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Transition Team Formed

by Jerry Sherman

If you have read *Ski Patrol Magazine* or *Trail Sweep*, or have visited the NSP website, you know that the NSP Board of Directors (BOD) is in the middle of a change process. This process, also known as the G1 initiative, is currently only addressing the BOD. Changes are likely in the size and focus of the board. The next logical step will be to examine the rest of the political and program structure of our organization and recommend changes throughout.

The Eastern Division leadership has decided that instead of waiting to be told what we should do by the new board, we should study our current structure, determine if changes could make us more effective and, if so, present those ideas to the division leadership and the board. A team of Eastern Division patrollers has been formed, and if they decide that change is needed they will be the architects.

I was very surprised to see that some creative people have actually put up a web page where you can vote for or against restructure of the Eastern Division. The fact is that we have not decided to restructure the division; we are simply studying the concept. Some folks have come up with ideas, most of which we have heard before. Some of these ideas might just work. I believe that there are some things we could do better, but overall we have a very strong organization. We could streamline a little. We definitely could do a better job of communication, and we could take our training programs to more members.

A great deal of time and thought was put into selecting the members of our transition team. They are all open minded, reasonable folks who have served in many positions at their local patrols. Most have also served in positions in their section and region, and some are members of division

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Eastern Division Search Dogs Attend the National Avalanche Dog School

by Badger and Willow MacQueen

In February of this year, two Eastern Division patrollers had the opportunity to travel to Colorado for avalanche training. Badger and Willow, golden retriever search and rescue dogs, owned and handled by Butch and Mary MacQueen of the Holimont Ski Patrol, had the honor of being invited to Copper Mountain Ski Patrol's National Avalanche Dog School. Knowing that Copper Mountain has a reputation for having some of the most well-trained avalanche dogs in the country, Butch, Mary, and their K-9 partners quickly agreed to make this exciting trip. After speaking with all involved it was decided

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that Badger and Willow had the best perspective on the trip.

The adventure began as we, Badger and Willow that is, along with our human companions, boarded a plane from Buffalo to Pittsburgh and then on to Denver. Yes, we were actually allowed to board each and every flight with Butch and Mary! As search and rescue dogs, we are afforded the privilege of flying in the cabin with our humans on any flight required for training or an actual search assignment, just the same as a guide dog aiding a blind owner. In fact most airlines, in this case US Air, make a concerted effort to place us, and our partners, in the most comfortable places on the plane. Usually this is a bulkhead seat



where there is a little more foot room for us to lay at Butch and Mary's feet. And, did we remember to mention how much closer these seats just happen to be to those wonderful Milano cookies the stewardesses always feel compelled to share with us?

The time spent in airports between flights always passes very quickly. Traveling with us is better than being a celebrity or royalty, according to Butch and

Mary. During this trip, most people first assumed we were working airport security since we must wear our search vests while we travel, and Butch and Mary must also be in their search team uniforms. Nevertheless, many folks could not resist asking to pet us. When passers-by discovered we were not working, all four of us were soon surrounded by dog loving admirers. (Well actually, we were admired and Butch and Mary just kind of got pushed into the background!) There were questions about us, our training methods, where were we going, do we fly often, and, do we really get a seat of our own? We never met anyone who seemed to mind our presence even one little bit, though ladies in black clothing tend to keep a distance since being covered in our beautiful blond hair is not always becoming.

Our rental vehicle was waiting when we arrived

in Denver, and soon we were off to Frisco, Colorado. Frisco is the small town located a few miles from Copper Mountain. We had not requested any special weather, however we were greeted with a raging blizzard shortly after beginning the climb into the mountains from Denver. Of course we were fine consolation as we happily slept through it all while our partners stayed awake for the four-hour drive that covered only 90 miles. The motel, which only agreed to accept Butch and Mary since they were with two gorgeous animals, provided pleasant accommodations, and all retired after organizing next day's gear.

