



May 2009

Dear Fellow Member,

At the Special General Meeting of the CSIA held on April 30, 2009, at Hôtel Mont Gabriel in Sainte-Adèle, Québec, the proposal to amend the CSIA by-laws to discontinue the mandatory waiving of dues for 25-year members was accepted by member vote in a ratio of 2:1. The record participation in the vote was made possible by the implementation of electronic voting, permitted by a by-law change accepted at the most recent AGM in Lake Louise. The results were far from unanimous, reflecting the understandable sensitivity of the subject. Members should be assured that this change was necessary for the long-term financial stability of the CSIA.

This proposal was first introduced for decision at the 2008 AGM, but voting was postponed until this spring to allow for further feedback from, and consultation with, members. Many member communications were received, carefully considered, and most received a response. Further alternatives were analysed, but in the end the original proposal proved to be the best for the ongoing financial health of the CSIA. As well, the extra time allowed for the implementation of electronic voting to increase member participation in the vote.

Following the recent amendments, the CSIA General By-laws continue to recognize the 25-year member category, and while the waiving of dues is no longer included, it remains important to acknowledge the significant commitment of 25-year members to the organization. Traditionally, the CSIA has awarded a 25-year pin, published names in Ski Pro magazine, and welcomed new 25-year members that attend our fall conventions. If you have any suggestions for financially sustainable forms of recognition, please tell us via the feedback address below.

Going forward, all members, having achieved the 25-year member status as of June 30<sup>th</sup> 2009, will now be charged grandfathered rates. Members achieving the 25-year member status during the 2009-2010 season and who have paid their dues by October 31<sup>st</sup> 2009 will be eligible for the grandfathered rates starting as of the 2010-2011 season. These grandfathered rates have been initially set at \$35 per year (plus tax). Members who will achieve their 25-year member status during the 2010-2011 and subsequent seasons will continue to pay dues.

Having addressed the financial strain caused by the 25-year waiving of the dues, the CSIA will now explore options to support the strategic objectives of increasing the value of membership and improving member retention (e.g., youth membership categories, etc.). We also welcome your ideas on these topics via the email address below.

To provide your comments or suggestions on the 25-year member recognition program, or to provide input regarding increasing the value of CSIA membership and / or member retention opportunities, please e-mail us at [feedback@snowpro.com](mailto:feedback@snowpro.com).

We would like to take this opportunity to wish you a great summer.

The CSIA Board of Directors