your team.
- Application deadline: Sunday January 5, 2025, at 11pm
- Member School Scholarship application: fs9.formsite.com/PSIA-AASI-E/MemberSchoolScholarship/index

Member Reinstatement Scholarship.

The purpose of this reinstatement scholarship is for snowsports school directors or managers to identify valuable members of their staff who have let their PSIA-AASI certifications lapse. Successful nominees will be employees

who can serve a vital role in a school as a trainer or supervisor, or who have potential to obtain higher levels of certification or earn a position on our education staff. The reinstatement scholarship will be awarded to one or two pros and may include money to pay for reinstatement fees, make-up events, and other costs.

- Requirements: Letter of recommendation from snowsports school director or manager, letter of intent from nominee, and a description of the nominee's goals, and a summary of the nominee's snowsports career. Nominee must work at an Eastern region Member School.
- Application deadline: Sunday January 5, 2025, at 11pm
- Member Reinstatement Scholarship nomination form: fs9.formsite.com/PSIA-AASI-E/ReinstateScholarship/index

Alpine Futures Camp Scholarships

Made possible by contributions to the Education Foundation in memory of Rick Metcalf, an Eastern Region education staff member and long-time DCL coach, the alpine Futures Camp trains and inspires alpine Level II or III members who aspire to become part of our education staff. Led by Development Team Coach Dave Capron, participants receive feedback and development plans to help them achieve their goals. Selected nominees participate for free and are only required to cover their own expenses.

- Requirements: Eligible nominees must be Eastern Region members in good standing and actively working (full or part-time – that is, an average of six days per month) at an Eastern region member school. Schools may nominate one applicant.
- Application deadline: Sunday January 5, 2025, at 11pm
- Alpine Futures Camp Scholarship nomination form: fs9.formsite.com/PSIA-AASI-E/futurescamp/index
- Selection & Registration: On January 17, twelve (12) eligible nominees will be selected in a random drawing. They will be sent a link to register for the Camp. If any of the selected nominees are unable to attend, additional names will be drawn.

Level I Promising SnowPro Scholarships

The intent of the Promising SnowPro scholarships is to help Member Schools get their valued instructors, who have an interest in a long-term commitment to the snowsports industry, involved in PSIA-AASI. The scholarship awards ten selected nominees a free registration to attend a Level I Assessment.

- Requirements: Nominations from the director or manager must also include a letter from the nominee indicating why they want to obtain their Level I certification. Eligible nominees must be Eastern Region members in good standing and be actively working (full or part-time – that is, an average of six days per month) at an Eastern region Member School. Each Member School may nominate one person this year.
- Application deadline: Sunday January 5, 2024, at 11 PM.
- Level I Promising SnowPro Scholarship nomination form: <https://easternsnowpros.org/membership/current-members/scholarships/promising/>

Thanks to our Scholarship Committee

Many thanks go to our volunteer scholarship committee members! These dedicated members put in a great deal of effort reviewing your applications, scoring the selection criteria, and determining awards. Please join me in giving heartfelt thanks to: Alan Kinney, Steve McGrath, Rebecca Shiffman, Emily Spiker, Alex Wallace and Melanie Werenczak. ❄️



KIDS, KIDS, KIDS

Exciting Events for Children's Pros

By Bonnie Kolber

PSIA-AASI E ACE Team Coach

AASI-E Examiner and Eastern Team Member



PSIA-AASI Eastern Region ACE Team

Attention all Children's Instructors! The ACE Team has been busy plotting and planning and has some fun and educational events to share with you this winter:

Children's Academy:

Children's Academy is happening in early December. Start the season off on the right foot! This will be an opportunity to work with the Children's Education Staff to hone your teaching muscles and develop more creative, fun, and engaging children's lessons.

Did you know that Member Schools can elect to send their staff to the Children's Academy as part of the Management Seminar offering? If you are a Children's Trainer or Supervisor, talk to your Ski & Ride School Director to take advantage of this benefit!

Children's Specialist (CS) Assessments:

The core event for children's instructors, successful completion of CS assessments grants professional recognition to the instructor for their education, experience, and expertise in teaching snowsports to children. Keep an eye on the website for specific requirements - there will be a few minor changes to the process as the regions continue to align nationally.

CS Preps:

Not sure what to expect at a CS assessment? Take a two-day CS Prep and dive into aspects of the Learning Connection model such as the People Skills needed to communicate with students and parents and manage behavior, the Teaching Skills used to plan and present learning segments based on movement analysis and real and ideal movements, and key Technical Skills based on fundamental movements and stages of development (aka the CAP Model). If you're looking for the whole package, Children's Specialist College at Pro Jam offers a back-to-back 3-day CS Prep followed by a 2-day assessment at both the CS1 and CS2 level!

Educational Events:

It's not all about the assessments! The Children's Education Staff is a highly creative, knowledgeable, and experienced resource and will be offering several opportunities to slide along with other children's instructors in a bag-of-tricks-expanding non-evaluative environment. Check out Children's Focus events at Eastern Academy, Spring Rally, and throughout the season on the Eastern event calendar!

All of the Children's Instructor events are multi-discipline, with the potential of alpine, snowboard, and telemark participants in the same group. It's a unique and cool chance to compare equipment performance, share how we view the mountain and choose lines, and discover how much we can enjoy the mountain and learn together.

And one more friendly reminder: remember to apply for scholarships in the fall and register for events early to guarantee a spot and get the best rate!

Have fun and see you when the snow flies! <<

CALLING ALL FUTURE PROS

The *SnowPro* publication is featuring pictures of our Future Snow Pros.

What did their very first day sliding on snow look like?

Share their adventure!

Share your child's or grandchild's very first day on snow, submit their image:

<https://fs9.formsite.com/PSIA-AASI-E/FuturePro/index.html>



Lucy Politano
Age: 2 years
Sunday River

Future Snow Pros

What did these future Snow Pros look like the very first day they slid on snow?!



Willow Calitri
7 years
Cranmore



Aria Dunlevy
3.5 years
Nashoba Valley



Calvin Ellis
18 months
Mountain Creek



Torin Foley
17 months
Mount Ellen



Evelyn Elaine
Gordon
6 years
Seven Springs



Liliana Jensen
18 months
Sugarbush

Thank you to everyone who submitted a picture, we love seeing your future snowsports enthusiasts enjoying their very first day. We didn't have space for all of the submissions, but we have retained them to use in the future if possible.



XX-PLORING

Nordic Updates Summer 2024

By Mickey Stone

Nordic Coordinator

PSIA-E Nordic Examiner and ACE Team Member

Summmmer! Reminds me of Janis Joplin and that long intro slaying out Summmmmmer in her 1969 hit “Summertime” from the Porgy and Bess musical. Well, it sure felt like it this year. 90-degree days in central Maine and all over our northeast area. The good news is the winter forecast looks like significant snowfall and cooler temps for the East at least this winter.



Don Sensenig Poconos PA

Though it is time to kick back and recreate in the mountains, on a bike, or in a chair sipping a cool drink, it does not mean that Eastern Region Nordic is on break. Currently, we have created a Nordic Steering Committee that will help guide us through staffing, events, educational updates and National Alignment across all our regions in the US. This group has already been a big help as all our jobs become more complex in this day and age. Shout-outs to Jay Nation, Keith Rodney, Karen Dalury, Ali Pirnar and Mike Innes for being part of this three-year committee

We do have some changes in assessment formats and logistics for the upcoming season and beyond.

1. Written pre-test to be filled out before your Telemark Level I Assessment.
2. Online E-Learning courses (Beginner XC and Level I XC) to be completed before your XC Level I Assessment.
3. Level I Assessment on-hill will be structured in three modules Teaching (30-45 min) Skiing Tasks (10-12 activities) and a Technical and Movement Analysis activity (30-45 min). Level I assessments are combined with topical educational events, so those aspiring for Level I do so at these educational events. Thus, candidates need to be prepared for a slightly more formal delivery of their skills in these areas during the event. This is for both XC and Telemark.

4. Written pre-test to be taken before Level II and Level III Telemark Assessments. A link will be emailed to you when you sign up. Remember you need an exam prep or an event within two seasons of signing up for the Assessment. The only prerequisite for XC Level II and Level III for XC is an event within two seasons of the Assessment.

5. The Level II and Level III Assessments for Telemark and XC will be structured with the three-module format as discussed in Number 3 above with the time allowed. Also, if group ratios are 6-1 there will be two Assessors scoring both days. In the past it was one for each day.

All XC and Telemark Assessment Information is on thesnowpros.org under Telemark or XC and the Performance Guide. Candidates from the past two seasons may have observed that we have scored Level II and Level III as described above but let the assessment framework be a little “loose and experiential.” Moving forward, we will retain the same atmosphere but we’ll adhere to the timelines, so everyone has the same time in front of the assessors. This doesn’t mean your program can’t be shorter so long as it covers the necessary goals.

This season our suggestion is to ask any questions about the process at your assessment event. Better yet, sign up for Exam Prep Courses where the process and format will be thoroughly discussed and foreshadowed. Please look at our event schedule especially in December and January. We have Upgrades at Waterville Valley and Stratton (two great places to tele!). On January 27 and 28 at Gunstock NH, there is a great offering of Alpine and XC – a half-day of each for two days. Experience the benefits that both these two disciplines have and how they can complement each other while still being two very different sliding sports. Rentals available for nominal cost for each. Of course, don’t forget about the Mini Academy on December 14 and 15 and Eastern Academy on December 16 to 20 at Killington, VT. There are also two



Cedar Run Waterfall PA)

Early Season Primers if you want just a couple of days on snow to get ready for the season. It is another fun filled, diverse event schedule once again and we look forward to seeing you early season on-snow.