Saturday morning was a beautiful but chilly -9°. Fortunately, most of the morning was dedicated to classroom instruction including a very interesting panel discussion of several recent avalanches and the rescues accompanying them. All panel members were the actual rescuers involved in these missions. Saturday afternoon we were off to the local Medivac Station in Frisco for helicopter safety training. We all got to get in and out of the helicopter, learning how to apply our doggie seat belts once we were on board.

Sunday started off with an exciting chairlift ride to the Timberline Ski Patrol Lodge (one of five at Copper) at a mere 12,000 feet. Taking those flatlanders Butch and Mary, who usually reside at 1,200 feet, to ten times their normal elevation was sure a spectacle to behold! Their first assignment was to dig up and disturb all the snow in the 100'x100' training area to make it look like a simulated avalanche. We thought for a while that we might just have to call the Medivac helicopter for them! The actual holes in which the 'victims' were buried were dug the previous day so as to set up well and be extremely safe. After the training area was prepared the fun began! Believe it or not, many of the skiing public actually lined up to be victims! There were also other patrollers and support people who volunteered to crawl into the snow caves, and were then shoveled over to hide all visible clues.

Sister Willow, being the more experienced of the two of us, had no difficulty in finding and digging out the various people secreted below the snow. We worked in several areas with burials that were four to six feet beneath the snow. Willow never needed more than a few minutes to find her 'victims,' even when two people were buried at the same time in different locations. Willow was so excited each time she found the 'victim' that she

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would crawl right in the hole with them. She worked each problem like she was born in avalanche country. Everyone was pleasantly surprised that a dog from Western New York could perform better than some of the native dogs with much more avalanche training.

Brother Badger, on the other hand, felt it necessary to make Butch worry that he would not perform the appointed task as well as his sister. During the first problem Badger acted as though he had never seen snow before, and at one point even sat directly above his victim with no sign of interest other than to play with everyone around. At this point Butch decided to show Badger how to do the job and he started digging while encouraging Badger to do the same. Badger then joined in enthusiastically. By the way, who do you think taught Butch how to dig in the snow anyhow? Boy is he pitiful! As soon as they broke into the cavity and the 'victim' showed Badger his favorite toy, Badger was hooked. He and the 'victim' played tug-o-war for a little while and then it was on to lunch. Following the lunch break several other dogs worked until it was again Butch and Badger's turn to play the game. This time however, when Butch gave the command to "Find!" Badger took off with his nose to the snow and in less than a minute came barking to Butch with the indication of a find. Unfortunately Butch had walked into a drifted over pocket of snow to his waist and flopped about trying to reach Badger as Badger repeatedly ran to the burial location and back to Butch, barking as if to say, "he's over here, what's keeping you?" You humans really need to learn how to run through snow! As Butch did get to the site Badger was digging furiously and after finding the victim, came wriggling out of the hole with his toy in his mouth. To verify that this was not an accident, Badger and Butch worked more problems, and Badger showed that he could learn this new game very quickly. He truly showed that the desire to "find 'em" ran just as strong in him as in Willow.

We thoroughly enjoyed the two-day training, and our human partners beamed as we received many comments of praise and accomplishment. Butch and Mary were not sure how sincere the praise might be, but when we returned home, the sincerity was reaffirmed. About a week after returning, they received an email from the Copper Mountain Ski Patrol stating that they would like to purchase one of Willow's pending puppies to be trained as a replacement for one of their older dogs that will soon retire from avalanche work! Many dog handlers from around the mountain states were present but none others from the East, and certainly none more proud than Butch and Mary. All had a great time! ❖

Get a 'Real' Job...

by Jane Cox, North American River Runners
& Wintergreen Ski Patrol

I hear the term "young professional" used to describe people my age who are climbing the stereotypical corporate ladders of the world. It seems to be the in vogue phrase. I'm fairly certain that the career paths I have chosen do not fit in the traditional connotation of a "professional." In fact, many people would not consider ski patrolling and raft guiding a career, but rather a passing phase. My brothers are still waiting for me to "get a real job." It may not be that my job is fake (the opposite of real), but that these jobs are not perceived as "work." Being the argumentative little sister that I am let me point out a few things.