The organization offers Event Scholarships please go to Easternsnowpros.org/scholarships for more information and deadlines. <<



FREESTYLE

Freestyle Academy Comes to Okemo!

Join Eastern for the third annual National Freestyle Academy at Okemo Resort March 3-7, 2025! National Team members and Eastern Region freestyle staff will lead groups at Okemo’s terrain parks and resort in Ludlow, Vermont. Join us for the freestyle camp, the FS1, FS2, FS3 accreditation days, or the entire 5-day Academy.

During the freestyle camp, you will get more time to develop skills. You’ll have plenty of time for feedback on tricks you want to get while helping to develop your Technical Understanding, Movement Analysis, and Teaching Skills in the Freestyle environment focused on the Freestyle standards.

More details, including registration information, coming!



Outside Ski Pressure?

By F Jay Nation

PSIA-E and RM Telemark Examiner

PSIA-E Nordic Steering Committee Member

Outside ski pressure?

Often when you speak with novice, intermediate, and even some advanced telemark skiers, they will tell you that the ski-to-ski pressure is relatively constant throughout the entire turn. While that may be true of a skier new to telemark, once ownership of the inside ski is achieved, it is time to develop a new understanding of ski-to-ski pressure. The idea that ski-to-ski pressure is even throughout may come from a misunderstanding of the telemark fundamental wording, 'Control the lateral relationship of the center of mass to the base of support to manage pressure from ski-to-ski.' This wording is different than the similar alpine fundamental.



Keith Rodney carving it up; note the long outside leg.

The wording of the alpine fundamental is, 'Control pressure from ski-to-ski and direct pressure toward the outside ski.' In alpine, ski-to-ski pressure is not even throughout all phases of the turn but directed away from the inside ski. At turn initiation, the skier aligns their center of mass over the outside ski and continues to direct pressure to that ski throughout the shaping and finishing phases of the turn. This alignment provides the skier with the most stable and effective way to turn.

In telemark skiing, the pressure management both fore-aft and ski-to-ski changes according to the desired outcome.

For more effective performance in some off-piste terrain, groomed snow, or firm snow, a skier should align the center of mass over the new outside ski at turn initiation. This makes it possible to more effectively shape the top of the turn and begin the work of turning early. Aligning the center of mass over the new outside ski before the feet have passed and even before the edge change, provides telemark skiers with a similar stability that alpine skiers possess. In contrast to alpine however, somewhere near the end of the shaping phase or beginning of the finishing phase, pressure is again directed toward the inside ski as the center of mass is again aligned between the feet.

If the pressure is directed toward the outside ski late in the turn, the center of mass often ends up stacked over the front foot. This alignment of the body commonly results in a fake-a-mark turn. This position is highlighted by a loss of thigh separation with the inside knee ahead of the outside knee creating a "figure-4" image when viewed from the side. The result is a very unstable and ineffective turn with the outside ski blocking movement into the new turn.

In conclusion, whereas the alpine fundamental contains the wording, 'direct pressure toward the outside ski,' the telemark fundamental leaves room for variations in ski-to-ski pressures in different conditions, speeds, and pitches. This wording is intentional but does not preclude pressure from being directed to the outside ski. Aligning the center of mass over the new outside ski early and directing pressure through the top of the turn will allow for more stable, efficient and effective skiing. ⚡



SCHOOL MANAGEMENT

Snowsports Management Seminar Updates

By Gail Setlock

Snowsports Management Committee Chair

PSIA-E Examiner

It's the time of year when Snowsports School Directors start contacting staff about the upcoming season. Directors may inquire whether you plan to return as an instructor, plan to attend a PSIA-AASI assessment this season, or have been exercising over the summer to be in shape for the coming season.

Much like a director ensures their staff receive the training and onboarding requirements so that you can work for the season, the PSIA-AASI Snowsports Management Seminar provides training and informational sessions to help snowsports school directors, supervisors, and trainers learn about being better managers, instructors, and leaders.

The annual Snowsports Management Seminar will be back at Mount Snow again this season with lots of training and information regarding PSIA-AASI updates. Starting Monday evening, December 2, 2024 and running through Wednesday, December 4, seminars with kick off with a keynote presentation by Betsy Butterick, aka "The Coaches' Coach", a seasoned pro who utilizes the transformative power of communication to help build high-performing teams. As a former coach, Betsy understands that "chemistry" is more than a buzzword – it is the result of genuine connection and at its core lies effective communication. Make sure you don't miss the keynote with this engaging and dynamic speaker! The Trainer Academy and Children's Academy will also be happening in conjunction with the Management Seminar.

The Snowsports Management Committee is working to develop both indoor and outdoor session topics to pique your interest and provide directors, trainers, and supervisors with information to bring back to their home resorts and apply to the management of their snowsports schools for the upcoming season. The committee consists of snowsports school directors and managers from a mix of small, medium, and large schools/mountains. Committee members are also a mix of disciplines, including snowboard, adaptive, and alpine. Collectively, this is a great and experienced group of snowsports school managers.

Sessions will be offered for specific alpine and snowboard disciplines, as well as multi-discipline sessions. National updates relative to assessments will be the topic of some on-snow sessions. And new this year, the Management Seminar will be offering sessions for Cross-Country skiers and schools!

I hope each Eastern member school director attends this year's seminar and brings along some of your supervisors and/or training staff. ⚡

**We'd like to thank the committee members listed below.
We truly appreciate their service.**

Gail Setlock, Chair

Mark Absolom, Big Bear

Ross Boisvert, McIntyre

Dave Beckwith, Killington

Joey Carey, Sugarbush

Dan Hogan, Windham

Greg Fatigate, Smugglers' Notch

Joe Hurley, Bart J. Ruggiere Adaptive Sports Center at Bromley



AASI Update

By Brian Donovan

AASI-E Coordinator and Examiner

PSIA-AASI Snowboard National Team Member



reetings AASI East Family!

As we traverse into fall, here are all the snowboard updates to help set you up for a great winter.

Event Schedule. The AASI East Snowboard Event Schedule will be finalized and going live early this fall. We are in the final stages of scheduling and moving events around to make sure that we have a consistent spread of all types of events, assessment pre-requisites, and assessments spread across all the geographical pockets of the Eastern Region. Here are the main details:

- *Convenient locations.* As always, we attempt to have a Level I certification assessment scheduled within approximately two hours of all member schools. So, make sure to help new-to-AASI instructors in your Ski and Ride Schools sign up for a Level I that is convenient to them. If your home resort doesn't have a Level I scheduled this year, it simply means that it was time to have one at another school in your area. Make sure that your Ski and Ride School Director submits the event request sheets each spring, and you will see the Level I locations rotating to different resorts every few seasons.
- *Weekend events.* We have the largest number of weekend events scheduled ever! You asked, and we're answering by adding more weekend offerings to the snowboard schedule.
- *Fewer events mean fewer cancellations.* We reduced the overall number of events on the Event Schedule. This is an attempt to reduce the number of events that cancel because of events that compete for the same audience. We understand how frustrating it is when an event that you are signed up for gets canceled, so we hope that by having fewer overall events on the Event Schedule, fewer events will cancel.
- *Don't wait to register.* When you find an event that you want to attend, sign up early. Don't wait until the last minute to sign up. It is hard for us to add Examiners to work events at the last minute. Signing up early is the best chance you have to lock in a spot and ensure that you don't end up on the wait list for an event. Log on to easternsnowpros.org/calendar/, find the event(s) that you want to attend, complete your registration, and tell all of your friends that you signed up.

Scholarships. PSIA-AASI supports members with thousands of dollars in scholarship money for events and assessments.

- *Eastern Region Scholarships.* Have you applied yet? Eastern member scholarships are meant to help members (like YOU) afford to attend more events each season. Check out the scholarship page at easternsnowpros.org/membership/current-members/scholarships/. Spread the word and let instructors in your Ski and Ride School know they can apply for scholarships to help pay for events.
- *National Scholarships.* Check out scholarships available nationally at thesnowpros.org/education/scholarships/! There are fewer of these to go around, so complete, spell-check, and submit your applications before the deadlines!