Being ski patrollers, or the families of, we can all list many of the skills required to be a patroller. Loading a guest safely into a sled on a steep, icy hill and carrying that guest to safety is not a matter of luck. It is a combination of things we are taught before, during, and after we take our basic sled test. Evacuating a lift is not a "fly by the seat of our pants" endeavor, but rather a task that must be done quickly and safely by a team of people who have the right training. Also, in case you have forgotten since the snow melted, we don't just hop on the snow and start treating injuries without a little bit of medical training;

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Jerry Sherman
Eastern Division Director

Laura Tucker
Editor

Jim Freeman/Barb DeMarco
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Editorial Office
*23 Narragansett Ave.
Pittsfield, MA 01201
413-499-1795
e-mail: LETLBT@aol.com*

the National Ski Patrol standard being an 80-hour course, not including the professional CPR certification that is required.

The rafting industry has comparable examples. To be a raft guide for many companies is to commit yourself to an intense training period. Navigating a river safely requires knowledge and understanding of the river. River currents, various water levels, and the rocks that help form whitewater all have different effects on your boat. A perfect run of the river would be ideal, but in the event of the inevitable accidental swimmers, stuck boats, lost coolers, upside down rafts, and even more serious situations such as foot entrapment, a guide must know how to safely deal with the problem. CPR and basic first aid are required as well.

In addition to the technical skills required by both jobs, it is imperative that patrollers and raft guides have excellent communication skills. When running the river or responding to an accident on the hill, we are part of a team of people. We must be able to let our coworkers know what is going on in a situation, how we need them to help, and what is going on with us. We must also be able to communicate with our guests. Pulling the person twice your size back into the raft or loading them into the sled is much easier if the guest can help you, but they can't help if they don't understand what you want them to do.

In arguing for the validity of these two jobs, I can't leave out the service aspect. Three words illustrate this example perfectly: front line staff. We are the people that interact with the guests. A raft guide could make a fair case for being the staff member who the guest interacts with most while on a raft trip. As patrollers, that big white cross makes us the most easily recognized folks on the mountain. People hail us down to ask us where the closest bathroom is. Because we recognize the guest as our bread and butter, we try not to respond with "ya see that tree..." Instead, both raft guides and ski patrollers the world over make efforts to understand the full scope of the company operations just in case we get Joe Tourist asking his laundry list of questions. We are even known to go out of our way to check on a patient that we sent to the hospital, or take an extra moment to explain boat control techniques to a curious rafter. At bare minimum we put up with screaming patients, rude guests, obnoxious kids, terrified first-timers, and egotistical know-it-alls.

In addition to being the front line staff for the

resort, many people overlook that we could be considered the first link in the emergency care system. As mentioned before, both occupations require a host of medical knowledge learned in one class or another. For patrollers, patching people up is often the only thing we do on a busy Saturday. If necessary, we make the call to activate EMS. Solid medical skills are often played down in a raft guide's roster of experiences as he tells them to his guest. However, raft guides are also required to be able to make a call regarding the condition of an injured guest. Although there are far fewer river-related evacuations, many of those take place in the thorny bushes and rocky reaches of a riverside, without the convenience of a trail, snowmobile, or waiting vehicle.

Did I mention that we provide all of these services and use all of our skills in any kind of weather and conditions? My visiting brothers might be avoiding the rain by knocking back a few in the bar. Meanwhile, I'm wearing a non-breathable, hunter-orange, trench coat rain slicker so I don't get too water logged while I pick up the signs that the "beginner" skiing public has dismantled so effectively with their rental skis. Even though you wake up to three inches of snow on the ground, you can still hear the "let's go raftin'" call that seems to echo through base. The visions of perfect powder and blissfully sunny days on the water may be real, but more often than not it's too hot, too cold, too wet, too dry, or too icy and everyone who isn't getting paid has gone home.

Get paid we do, however, even if it is simply by the warm and rewarding thank you of a grateful guest. Some of us are even lucky enough to make our ends meet by the meager sum that is so common among the recreation industry. Therefore, if all the above examples were not enough to convince my brothers that any of what I do is "work," deserving of that compensation, then let me list a few more: hauling coolers, serving lunch, inflating boats, moving boats, tying up tower pads, shoveling down jumps, putting up roping and marking safety hazards, hauling a loaded sled across the flats in slush, washing the wetsuits, setting up the overnight camp, knocking off three days of ice from the safety ropes, etc, etc, etc.

In classic little sister fashion, here's my final response: So what that we love our jobs, and rarely find it hard to go to work? So what that we get to be outside in the sun (rain, sleet, and hail)? So what that our corporate ladder has rungs with names such as trainee, sweep boater, and trip leader; or basic,

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staff. My staff and I came up with the name Transition Committee, however at their first meeting this group decided they would rather be called a TEAM.

Let me introduce them to you in alphabetical order:

Rick Andriole is currently the Eastern Division Treasurer and an assistant division director. He is a 30-year NSP member who has served as his local patrol's first aid advisor and as his region's OEC administrator, awards advisor, and newsletter editor. Rick is the business manager of a school and is responsible for the overall management of all non-academic areas including financial services. In that position he is responsible for a budget of about \$5 million.

Richard Barron is the patrol director and operations manager for Seven Springs Resort in Western Pennsylvania. He is a 32-year NSP member and certified patroller. In addition to the patrol, he is responsible for snowmaking, grooming, and lift operations. He brings an area management perspective and an NSP perspective to the team.

Mary Davis is the current Southern Vermont Region Director and a 33-year NSP member. Mary has served in virtually every line officer position in the NSP including the BOD and its Executive Committee. She was an executive committee member when the G1 initiative began and is very familiar with the effort. Her profession as a lift inspector for NY State takes her to ski areas large and small.

Pamm Ferguson is a newly-elected member of the NSP BOD and a 30-year NSP member. She has served as a patrol director, region director, senior first aid examiner, senior S&T trainer evaluator, and is currently an assistant division director. Pamm has a great deal of experience as a member of boards of directors of other non-profit organizations.

Rick Hamlin is the newly-elected Northern Vermont Region Director and a 29-year NSP member. He has served as his patrol's training officer, senior OEC and S&T trainer evaluator, region awards advisor, certified examiner, certified secretary, section chief, and is currently chairman of the OEC portion of the certified program. He is a civil engineer by profession and has served as the President and Treasurer of the Vermont Section of the American Society of Civil Engineers.

Bela Musits is currently a member of the Eastern Division Ski and Toboggan Steering Committee. A 32-year NSP member, Bela has served as the Eastern Division S&T Advisor, the National Assistant S&T Advisor, and was a member of the Olympic,

World Cup, and National Championship Ski Patrols at Whiteface Mountain. He is the Managing Director of High Peaks Venture Partners.

Don Page is currently the Eastern Division Election Chairman responsible for the division director and board rep elections. A 48-year NSP member, Don has served in almost every NSP position including patrol director, section chief, assistant region director, assistant division director, division director, BOD member, and as the division's S&T chair. Don brings an historical perspective to the team having watched our organization evolve for almost 50 years.

John Pellicciotta, the newly-elected Eastern Pennsylvania Region Director, is a 22-year NSP member. John has served as a patrol director, section chief, senior OEC instructor trainer and trainer evaluator, and assistant division director. He has also served on several region and division committees.

Henry Williams will serve as the legal advisor for the team. A 28-year NSP member, he has served as patrol director, region legal advisor, and is currently the Eastern Division Assistant Legal Advisor. He is a practicing attorney with his own law firm.

Just in case you weren't counting, that is 254 years of NSP experience and every member has been awarded a national appointment. The TEAM plans to meet several times over the next 12 months and will deliver a final report to the Eastern Division Annual Meeting in April 2003. We will report on their progress here and on the Eastern Division website.