National Alignment. Have you heard the word? All eight PSIA-AASI regions are working towards alignment on what Level I, Level II, and Level III assessments and various accreditations (like FS1 and FS2 and CS1 and CS2) will look like across the entire country. The target for national alignment is May 2026. The goals are to create consistent and fair assessments that are not specific to any region, but are the same across the entire country. This is super exciting as it will improve the credentialing and acknowledgement of our PSIA-AASI Education throughout our country and the world. It will also provide more opportunities for members to travel to different regions and take education events or assessments. As the largest PSIA-AASI region, the Eastern Region is set to take on a leadership role with the evolution of our assessment/exam processes. Because of that, you're going to see some changes this year to our Level III assessments in the East. These changes should benefit you in all aspects. Here's what to expect at Level III snowboard assessments this season:

- *Three days and three parts.* Level III assessments will be three individual days based on the three parts of the Learning Connection Model. You can take all three days or take any of the individual modules/components in single-day increments. As you pass "modules" of the assessment, you can bank them and not need to be re-assessed in the future. You must pass all three modules to earn your Level III certification and cannot earn partial certification. You do not need to do all three modules in the same week, month, or even season. You can focus on specific parts of the assessment, or you can focus on the entire assessment. You can take different modules at different times to fit your personal educational journey. The goal is to give you options and set you up for success in your certification path!
 - Module/Day one will assess Movement Analysis and understanding of Technical skills.
 - Module/Day two will assess Teaching and People skills.
 - Module/Day three will assess Riding skills.
 - Professionalism and Self-Management will be assessed every day.
- *Two Examiners.* This is exciting! You'll have two Examiners evaluating you throughout the day and the Examiners will be working together to score all the participants and deliver feedback together. No, the assessment will not be twice as hard because there are two Examiners. It simply provides all candidates with two Examiners to be able to hear, see, and evaluate everything going on, multiple opportunities for the group to see demos performed by both Examiners, and a consistently fair and impartial assessment experience for all candidates as Examiners will have the opportunity to align to the National Standards by working together.
- *Leading the charge.* It is exciting that the Eastern Region will be leading the charge nationally by working to evolve the Snowboard Assessment process. This shows dedication to leading toward a unified national assessment process in the future! Read Education Director Keri Reid's write up on page 9 in this issue of *SnowPro* to see more details.
- The Eastern Region believes in the value these changes will offer and recognizes they come at a substantial cost increase. As we transition to the modular format and concurring price structure, the Eastern Education Foundation will support those for whom the price increase causes undue hardship. For this year only, members registering for any/all Snowboard Level III Modules can access preferential rates here: <https://fs9.formsite.com/PSIA-AASI-E/GOFORIT-EasternAASI-LIII/index>.

Announcing a new member-at-large. Earlier this summer PSIA-AASI Eastern sifted through eight quality applications for the open member-at-large position on the Eastern Region Snowboard Steering Committee, the volunteer body that oversees the creation and implementation of snowboard educational content and oversees the performance of the Snowboard Education Staff and Examiners. Geoff Romero has held this member-at-large position for the past four years. I am excited to announce that Brittany Goodman from Pat's Peak Ski Area in New Hampshire has been selected to fill the position for the next 4-year term. She will begin her term later this fall. The member-at-large role is meant to be a non-Examiner member on the AASI-E Steering Committee who provides the perspective of the membership into decisions on governance over snowboard education in the East. Congratulations and thank you to Brittany for all the time she'll volunteer to help shape the future of snowboarding in the Eastern Region! Next time you see her, please give her a huge high five for stepping up!

Big SNOW. Did you hear that we hosted our first ever AASI snowboard event at Big SNOW at the American Dream mall in New Jersey in August? We had a rad group of 8 members who participated in the first Intro to Freestyle camp at Big SNOW!



I-r, Taylor Champagne, Chi-Ping Wang, Tingwei Lu, Xiaoquan Wen, Brian Donovan, Chao-Wen Trezza, Brian Evins, and Changle Yu. Not pictured is Michael Harrington.



Changle Yu

Freestyle National Academy. This amazing event started two years ago as an event that will travel throughout the nation. It has been held at Copper Mountain, Colorado, Woodward Park City, Utah, and it will be coming to Okemo Mountain, Vermont during the first week of March in 2025. This week-long event is full of two- and three-day PSIA-AASI

freestyle events including freestyle camps, Freestyle Specialist prep events, as well as Freestyle Specialist 1, 2, and 3 assessment events. Come for any or all of this mega-event and be around dozens of other AASI members exploring the terrain parks and halfpipe at Okemo, earn CEUs, and possibly earn a new Freestyle Specialist accreditation. We will have PSIA-AASI National Team members joining our Eastern Education Staff to run the events and assessments all week long. Come experience the third annual Freestyle National Academy at Okemo in March!



Don't miss the Freestyle Academy, March 2-7, 2025!

AASI East Facebook Group. If you aren't currently a member of the AASI East Facebook group, what are you waiting for? This is an online private Facebook group created and moderated by AASI members Brandon Cook and Dave Hirschberg, and it is a place to connect with other AASI members, ask questions, coordinate taking events or traveling to those events, and much more. Search for the AASI East group and request to join. Whether you are a top commentator or contributor, or whether you want to lurk in the shadows and just see what your fellow Eastern snowboard snow pros are up to, this is a super welcoming and smart bunch to do it with!

Lastly, I want to simply say thank you for being part of our AASI East community of instructors. Thank you for being dedicated to getting better at snowboarding and teaching snowboarding. Thank you for all the lessons you have taught, all the lives you have changed for the better, and all the stoke and passion that you've shared with your students. I love our AASI community and want to say thank you for being part of it! Fingers crossed for early and often snow this winter and lots of friends to slide on it with! Have fun out there! ⚡



We're Golden!

By Kathy Brennan
Eastern Region CEO

This winter marks the 50th anniversary of the first ski instructor examination conducted by the Eastern Professional Ski Instructors Association (EPSIA) so it's time to celebrate our Golden Learniversary!

As I reflect upon this major milestone, I think of you, our members, and how much our organization and your certifications mean. Recently I chatted with a long-time member who shared that he had amazing success in his career outside snowsports, yet he believe it was training for certification as a teen that was key to unlocking his full potential. His training highlighted a reading problem that forced him to learn ways to study which ultimately opened the door for other opportunities. He choked up as he shared how life took him away from snowsports at times, but membership in PSIA-AASI and his certifications are one of his greatest accomplishments.

60 Year Pin Recipients

Speaking of great accomplishments, this summer it was a privilege to personally deliver sixty-year pins to a few of our members. *For any of the math wizzes reading this, you may ask – “How can we give 60-year pins when we are only celebrating our 50th anniversary?” Thankfully, when EPSIA was formed, they accepted the certifications from members who were part of the original U.S.E.A.S.A. For more information, see the sidebar.* I experienced great pride and appreciation meeting these members, sharing their memories, and reflecting on how we have grown and evolved as an organization.



Stratton Mountain Boys



Adi Scheidle and Kathy Brennan



Maggie Doughty

Like Adolph (Adi) Scheidle, who was recruited from Austria to be an instructor and one of the original Stratton Mountain Boys by the newly opened Stratton Mountain Resort. He learned English as he traveled by ship to the United States. At Stratton he instructed by day and was a singer at night. Then he went on to be the Director at Mount Tom in Springfield MA where he was instrumental in forming connections with local schools and businesses, bringing more than 40,000 students for lessons in a season.

Or Magdalena (Maggie) Doughty who we celebrated at the summit of her home hill, Cannon Mountain, with friends, family and fellow co-workers. With tears in my eyes, I presented Maggie with her pin acknowledging a lifetime commitment to inspiring people to participate in and find joy through snowsports. Maggie may very well hold the record for actively teaching full time over her sixty years of membership.



Friends and Family celebrate Maggie's 60 year pin at the top of Cannon Mountain

We are so grateful for her contributions to our industry. See page 1 to learn more about Maggie's amazing story.



Ginny in Turin, NY 1959



Ginny, Keri and Kathy



Ginny suspended by photographer John Zimmerman to create a Head ski ad

Keri Reid, our new Director of Education and Programs, joined me when we met with Virginia (Ginny) Jenks at her home in Woodstock

Vermont. Ginny's daughter, Laura, who is a member of our Alpine Development Team also joined us. Ginny began teaching with Otto Lang at Snow Ridge, in NY. Like Maggie, Ginny's instructing journey took her to many different resorts around the region including Holiday Valley, Wachusett, Stratton and more. In 1967 she was suspended in the air by famed photographer John Zimmerman to create a photo for a Head ad. At another time, due to a scheduling problem, she taught a group of 80 students by herself. We discussed how important it is to listen to our students. She acknowledged her husband's support and encouragement to stay

involved and attend continuing education events, as an important contributor to her long-term membership.



Paul Mello receives his 60-year pin

I also sat with Paul Mello who began teaching at Crotched Mountain in NY and then went on to spend much of his career managing ski shops near Washington DC and at Mount Snow. His first opportunity in DC arose because they were looking for a certified instructor for their shop. Paul's wife and daughter joined me for the presentation, and we shared how important snowsports has been in their lives.

Mickey Sullivan, former Director of Education and Programs for the Eastern Region also had the honor and privilege of presenting a 60-year pin to Jack (John) Wheeler of Canandaigua, NY. Joining Mickey were two 50-year pin awardees, Steve Howie and Charlie Criss. Both Jack and Charlie taught skiing for former Bristol Mountain Snowsports School Director, Steve Howie. Jack helped and mentored many young ski instructors and was also admired and respected as a long-time ski manufacturers' representative. Sadly, Jack passed away a few months after he received his 60-year pin.



Steve Howie, Charlie Criss and Mickey Sullivan present Jack Wheeler with his 60-year pin

EPSIA was renamed to the Professional Ski Instructors of America – Eastern Division (PSIA-E) in March of 1983.

It should be noted the very first US examination of ski instructors was conducted in Woodstock, Vermont in February 1938 by the United States Eastern Amateur Ski Association (U.S.E.A.S.A.). When U.S.E.A.S.A. joined PSIA in November 1973, certified members were grandfathered in. For more information about our early history see "Where We Came From" by Sherm White in the Winter 2024 *Snow Pro* Newsletter.

Board Award Winners

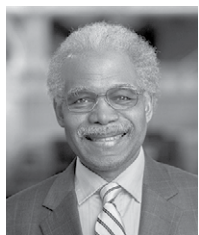
Your Board of Directors recently decided to take a more active role in identifying and honoring members who have made significant contributions to our organization and industry. During the 23-24 season they formed a Nomination Committee and we began soliciting nominations. I am delighted to share they have selected the following deserving individuals for awards.