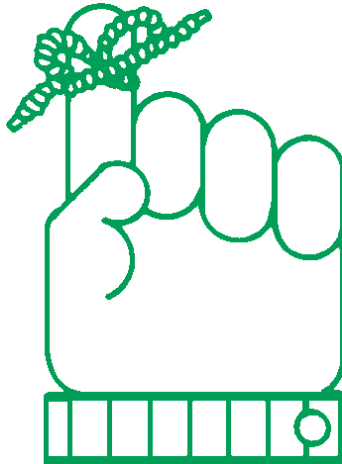
As I have said before any changes to the Board of Directors or the Eastern Division structure will have no affect on what you do on the hill. The reason for change is to improve member services, both here and from the national organization, and to strengthen our position in the ski and outdoor recreation industry. ❖

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senior, and certified patrollers? As long as people want to spend their leisure time skiing and rafting, we'll be here. How's that for career longevity? Webster's 21st Century Dictionary defines professional as "meeting the standards of a profession." A profession is defined as a "learned occupation." I certainly learned my occupation and meet the standards required, not to mention the fact that I strive to do my job better every day. Sorry boys, looks like I can call myself a young professional, even with a "fake" job. ❖

Are you a Delinquent?

by Bill Halsey, OEC Supervisor



Every year your patrol director is sent a “delinquent list” ...a list of all patrollers whose OEC records are not complete. As OEC technicians, we are required to complete a refresher every year to maintain a current status.

So how do you make sure that you do keep your certification current and in good order?

Each year the OEC Refresher Study Guide is published in the summer issue of the *Ski Patrol Magazine*. It lists the topics to be covered, any relevant background material, skill guides (formerly SPG's), and scenario questions.

In addition, there is a page with a couple of forms on it. First is a “Completion Acknowledgement” form. You should request that the instructor of record (IOR) complete it so you can take it to your patrol director. This is the documentation you will need to show that you completed a refresher.

Second, you will find a form called “Supplemental Roster Information.” Complete that and leave it with the IOR for the refresher. That will insure that he/she has the proper information to record with national that you have fulfilled your requirements. It is the IOR who is required to submit your completion of this refresher, not you, nor your patrol director.

Don't forget to take your OEC technician card with you to the refresher, and make sure the IOR signs it before you leave.

When records are missing or incomplete, any of the above documents will help establish the fact that you did complete your required training.

And, finally, this also means that you should look for the summer issue of *Ski Patrol Magazine*. Save it – read it before the refresher – answer the review questions – prepare and you'll enjoy the process a lot more.

Remember, you are responsible for maintaining your own personal records. A little pre-care makes the task simple. Don't be a “Delinquent.” ♦

NSP Board Prepares for Change

by Bob McLaughlin, ADD and Board Rep

During the past 2+ years the NSP Board of Directors has been steadily working to prepare the organization for change. Using the preparatory work of its G-1 Committee, and the help of professional consultants as a basis, the board has made significant steps in carefully assessing the NSP's organizational structure, business strategy, and methods of delivering value to members. In a series of decisive actions taken during the last four board meetings, a new strategic direction has emerged which has led to major changes in the board's structure and mission. These changes at the national level will eventually lead to structural change in the entire organization. In order to prepare members for these changes it is important to describe what the changes are and how they came about.

Originally, the NSP structure suited its mission well. When the actual task of the NSP was to form, train, support, and guide the operations of independent ski patrols it made good sense. The changes in the snowsports industry during the last 30 years have led the NSP away from controlling the operations of ski patrols to an entirely new role, that of supporting the work of its members with educational programs and services. Now that the role of the organization has changed, the structure must change also. A new structure will support the new role more effectively and decrease confusion in the industry about NSP's mission and focus.

The NSP Board recognized that the first step in meaningful organizational change was to change itself. After a careful review of its own history and approach to board work, the decision was made to change its function to focus exclusively on strategic issues vital to the organization's success both now and in the future. This change was the start of a new way of thinking about the mission and work of the NSP. The NSP would now be viewed as a business, with a responsibility to its owners (members), and an obligation to promote and deliver its business products and services (programs and members services).