Eastern Lifetime Membership



Lenny Hurrell – Mt. Abram, ME. Lenny is a 40-year member, an Alpine Level III instructor, and former PSIA Eastern Region Ed Staff employee. As a person who nominated Lenny noted, “Lenny has been a driving force in my own pursuit of education of skiing instruction as well as many others in and around the Mt. Abram community.” Lenny is always working with instructors in the area to learn and

grow, then he incorporates that information into his toolbox to enable others to grow with him. The person added, “He is the reason I decided to start my journey in PSIA.”



Glenn Cassis – Ski Sundown, CT and National Brotherhood of Snowsports (NBS). Glenn has his Alpine Level I certification and is a 25-year member. A person who nominated Glenn shared, “He has expanded the amount of people of color who have been exposed to the sport and who will continue to ski in this region.” Glenn has been leading the Winter

Sports Program at Ski Sundown for the past six years. The program is a partnership with the Double Diamond Ski Club, Ski Sundown, Legacy Foundation, YMCA and the Eastern region of the National Brotherhood of Snowsports. Each year the program guides youths, ages 6 – 19-from inner city Hartford County, to learn how to ski, to have discipline, to take responsibility, and how to challenge themselves. “The biggest thing is exposure to something they didn’t think they could do as a kid of color.” Glenn volunteers all his time, organizing the program, providing instruction, and handling issues with parents and partners. For more information about the program see:

nbconnecticut.com/community/connecticut-in-color/connecticut-in-color-program-changing-the-faces-of-local-skiing-community/2731767

Community Service



Sandra Milroy – Cataloochee, NC. Sandie is a 16-year member, with her Alpine Level II, CS2 credentials and she is working toward her Advanced Educator accreditation. As one nominator said: “Sandie’s influence and impact of excellence and humility provides an ongoing source of inspiration for all who get to know her.” Sandie began her skiing

career as an athletic college student in the 1970s, but her early skiing experiences were undisciplined and self-taught. Eventually she realized that professional coaching was a better approach. She moved to Mt. Cranmore where, under the direction of Hans Schneider, she went on to teach cross country, alpine, and even a bit of ski ballet at resorts in North Conway and Jackson, NH. Sandie moved to California during her family years and limited her ski trips to Big Bear. After retiring, Sandie and her husband moved to Maggie Valley, NC in 2006 where she returned to skiing in earnest by becoming a full-time alpine ski instructor at Cataloochee. Encouraged by mentors Katy Knew and Chip Coxe, she joined PSIA and

earned her certifications. As one nominator said, “Her lasting impact is the mentoring and learning that flows from her out to our instructors. She bridges gaps between ski school and patrol, lifts and rentals. She has a gravitas that is enviable. It is not uncommon to hear the admiration for her and her enthusiasm for skiing reflected with this phrase, ‘When I am her age, I hope I can remember half of what she knows and have half the energy she does.’”



Gail Setlock – Gore Mountain, NY. Gail, a 44-year member, is a member of the Eastern Education Staff. Most recently Gail served as the chair of the Eastern Snowsports Management Committee and holds a seat on the National Snowsports Management Committee. Gail began her career in the 1980s at Greek Peak along with many other great educators. As one nominator said, Gail is

continually “looking to promote the wild world of snowsports to any and every one.... Gail’s ability to foster growth is unique and cool.” This past year Gail retired as the Snowsports Director at Gore Mountain, and she looks forward to having more time on the road working for PSIA-AASI.

Please be sure to extend hearty congratulations to these winners. And, to all the nominees, congratulations on your nominations and thank you for your dedication to PSIA-AASI. If you know a worthy candidate for one of these awards, visit easternsnowpros.org/eastern-award-nomination-and-selection-process/ for more information and to submit your nomination.

Golden Learniversary Event

Lastly, to commemorate this 50-year milestone, on January 15 and 16th we’re headed back to Belleayre, site of that first exam, for a special educational event, as well as Alpine and Snowboard Level I Assessments, and a celebratory party. The original exam held in February 1975, took six days to complete and cost \$100. Our 50+ year members will be invited to attend the education event at no cost, 40+ year members get a 40% discount, and successive discounts down to 10% off for 10+ year members. This two-day educational event, including the cocktail party costs \$240 and is open to skiers, riders, and telemarkers. Please stay tuned for more information on how to register for this Golden Learniversary event!

While this winter marks the 50th anniversary of our first exam, we are looking forward to the 90th anniversary of that first professional certification in the United States which is still a few more years in the future. Until then, we want to get memories and information flowing about important events and industry leaders since our founding. If you have information or memories to share, please complete this form and we will be in touch. fs9.formsite.com/PSIA-AASI-E/memories/index ‹‹



**Golden Learniversary:
50 years of Instructor Excellence**

In Memoriam



Roman Ahsanov

Roman Ahsanov, 59, of Brooklyn, NY, passed away on August 15, 2024 at his residence.

Roman was born in Ilovaisk, Ukraine to Felix and Valentina Akhsanov on June 27, 1965. He earned a degree in Biology from Leningrad Institute of Agriculture. He worked as a computer programmer and project manager for Brown & Brown for seven years. He enjoyed skiing, windsurfing, mountain biking, and gardening.

He was actively involved in the Professional Ski Instructor of America for 23 years. He achieved Alpine Level III, Telemark Level II, and Children's Specialist 2. His home ski base was Hunter Mountain in upstate New York but loved exploring other mountains all over the world. He attended three Interski Congresses and volunteered for Birds of Prey races for six years.

Roman is survived by his wife, Alona, and daughters Daria and Stefani.



Peter Charles Audet

Peter Charles Audet, (76), passed away at his home in Barnardsville, North Carolina on May 27, 2024, after a long battle with cancer.

He was an entrepreneur in Hudson Valley, NY for over 40 years running multiple businesses with a focus in the healthcare industry.

Peter was a PSIA level III certified ski instructor and an active member for 56 years. Skiing was his lifelong passion. He instructed at Bromley Mountain, Magic Mountain, and other east coast areas over his career.

He is predeceased by his wife, Rita (Pronovost), his son Parker Audet, and daughter Jennifer McDonnell. He is survived by his five sisters, his son-in-law, Sean McDonnell and four granddaughters, Calista Audet, Myrika McDonnell, Azalea McDonnell, Emerald McDonnell, and many nieces and nephews.

Though he is no longer with us, his spirit will forever live on in our hearts, filled with cherished memories of the love and laughter he brought into our lives.



Branford "Bud" S. Brennon, Jr.

Branford "Bud" S. Brennon Jr., age 77, passed away unexpectedly on Monday October 16, 2023, at home. He was born on March 24, 1946, in Lowell MA, son of the late Branford and Isobel (Cumming) Brennon. Bud graduated from Syracuse University with a bachelor's degree and worked in the insurance industry as a marketing representative. Bud was most recently a ranger at the Bethel Resort Golf Course during the summers and was previously a ski instructor at Mt. Abram. He also served in the Army National Guard.

He loved to spend time with his family, especially his children and granddaughters. Some of his favorite times were summers spent at Goose Rocks Beach with his family and friends, body surfing at Fortunes Rocks beach and winters working as a snowsports instructor at Mt. Abram, ME. Bud loved to watch his golf and was an avid Red Sox and Patriots fan. He enjoyed reading and would never pass up the opportunity to watch a Western. Bud was kind and charming and befriended many people over the years.

He was predeceased by his loving parents, Branford, and Isobel Brennon.

He is survived by his children, Patricia (Trish) Yarosz and her husband Jason, his son Ford Brennon, their mother Valerie (Perry) Brennon, his step daughter Jessica Gillette and her partner Andrew Durgin, and her mother Cheryl (Kane) Brennon, his sister Jean Call, his brother Robert Brennon and his longtime companion Sally, his granddaughters Catie Yarosz and Brianna Brennon, his nieces, Heather Taylor and her husband James and Sarah Schuler her husband Jared and their two children Kellan and Everly.



Bruce Dabolish

Bruce Dabolish, 64, of Franklin Park passed away on Sunday, March 31, 2024; son of the late Sylvia Dabolish; and Burton; husband of 30 years to Laura Dreves Dabolish; brother to the late James Devlin and Cynthia O'Toole; brother-in-law to Barbara Dreves, Jim Dreves, and Mike O'Toole; son-in-law to Lorraine Dreves and the late John Dreves; and uncle to nieces and nephews.

He was also preceded in death by his wisdom teeth and, most recently, his hair.

Bruce was an amazing man with a wicked sense of humor and a heart of gold. Bruce was described by some as an adrenaline junkie. His most-loved adventures included snowboarding, hang gliding, naked fire jumping, scuba diving, motorcycle riding, sky diving, biking, rock climbing, camping, and boating, to name a few. Proof of all his adventures may be found cluttering the basement. When he needed a real thrill, Bruce and Laura played Miniature Golf.

The annual Torchlight at Seven Springs will not be the same without Bruce's dedication to providing beverages for his fellow instructors. Laura will not miss the jokes that he learned while teaching the Seven Springs Mountain Adventure Team.

When he wasn't teaching snowboarding and skiing, his "real" job was restoring buildings, including some historical landmarks. He worked for Young Restoration for over 35 years, Local #9, until his cancer progressed. In recent years, Bruce began but was not able to complete building a log cabin with his own hands. His dream was to build this house so that he and Laura could live out their retirement days in the majestic beauty of the mountains.