The board also recognized that any meaningful organizational change had to be based on information obtained from general members, NSP program personnel and instructors, NSP directors and officers, industry partners, and related organizations

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with which the NSP has regular contact. Through surveys, focus groups, and telephone interviews conducted by our consultants, these people have contributed a wealth of valuable and concerned feedback...and the same points were made over and over again. Chief among these are that members are happy with what they presently do and want to continue doing it, that the industry supports the NSP and wants it to succeed, and that change in NSP's organizational structure and delivery system is long overdue. With this important data as a foundation, the board has moved confidently forward with the change process.

The Mid-Winter Board Meeting 2002 was devoted largely to facilitated board work on the following six elements of organizational structure. Each was studied in depth, and the preparatory work and recommendations of the G-1 Committee on each one was considered. Because of their importance, each of these elements of structure warrants a brief explanation.

Membership – Each organization must understand who its members are...or who they could be. The NSP is adopting an expanded definition of membership, which will welcome all those with a serious interest in our programs and services. This will likely create new categories of membership for other groups in the recreation community. The integrity and credibility of the ski patroller category will not be diminished or diluted in any way by this. The organization will simply begin to offer programs and services to other interest groups and create defining categories for them as well. This is expected to greatly expand our market potential, increase our desirability among potential sponsors, and compensate to some degree for declining membership among ski patrollers. The details of how this will work are presently being studied.

Programs and Services – These are the “business products” of the organization, and the principal method of providing value to members. They include programs (education and training), together with technology, credentials, affiliation, recognition, advocacy, and access to catalog merchandise. In addition, this also includes marketing for both products and members, as well as mutually beneficial partnerships and alliances with other organizations.

Governance – This refers to the units of thinking and decision-making within the organization. It involves the work of the board and the work of its standing and functional committees. Lines of organizational authority are defined here, along with how the board and its committees are selected.

Board Representative Elections

by Don Page, Election Coordinator

There were but two confirmed candidates for two seats on the NSP Board of Directors representing the Eastern Division. Elections were concluded in March.

Elected for two-year terms, subject to changes in the NSP By-laws, were Pamm Ferguson, Assistant Division Director, of Rochester, NY and Gerit Lewisch, an incumbent, of Gardenville, PA.

In voting, of the 221 ballots distributed, 120 or 54% were returned with 109 votes for Pamm Ferguson and 111 for Gerit Lewisch. In comparison with the past few years, ballot returns were as follows:

2002	2001	2000	2000	1999	1998	1997	1996
54%	58%	58%	47%	62%	56%	60%	72.5%
		Special					

The years with a higher return rate reflect balloting where the number of candidates was greater than the number of seats available.

Workforce – This category considers who the people are who will accomplish the organization's work and how they will be organized. The NSP is essentially divided into two groups of workers...volunteers and paid national office staff. These two groups must work together well for the organization to be successful. How they can work best together is presently being studied, as is the question of how interactions between them will be coordinated and structured.

Finance – This category considers where the financial resources of the organization come from...its dues, sponsorships, ads, catalog, course fees, endorsements, etc...and how those resources will be allocated to programs and services. The organizational budget must accurately reflect the strategic direction of the organization and provide the necessary support to accomplish objectives.

Information – It is vital that people accomplishing work in the organization have the information and knowledge needed to do their work well. This supports knowledge-based decision-making. Where information comes from, how it moves through the organization, and how it is used for assessment, planning and policy must be carefully considered and established. The ability of the modern NSP to communicate, both internally and externally, must be as sophisticated as current technology and resources will allow.

The board has decided that the modern NSP will have a knowledge-based decision-making

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structure. This means that leadership positions will be occupied by people with specific knowledge and expertise, and that decisions will be made on the basis of that knowledge...not belief, tradition, popularity, or supposition.