Fun Fact: Bruce has a rap sheet that includes an incident of Premeditated Disorderly Conduct.

In Memoriam



Kevin Hawthorne

Kevin Scott Hawthorne of Greenwood, ME, loving husband, father, grandfather, son, brother, uncle, and friend, left this earth in May 2024, at the age of 65. Born in Denver, CO, Kevin was the beloved son of Daniel J. (deceased) and Ellie Hawthorne and grew up on a small farm alongside his sisters, Michelle and Danielle, in Rochester, NY.

Kevin is survived by his spouse, Kathleen; his daughters, Annalise and Mia; and his grandchildren, Vinny, Adrien, Hendrix, and Seneca. He was predeceased by his first wife, Leslie, and daughter, Melonie, and is also survived by their daughters, Stephanie Quarantello and Jennifer Briggs, and grandchildren, Hope and Mason, of Rochester, NY. Kevin will be missed by his nephews, niece, great-nephews, great-nieces, and cousins.

A man of many passions, Kevin's life was a rich tapestry of adventure and love for the outdoors. From the majestic landscapes of Colorado, Utah, Montana, and Nevada to the serene beauty of New England, Kevin found great joy in skiing, rock climbing, hunting, hiking, fishing, and cooking. He was a nurturer of the earth and well known for his garlic gardens. A talented photographer and guitar enthusiast, Kevin's creative spirit was as boundless as his love for adventure and the many exploits shared with his best friend of 40 years, Bob Massad. He was proud to have earned his pilot's license, embodying his passion for exploring new heights.

Kevin was a true innovator, known for his ability to creatively solve any challenge that came his way. A creator at heart, his artisan skill set and carpentry were masterful. He attributed his engineering and mechanical expertise to the teachings of his maternal grandfather, Earl, an inventor, whose guidance and wisdom helped shape Kevin's remarkable abilities.

An avid backcountry skier, Kevin spent several years working at the Appalachian Mountain Club (AMC) in New Hampshire. He also relished annual trips to Tuckerman's Ravine and the Mt. Washington snowfields with his fellow ski instructors and friends, closing out the day's last run with, "Today was a good day!"

Kevin began teaching at Mt. Abram (Greenwood, ME) in 2012 and also coached the Telstar Rebels High School Alpine Ski Team for seven years. His most recent and proudest achievements were celebrated with his Mt. Abram family and "the best crew I've ever had the privilege to work with," where he served as the Assistant Director of Snow Sports and earned his Level II Alpine certification in 2022.

His enthusiasm and devotion to skiing and education inspired his fellow coaches, athletes, and students. Kevin's words of encouragement to his staff reflected his profound dedication: "We will bring smiles to the young and the forever young. We will help squash fears and introduce new challenges. We will guide them, laugh with them, and sometimes cry with them. But most of all, we will learn and grow because of them. That gift alone is priceless."

Kevin Scott Hawthorne's legacy of love, adventure, and dedication will continue to live on in the hearts of all who knew him. He will be greatly missed by his family, friends, and the many lives he touched through his passions and professional endeavors.

Heartfelt thanks to the amazing doctors, nurses and staff at Stephens Memorial Hospital and Androscoggin Hospice House, where he received outstanding medical treatment and compassionate care.

Kevin's wish was for continued support of the Mt. Abram Ski Club, a 501(c)3 which provides scholarships to kids in western Maine. Donations can be made directly at: mtabramskiclub.com/take-action, or via check mailed to Mt. Abram Ski Club, PO Box 211, Greenwood, ME 04255.



John "Jack" Wheeler

John A. "Jack" Wheeler, age 90, passed away peacefully, on Friday, July 26, 2024. Jack was a proud member of PSIA, earning his certification in 1964. He is survived by his wife of 64 years, Jane; his two daughters, Linda O'Shea and Lorna Wheeler; and four grandchildren.

Jack was a manufacturer's rep in the ski and outdoor industry for many years and was a founding member of the Eastern Winter Sports Representatives Association (EWSRA). He was an avid golfer and enjoyed skiing, hunting, and spending time on Canandaigua Lake. Jack was an active ski instructor for over 40 years and was recently awarded his 60-year pin from the Professional Ski Instructors of America.

Jack's ski teaching experience ranged from Intermont Ski Area in Central New York, Ski Valley Ski Club south of Rochester, NY, Beaver Creek, CO, and Bristol Mountain, NY. Jack was the Ski School Director at Ski Valley in the early 1970s. His staff training focused not only on teaching adults and children how to ski but also sharing and instilling a love for the sport and the outdoors.

Jack was born in Akron, Ohio and he and his family moved to Hamburg, NY when he was a teenager. Jack was a graduate of Hamburg High School, class of 1952 and Heidelberg University in Tiffin, Ohio, class of 1956. He was a US Army veteran, serving from 1957-1959. Jack and Jane met in Canandaigua in 1959 and were married there on October 22, 1960, where they lived since. Jack was well known in the community and the ski industry and will be greatly missed.



NextCore Update

By Justin Whalen

NextCore Chair

Snowboard Level II, Freestyle Specialist I

Hey everyone, I'm excited to share some great news with you – I've recently stepped into the role of chair for the NextCore Advisory Group, and I'm ready to get to work! Whether you've been instructing for years or you're just getting your feet wet, this panel is here to make sure your voice matters within PSIA-AASI.

We're putting together a team of about 10-15 passionate instructors who'll each be the go-to person for instructors across different parts of the East Coast. Think of them as your direct line to the office, making sure your ideas and concerns are heard.

Our Mission: Amplifying Your Voices and Elevating Your Potential

Our mission is straightforward: we want to make sure young ski and snowboard instructors are heard loud and clear within PSIA-AASI. Your energy and fresh perspectives are exactly what we need to keep the stoke high and the sport evolving. But it's not just about hearing your voice—we're also here to help you become the best instructor you can be. We're committed to showing you the pathways to leadership and success within the organization.

Building on What's Already Working

We're lucky to be building on the solid foundation laid by the mentorship program, which has thrived under Matt Lyerly's leadership. The program has done wonders for helping young instructors build confidence and skills. Our goal is to expand on that, making sure every instructor out there feels supported and ready to crush it.

Scholarships and Opportunities

Don't miss out on the scholarships available to all members—not just those in NextCore. Whether you're looking to hit up clinics, work toward more certifications, or get involved in national events, there are funds available to make it happen. Don't sleep on these opportunities—they're a great way to keep growing your skills and advancing your career.

Your Voice, Our Mission

At the end of the day, the NextCore Advisory Group is all about being your voice within PSIA-AASI. We're here to take your ideas, feedback, and concerns straight to the folks making the big decisions. Got a killer idea for an event? Want to see some changes in how things are done? Let's talk. Your input is what's going to help shape the future of our community.

Get Involved

If you're an instructor between 14-39 and want to get involved, we'd love to have you. Whether you're interested in joining the Advisory Group or just want to share your thoughts, your voice is crucial. Let's make sure young instructors are at the core of PSIA-AASI's future. And remember, the mentorship program and scholarships are there to help you succeed – so take advantage of these resources!

Drop us a line at NextCore@psia-e.org if you're interested or know someone who might be.

Let's make this season one for the books! ☞

Eastern Region's Mentorship Program Will Continue!

By Matt Lyerly

Alpine Level II, Children's Specialist I, Freestyle Specialist I
Massanutten Resort, VA

I hope this newsletter finds you well and enjoying life as we start the step down to fall and eventually, everyone's favorite season. Previously, I was writing to you as committee chair for NextCore (NC), the 14–39-year-old population in the Eastern Region. We had a great run of accomplishments but the biggest “win” during my time as chair was the launch of our mentorship program. We have been able to positively impact hundreds of members over the past several years with this program.

Because Father Time always wins, as I approached the upper range of the age bracket for NC, I had to decide how to continue serving and figure out the Next Thing (NT). Just kidding, no real acronym there! Luckily, the success of our mentorship program is well-known, so, after conversations between the region's leadership and me, we decided this was a program that provides great value to the region and needs to continue. I'm honored to say that I will continue to lead this program in the upcoming season and hopefully beyond.

This initiative will continue to focus on the NextCore population but like last year's version, it will be available to the Eastern Region at large. We will continue to prioritize face-to-face interactions and time on-snow when possible. We are also exploring the possibility of using pods or mentorship groups to enhance interaction within the program.

As always, a special thanks to Eastern leadership for seeing the value in this effort and for the continued opportunity to serve. Shout-outs to all mentors and mentees who participated in previous versions and helped shape the current program. Your feedback along the way has been invaluable. Comedian Lily Tomlin once said, “The road to success is always under construction.” That quote has stuck with me over the years and is the lens through which I think about the ever-evolving nature of not only the mentorship program or snowsports, but life in general. ☞



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ZIPPERLINE

Alpine Certification Update Welcome Back Old Friend - The Centerline

By Chris Ericson
PSIA-E Examiner

Eastern Alpine Certification Chair

The message of *National Alignment* in certification should not be new to anyone who has been with this organization over the last few years. It has been a complex and sometimes frustrating endeavor over this time period, but we are slowly making progress. In short, all regions have been tasked to use the same standards, same assessment criteria and same process for all Snowsports Certification disciplines across the country by May of 2026.

Some years ago, only at Eastern Region skiing assessments, candidates would be scored in the following areas – *Skiing at Skill Level, Agility/Versatility*, and *Mountain Skiing*. In other regions, candidates were scored in different areas. Now, as all regions move toward national alignment, candidates in all eight regions will be scored according to universal language that assesses a candidate's ability to adapt the technical fundamentals as needed to demonstrate specific outcomes in three specific assessment areas of the technical fundamentals – *Integrate, Individual*, and *Versatility*.

Over time, the Eastern Region has been implementing some of these changes including the National Assessment Criteria and Assessment Forms. This year will be no different, and as we move forward with alignment, you will start hearing about *Centerline* making its way back into your vocabulary.

At this point in the article, you are either laughing, screaming at the top of your lungs; “here we go again” or totally confused about what this Centerline thing is. It is sometimes funny how things come full circle and what is old, is new again. As a recap, Centerline and Milestones were part of a skiing model used by PSIA in the 1980s to 1990s. They were developed to give definition and reference points to the various skill levels of skiing. From the basic Wedge to a Dynamic Parallel, these standards are developmental stages that our students pass through in the process of becoming better skiers. The four milestones (Wedge Turn, Wedge Christie, Basic Parallel and Dynamic Parallel) represent the typical skiing benchmarks as a skier progresses from beginner towards expert. Although we may have not used the “centerline or milestone” language in a while, instructors have been using them in lessons, and the concepts have never gone away. Over time, other models and concepts have been added to improve technical understanding, but the Centerline concept has been there the whole time. In fact, in many of the assessments that are done, you have still been asked to do some of these activities. Even if you went to the National Team Tryouts, you may have seen some of these activities. However, the question has more recently been: Where do these activities fit into the current skiing performance assessment criteria categories? Where do they “live?”

Beginning this season, these activities will have a home and be used to assess the Assessment Criteria in the *Integrated* Assessment Criteria category for the skiing assessment. For example, at a Level II Skiing Assessment, for the Assessment Criteria *Integrate Fundamentals*, the Assessment Criteria states: “Integrate three or more Technical Fundamentals through all turn phases to achieve prescribed ski performance.” Examiners will have candidates perform the milestone activities — wedge, wedge

christie, basic parallel, and (at Level III only) dynamic parallel — to show that they can integrate three fundamentals through all turn phases

The following baseline characteristics (or common threads) are present in Wedge, Wedge Christie, Basic Parallel, and Dynamics Turns. These are some of the observable actions that connect these assessment activities together and are known as the Centerline.

- Both skis stay on the snow.
- Ankles work in unison creating matching forward angles.
- The skis are simultaneously guided to begin the turn.
- A countered relationship is maintained through the transition between turns.
- The legs flex and extend independent of each other to move the Center of Mass laterally from turn to turn.
- Pole use and position support stability of the torso.

In all cases with the Assessment Criteria, the scoring is based on the application of the Technical Fundamentals in order to achieve the prescribed activity. For example, if assessing a candidate's ability to integrate three or more Technical fundamentals through all turn phases to achieve prescribed ski performance, then in a Wedge Turn the skis should stay in a wedge and the center of mass should stay between the feet while moving laterally from turn to turn. If it is observed that 1) at turn entry the wedge gets wider, and 2) at the end of the turn the skis are matching, and 3) the speed of the turns change from turn to turn, then the application of the fundamentals may not be happening consistently enough to meet the assessment criteria.

As someone moves from Level I to Level III, what should we expect to see, if everyone had to do these centerline activities?

A Level I instructor is applying the Technical Fundamentals to demonstrate specific outcomes in beginner and easier intermediate terrain. An instructor at this level should be able to Integrate two or more of the Technical Fundamentals through all turn phases to achieve prescribed ski performance.

However, at the other end of the spectrum, a Level III instructor should be able to continuously adjust the Technical Fundamentals to demonstrate any specific skiing or ski performance outcome through the advanced zone. They can integrate the Technical Fundamentals through all turn phases to achieve prescribed ski performance. The reality is that there is a visible “smoothness” to the integration of the fundamentals as they pass through the phases of Wedge Turn to Dynamic Parallel.

In all cases, at each certification level the essential elements of the assessment criteria must appear regularly at a satisfactory level.

As regions across the country move towards alignment, we find ourselves in the East, in a good place. Assessment criteria have been established, national assessment scorecards have been used and processes across the regions are becoming more the same. This is good news for us all as we continue to move toward process alignment that gives our certification more respect and validity in the industry. ⚡



Looking for an event?

Check out the schedule at:

<https://easternsnowpros.org/calendar/>

Check in periodically for changes and additions.

Hard Fun for the Education Staff

By Sue Kramer

Alpine Examiner Coach

ACE Team Member

With literally thousands of members who commit to professional development through clinics and certification assessments annually, have you ever wondered how the education staff and examiners retain and grow their knowledge base? I'm guessing that most people take for granted that your clinicians and examiners know what they're doing, and you should! But how does this happen? When do they get "learned?"

As the Alpine Examiner Coach, aka the X Coach, this is exactly what I'd like to share with you. As passionate as you are about your sport and teaching, the education staff is equally passionate and committed to *your* experience. How do I know this? The amount of time and energy they devote to staying informed, engaged, and committed to the ongoing changes of the organization and to honing their craft is evidence of this dedication. It's really a remarkable thing when we go our separate ways at the end of each season and then come together again in early December ... the bonds that have been forged through this profession are truly cemented. When I send out a message in July and August about something ski related (mind you, it's still summer), the fact that people respond at all is astounding. Recently, I reached out to the team to solicit their input on the Level I process. The number of replies to the post illustrated just how readily and eager we are to talk about skiing, teaching, and assessing, regardless of the time of year.

Where do we go to get trained, challenged, and to experience "hard fun?" Months are spent planning meaningful training for all disciplines. To meet the training goals set by the national education task force, the Education Leadership Council, we will adhere to the three main objectives described in a recent document sent out to all discipline leadership in the *Unified Training Plan* for 2024-2025 which states:

PSIA-AASI's commitment to a Premium Member Experience provides the aspirational direction for all training. Our Regional Education Staff are the primary contact points with PSIA-AASI's membership, and therefore have the most influence over a member's experience with the association. Certification Assessments and Specialist Certificate programs are opportunities for the Ed Staff to have the most impact. Their ability to 1) conduct an assessment, 2) present assessment activities, and 3) provide high-quality feedback, are the critical "evaluative skills" required by all Ed Staff members to provide a Premium Member Experience in an assessment environment.

As you can see, delivering the highest quality evaluative and educational experiences is what we value most, and our training objectives all lead to this overall performance goal. This performance goal describes the training objectives for all education staff in all regions, reflecting the effort toward unification not just of staff training, but ultimately of all assessment processes (by the Spring of 2026). The topics aim to continue to hone our evaluative skills, and it's expected that by attending all training opportunities provided this season, the education staff member will be able to:

- Identify strategies to successfully conduct an assessment to complete the Teaching Module Assessment Form. This includes firsthand knowledge of the assessment activities and the ability

to demonstrate them when required, as well as having a comprehensive understanding of the assessment criteria.

- Interpret candidate's performance to assess and determine a score to complete the Teaching Module Assessment Form. This includes knowing when to ask follow-up questions and which questions to ask.
- Provide feedback to complement the Teaching Module Assessment Form that uses objective observations/notes, the PSIA-AASI Performance Guide, PSIA-AASI National Standards, and the Situation Behavior Impact (SBI) feedback model as the primary tools.
- Identify strategies for successful assessment with co-examiners to collaborate on scores.

In the common tongue, examiners are expected to know and describe the assessment activities (AA's) and assessment criteria (AC's) and be able to demonstrate them when required. We're expected to be able to interpret a candidate's performance of Teaching Skills and People Skills and complete the assessment form in accordance with the tools given to confirm/verify observations relative to the national standards. We should be able to provide feedback that reflects the candidate's performance compared with the national standards and articulated in a way that makes sense to the candidate. And finally, we will improve our ability to collaborate and communicate with one another during assessments. It's essential that we're able to assess as a unified team (pair).

Each discipline is currently in the planning stages on how to deliver on these topics given the time constraints we have. Through online sessions, on-snow training in early December and through single day training opportunities, the specific learning experiences laid out for staff training will give us the training we need. One-on-one conversations, pop-up zoom calls, and spontaneous ski and share days also bring incredible value to our collective growth. When spending time together, we love to "geek out" on technique, the national standards, movement analysis, etc. We work on our skiing skills through some of the same methods that you use to learn ... a trusted friend with a good eye and deep technical understanding. During assessments we employ Teaching and People skills to create the best environment for performance. This provides us with the opportunity to discuss the impact of our interactions with the membership. There's no doubt that this year's training will reinforce and validate how we, as the educational staff, apply the national standards for Teaching and People skills during assessments

Let's make it a great winter! ☄



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Launching into Winter

By Keri Reid

Eastern Director of Education and Programs

I've spent this last year learning and thinking about how our programs best match our membership values and priorities. How do we best serve YOU? In my opinion, best serving our Region's members means making a commitment to being curious and implementing thoughtful changes. The willingness and ability to evolve is a key to success as we commit to the [National Strategic Alignment Initiative](#) (for information on this initiative, see this video: youtube.com/watch?v=oml30FrOAT4), support the ever changing landscape of the snowsports industry, and meet the varied wants and needs of our diverse membership.

One such evolution can be found in our rebranding of two major events: *Eastern Academy* (formerly *Snow Pro Jam*) and *Summit Academy* (formerly *Masters Academy*). This decision was not taken lightly, given the loyal following they garner, and yet in conversation with several stakeholders, it felt like this was the right time for us to hit the refresh button. We hope these new names indicate the stature of these events and attract the curiosity of some of our newer members. Attracting the largest gathering of snow pros in the country, and led by both Eastern Education Staff and National Team Members, these events are nothing short of awesome. If you haven't yet attended, they are the perfect way to catapult the new season. Additionally, for the first time ever, Summit Academy will also be available to Snowboard Level III certified members. In short, these events have long elicited excitement, and we want it to stay that way.

The East is a leader in the nation where Strategic Alignment is concerned. This means continuing to be early adopters of the processes and standards developed by the National Discipline Taskforces. As a result, the Eastern Level I assessment process is moving closer to that standard. Last season, nationwide research was conducted to gain a better understanding of the ideal time an examiner should spend with each candidate. It quickly became clear that our group sizes needed to shrink to provide the best possible environment and experience for the members while remaining true to the assessment criteria. For the Eastern Region this year, this means Adaptive, Alpine and Snowboard members will see Level I groups no larger than six candidates. With this change, we are excited to offer even greater value by providing more opportunities for Level I candidates to share what they know and receive more feedback. Meanwhile, we are taking steps to implement the modular method PSIA-AASI leaders from across the country approved for Alpine and Snowboard Level III assessments. The modules at Level III are Skiing/Riding Skills, Teaching Skills, and Movement Analysis/Technical Understanding. The modular approach provides candidates with the ability to focus on a narrower skillset at one time. At the Level III assessment, and eventually the Level II assessment for both disciplines, this will also allow a candidate to incrementally tackle certification—a “choose your own adventure” approach. Adaptive, Children's, Cross-Country and Telemark disciplines will also be offering some updated assessments. See a comprehensive list of assessment changes in the sidebar at right, for quick reference.

It's a balancing act to be able to offer events that meet the needs of our vast region, filled with differences in snow availability, terrain and instructor needs. As we pondered strategies to build our calendar of events, our office took some time to evaluate priorities. We recognize that most of our eastern members are part-time and desire weekend events. We also know snowsports schools need their staff to be available on weekends during the peak season. In addition, our own part-time Examiner staff have commitments to their home resorts. With this in mind, we created several Level I assessments for Alpine and Snowboard members on weekends, spread throughout the region. The intent will be to rotate a few weekend Level I assessments every year, at resorts within easy driving distance. If you're looking for the best way to find these events, I recommend using the [filter options](#) on our calendar of events (for a quick primer on using filter options, check out this video: youtube.com/watch?v=qrQ_fkrXru1). We also recommend early registration for best availability.

Finally, a big thank you to all the discipline Coordinators, Coaches, National Task Force representatives, Task Force work groups, and committees that help us do what we do. I can't tell you how hard they all work to deliver the best possible programming, and our organization greatly benefits from their knowledge and commitment.

See you on the slopes! ❄️

Assessment Changes for 2024-2025

Adaptive

- All Level I, paired adaptive discipline (Cognitive/ Visual Impairment, Stand-Up Physical Diagnoses and Bi-Ski/Mono-Ski) assessments will be conducted in one day instead of two.

Alpine

- Level I Certification: This will be conducted with four to six candidates maximum, still over two days. This is an assessment; candidates should arrive prepared.
- Level III Certification: We will be offering four Level III assessment events this winter. The first three will be assessed using the three modules over two days, as we have been (“Skiing” and “Teaching”, the second of which includes Movement Analysis and Technical Understanding). The fourth and final Level III assessment event will be in the new modular format over three days, broken into: “Skiing”, “Teaching/ People” and “Movement Analysis/Technical Understanding”. All modules will be bankable.

Children's

- Children's Specialist events will largely remain the same: two-day, certificate-based assessments that provide a combination of education and assessment. The format of the MA and Teaching portions of the assessment are undergoing some fine tuning, and we will look to share more information about these changes as they are solidified.

Cross country

- Cross-Country events will also start to take a move towards a more modular approach to their assessments.

Snowboard

- Level I Certification: This will be conducted with four to six candidates maximum, still over two days. This is an assessment; candidates should arrive prepared.
- Level III Certification: This assessment will be offered twice next season, both in the new modular format, with paired assessors. The event will continue to be held over three days, but broken into: “Riding”, “Teaching/People,” and “Movement Analysis/Technical Understanding.” All modules will be bankable.

Telemark

- Telemark events will also start to take a move towards a more modular approach to their assessments. For the Telemark Level II and III Assessment, events will be led by paired assessors.

What's New?

By Keri Reid

Eastern Director of Education and Programs

Get excited! We have some new, updated, and feature events and programs designed for discovery and challenge. Check out and register on our Events Calendar (easternsnowpros.org/calendar)

Alpine Advanced Educator

This certificate-based program has seen an update this year, both to align with the assessment changes taking place and to continue to offer value to members looking for a challenge and a path to continued growth and development. The program remains open to all Alpine certified members, though some Advanced Educator courses are only open to Level II and Level III members; therefore, candidates must be at least Level II Certified to attain the Advanced Educator certificate. Now comprised of eight modules, successful advanced educators would complete a well-rounded curriculum that includes history, physiology, equipment, teaching, technical understanding, movement assessment, freestyle and adaptive. For more information, please visit the Education (easternsnowpros.org/education) section of the Eastern website.

Alpine Level II Orientation

After the success of the Level III Orientation, we are pleased to offer the same opportunity to our members pursuing a Level II Assessment this year. Developed to help assessment candidates get to know the likely terrain employed for the assessment and prepare to enter a performance mindset, the Orientation is best suited to those attending the Level II scheduled consecutively at the same resort. This is a one-day event, and participants are advised to arrive fully prepared for the assessment ahead; this event is intended to put the finishing touches on your readiness.

Alpine & Cross-Country Ski Experience

Curious about cross-country, but not ready to take the plunge into a dedicated event? This is your opportunity to dip your toes in a different kind of skiing. Spend your morning on the cross-country trails and afternoon on the alpine slopes and discover the crossover between the two disciplines. No previous cross-country experience is required.

Cross-Country Track at Snowsports Management Seminar

New this year, we are excited to announce a one-day track at the 2024 Snowsports Management Seminar (SMS). This will include access to the Keynote Presentation in the evening of Monday, December 2, an on-snow session the morning of Tuesday, December 3, and a "Best Practices for Cross-Country Schools" roundtable in the afternoon. All general SMS attendees are also welcome to attend these sessions.

One-Day Intro to Freestyle

Looking to develop the skills to play and teach in entry level terrain parks? Open to certified pros, this 1-day event is a great way build your freestyle skills in a relaxed environment. Starting with flatland tricks, participants will build their way up to jumps, boxes and/or rails with pacing to match the group's confidence and ability. Learn how to incorporate these principles into your lessons to take your students' experience to the next level.

National Freestyle Academy

The East is thrilled to host the third annual National Freestyle Academy in the Spring of 2025. This event offers participants the opportunity to join the freestyle camp, the FS1, FS2, FS3 specialist days, or the entire Academy. More details to come!

Keep reading for more updates throughout the SnowPro from our leaders in Adaptive, Alpine, Children, Cross-Country, Snowboard, and Telemark. <<



ADAPTIVE AIRTIME

Adaptive Assessment Updates

By Ed Meltzer

Eastern Adaptive Coordinator

PSIA-E Adaptive Examiner

Alpine Level III, Children's Specialist II



In the adaptive world, we are used to adapting to change. In my experience, we have been adapting since I was introduced to PSIA adaptive some 20 years ago. Although adapting can result in some confusion on the part of our membership, I am writing to offer clarity. As all of you must know by now, PSIA

is going through a "National Alignment" process with a completion date of May 2026. We are well into the second of three phases. Phase one was experimental. *Your patience was appreciated!* The goal of phase two is to refine decisions deemed successful during phase one. So where are we now?

The following is a list of changes that have been accepted by the National Adaptive Task Force:

Adaptive Level I certification will continue to be offered with a dual focus, (Mono-Ski/Bi-Ski, Visual Impairment/Cognitive Disability, Stand Up Physical Diagnoses, (3 track/4 track).

To align with the other regions, this will be a one-day assessment instead of two. How is this possible without sacrificing quality? During the prior two-day format in the East, assessors were required to assess personal skiing, which took most of the first day. Since there is now a national requirement of an Alpine or AASI Level I certification prior to entering the Adaptive certification pathway, that portion of the assessment is no longer needed. In addition, each group will consist of no more than 6 participants. With that said, be prepared! There is a lot to cover in one day.

Another change to the Movement Analysis portion of the assessment will involve the use of video.

The video will include an interview with the student(s) as well as their ski/ride performance. The goal is authenticity and consistency across the country.

In the past few years, we in the East have offered a 3-day combined Alpine/Adaptive Level I exam with two assessors, (Alpine/Snowboard and Adaptive). While the PSIA-E leadership and I have enjoyed the format and results, it doesn't fit with our national alignment. We WILL, however, offer an Adaptive Level I assessment the day after many of the Alpine and AASI Level I assessments. What I like about this new approach is that the group will consist of instructors from both traditional ski and ride schools as well as adaptive ski and ride schools. I expect that the mix of instructors will result in a rich environment to share ideas and methods. Since Level I assessments, especially on weekends, are in high demand, I would encourage you to sign up quickly once the schedule is published.

In summary, our national task force along with all other discipline task forces are working diligently to make the assessment experience more transparent, consistent and worthwhile as a goal for continued development. See you on the slopes! <<



YOUR TURN

The Your Turn section is an opportunity for members' voices to be heard. Submissions are welcomed and are subject to editing (and in some cases the opportunity for the author to workshop a piece with editorial staff). Opinions expressed may not reflect the views of PSIA-AASI or all of its members.

I love our teenage staff. You can too!

By Jenni Hogan

*Alpine Development Team Member, ACE Team Member
Windham Mountain Club, Windham Mountain Kids Manager*

Last fall, I attended a leadership training and was disappointed to hear some negative takes on Gen Z employees (that is, the demographic born between 1997 and 2012). The presenter said we need to lower our expectations; they lack adequate social skills; they are glued to their phones; and they are basically incapable of being productive employees. As I looked around the room, I saw nods of agreement from other departments. I have heard the same thing preached like gospel from experts elsewhere and complaints from other managers at snowsports schools that employ teens.

Here's the issue: it's not true. Our teenage staff is dedicated, hardworking, motivated, caring, beloved by their students, and delivers the service scores to back it up. So why are the teens in the Windham Mountain Ski and Ride School so different than others out there?

They're actually not; rather, I believe it has to do with the way our leadership team engages with them. Let's take a look at some of the People Skills fundamentals and how they have helped us create a working environment that empowers these young instructors to perform to their full potential.

Engage in meaningful, two-way communication. We talk to our staff like adults and employees; they are fully empowered instructors, not junior instructors or assistants. It starts at the beginning of the hiring process when I contact potential employees directly and have them go through the process independently. If their parents try to talk on behalf of their kids, we explain that employees need to manage their own schedules and own their communications. (Parents can be included, if necessary.) We talk with each of our instructors about setting goals for the season. Some are interested in certification, maximizing income, building confidence, or developing leadership skills. Together, we create individual or team pathways to help achieve them. We encourage questions, give constructive feedback, and actively listen to their wins, struggles, and suggestions to make our school better.

Identify, understand, and manage our emotions and actions. There is a lot of energy, passion, and emotion in a ski and ride school leadership team, especially when working with kids. Our team of supervisors works hard to be self-aware of what we are feeling and how we express that to one another and our team. We communicate with each other about poor decisions an instructor might have made, then work together to decide how to approach the instructor about it, rather than going in emotionally. We try our best to emulate the emotional behaviors we expect of our staff and when we have a situation where we may have let our emotions dictate our behaviors, we acknowledge it to the staff and move forward.

Recognize and influence the behaviors, motivations, and emotions of others. The stress and pressure of being a teenager today is greater than ever before. Add to it young screaming kids, high maintenance parents, a lost mitten, and the challenges faced by any ski or snowboard instructor and

there is bound to be stress, anxiety, and frustration. Recognizing when our staff is having a hard time and giving them a safe ear to express their challenges gives them an outlet away from their stressors. This creates a culture where instructors are comfortable acknowledging their mistakes, asking for help, and accepting feedback because they know it comes from a place of support rather than a place of judgement.

Develop relationships based on trust. The trust we build creates lasting relationships with our staff and helps them to develop into successful young adults. They come to us for life advice and recommendations for summer jobs, college, and school committees. We facilitate training for those who are interested in certification and pursuing this career after high school, whether it's part-time near where they go to college, a summer in the southern hemisphere, or when they come home for college break. They recruit their friends and siblings to come work with us. They come back year after year and develop into leaders in our school and in their outside lives.

I'm proud of our teenagers; they are exceptional employees, coachable instructors, and fantastic human beings. They take pride in the job they do and are committed to being better at it. So, embrace your teenagers. Assure them they can do this job well if they work hard, recognize their accomplishments when they're earned, and build your team to be awesome. Execute on the People Skills fundamentals, and you too will love your teenage staff. ☺

History of Charles Minot "Minnie" Dole, Founding Father of the National Ski Patrol

By Dave England

Alpine Level I



Minnie Dole, courtesy of National Ski Patrol

I am honored to share some history of Charles Minot "Minnie" Dole, who in 1938 became the Founding Father of the National Ski Patrol. Perhaps more importantly, in 1940-1945, he became Father of the United States Army Ski Troops known as the 10th Division which, in 1945, was renamed the United States Army 10th Mountain Division.

Charles Minot Dole enlisted in the US Army during World War I at the age of 18. Before he finished his basic training, WWI had ended. While still in basic, he was nicknamed Minnie

because of his youthful looks.

Minnie Dole started alpine skiing in the Boy Scouts, and he loved the exhilaration, the thrill and challenge of dealing with gravity while standing with feet clamped to two boards, and seeing how fast he could slide down a mountain.

In 1923 Minnie graduated from Yale and went into the insurance industry in Greenwich, CT. On a rainy day in 1936, Minnie Dole and his friend Frank Edson took their wives to Mount Mansfield in Stowe, VT. While there, Minnie broke his ankle while skiing on the Toll Road trail.

The wives skied ahead to find help, and, hours later, returned with a sheet of roofing tin. Minnie got on that sheet and slid down the mountain. Thank God the Toll Road Trail was an easy slope. I don't even want to think of how difficult it would have been if the slope had a steeper pitch; modern ski patrollers use body-length sleds with the injured persons strapped in.

continued on page 23 ❧



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» YOUR TURN, continued from page 21

Just two months after Minnie's mishap on Toll Road, Frank Edson was killed while participating in an organized slalom race on the Ghost Trail in Pittsfield, MA.

Minnie saw a need for injured skiers to be helped off the mountain. The first group of loosely organized volunteers started on Mount Mansfield in Stowe, VT in 1934. Minnie was devastated by his friend's death. Being an entrepreneurial, tenacious type of character and a get-things-done type of guy, he joined this group of volunteers and worked to improve response time and the quality of care for skier injuries. By 1938, Minnie was the leader of the Mount Mansfield Ski Patrol.

It was so successful that Minnie explored expanding this service to other ski areas. This was perceived to be too difficult to do.

While Minnie was assisting with a ski race on Mount Mansfield's Nosedive trail, he met Roger Langley, President of the National Ski Association. Roger was impressed with Minnie's ski patrol.

Minnie said something like this: "You help me get the volunteers and I'll organize it." Roger said something like this: "You join the National Ski Association as a committee, and we will work together with the influence of the Association." Minnie did just that, working tirelessly from 1938 till 1950 as the first National Ski Patrol Director. By 1950, Minnie built the NSP into an organization of 4000 members serving 300 patrols.

Today the NSP is composed of over 30,000 members who serve over 650 patrols

The NSP played a very important role in the development of the US Army's 10th Mountain Division. In March 1940 (just two years into organizing the NSP), Minnie and three other skiers, some of whom participated in the 1936 Olympics in Lake Placid, NY, were sitting around a fire in a Vermont ski lodge discussing current events – mainly that the United States would likely be joining the war in Europe where German Nazis were invading and taking over other European countries, conquering France, and relentlessly bombing England.

Minnie and his ski friends were aware the Germans and the Italians had mountain troops.

They also discussed how Finland's ski army fought the Russians during their Winter War. The Russians had a much larger army, and the Finns adapted. For example, when the Russians had a military convoy traveling along the mountains, the Finns would ski down, ambush the Russians, and then ski out of the Russians' strike zone leaving the Russians unable to fight back.

Minnie and his friends knew that Austria, Germany, France, and Italy were mountainous countries with mountainous borders – and that they had military mountain divisions. At the time our army had no alpine training and no mountain divisions. Minnie referred to our army as a tropical army, not an alpine army, because at the time, the army did not think in terms of mountain warfare or fighting in cold weather.

Minnie wrote to President Roosevelt about the need for alpine troops. Roosevelt suggested Minnie contact General George Marshall, Chief of Staff of the US Army.

General Marshall at first rebuffed Minnie. Minnie even lobbied Congress for the need for a mountain division. Minnie was persistent, and he told Marshall, "If you don't do anything, I will get skiing soldiers trained to fight."

Marshall finally agreed and authorized the NSP to oversee recruiting primarily volunteer skilled skiers to develop a regiment of mountain soldiers. The NSP recruited skiers to be enlist as soldiers.

Members of the NSP and college ski teams provided a steady stream of volunteer skiers. For example, Dartmouth College had over 100 volunteers enlisted in the Army's 87th Regiment, which grew into two more regiments.

The first training started in November 1941 at Fort Lewis in Washington just a few days before the bombing of Pearl Harbor and then moved to the Army's Camp Hale in Colorado. By 1944, the 10th Division had over 12,000 mountain troops all trained for skiing and climbing in both cold and warm weather.

The 10th Mountain Division proved to be an asset in taking the high ground in battles fought in the Italian Alps.

Also, in the winter and early spring of 1945, when the Japanese landed on an island of the Alaskan coast, a contingent of the 10th with their cold weather and climbing skills put an end to the Japanese occupation.

In 1984, the 10th was resurrected. Its training today is done at Fort Drum in upstate NY. Today, one must be tough and smart to get into the 10th.

Many of the Army's 12,000 10th Mountain Division Troops had developed great skills as ski instructors. When they were discharged, they became ski instructors to the public. Many other members from the 10th Mountain Division opened ski shops and others and developed some very famous ski resorts like Aspen and Vail.

Minnie Dole is the Father of the United States Army Ski Troops and the National Ski Patrol. His legacy for our country's protection and for safer skiing had an immeasurable positive impact on the growth of the snowsport industry. ☞

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