These changes will have a dramatic effect on the NSP as we know it. It will become much more streamlined, and more effectively focused on its organizational mission from the board level on down. Our principal focus from here on will be the development, maintenance, relevance, and effective delivery of our programs and services. This will lessen the confusion that many members continue to feel about what their organization is and what it's doing for them. In a similar way, the questions that many resorts and industry partners have about our mission and value will be answered as well. The two key words that best describe the important differences that everyone will notice in the modern NSP are these...clarity and effectiveness.

The new board will reduce in size to 12 members, plus the chair. As a body it will focus on issues of strategic importance and relationships with other industry organizations and groups vital to NSP interests. As its strategic intents and directions are established, the task of organizing these and bringing them to fruition will be delegated to standing or functional committees of the board. The work of these carefully selected, knowledge-based committees will be regularly reported to the board and their final products will be approved by the board before being implemented.

The NSP Board of Directors will no longer be chosen by popular election and will no longer represent particular geographic sub-units. This will free the board from the need to represent portions of the organization and enable it to truly represent the whole NSP. Terms of service for board members will be staggered in one, two, and three year segments with re-selection possible until term limits of six years are reached. All NSP members who wish to apply for membership on the board or on one of its committees will be eligible to do so. A nominating committee, a sub-committee of the Governance Committee, will process applications, conduct interviews, and make recommendations on a final slate of candidates. This slate will then be approved or adjusted by the board. The general NSP membership may be asked to affirm the final slate of candidates.

These changes in board selection procedures also

have implications for our existing divisions. Once the board is no longer composed of geographic representatives the limitations on the number of divisions will ease. It will then become possible to increase the number of divisions (or program delivery sub-units) as needed for effective program delivery. This will create new and exciting possibilities for geographic configurations having one central guiding principle...more effective program delivery to members. It is reasonable to assume that since the practical responsibility for program delivery has always fallen to sub-units (divisions, regions, sections), the responsibility will continue to be theirs in the modern NSP. Given the wide variation existing in local needs, priorities, and requirements, it will be important for current divisions to lead the way in planning the practicalities of implementation for their own geographical areas. This will allow them to propose solutions, which are tailor-made for their particular needs, rather than to expect generic solutions from afar.

The question frequently arises as to how member representation is going to be accomplished if the board is not composed of elected representatives. Even though most realize that the quality of representation provided by the old model was variable at best, representation was at least one of its stated objectives. If there are no longer elected representatives, how does this critical connection happen? The answer is surprisingly simple...the membership will represent itself. The "how" is largely a matter of methodology and motivation. Using established techniques of survey research, probably conducted by a specialized research firm with no connection to the NSP, these member satisfaction samplings can be done on a regular and frequent basis. In this way, all segments of the organization will have a voice, even though the perspectives and feedback may be very different between groups and across geography. The results of these samplings will be used to inform national decision making, and may well form the basis for the evaluation of board and other leadership performance.

So what does this mean for Eastern Division?

Each existing NSP division now has the opportunity to begin looking at the future with its own lenses. Building on the time-honored principle of "division option" it is recognized that, along with many similarities, divisions have important differences as well. Each has slightly different traditions, styles of patrolling, patterns of program delivery,

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300+ Years of NSP Service

by Al Pels, Alumni Coordinator

The National Ski Patrol has awarded lifetime memberships to the following Alumni in recognition of their 60+ years. Congratulations to these patrollers who were part of NSP's beginning.

- George Wesson, SVT Region
National #761 – Joined 1938
- William Robinson, EMARI Region
National #6805 – Joined 1938
- Stuart Gillespie, ME Region
National #13 – Joined 1939
- Harold Harrington, SVT Region
National #1378 – Joined 1940
- Oscar Bekoff, SNY Region
National #3725 – Joined 1940
- Robert Matthews, NJ Region
National #1039 – Joined 1941

Following are short biographies of Stuart and George. Others will follow in future editions.

Stuart Gillespie started skiing at Lake Placid when he was eight years old. In 1936, as an employee of New Jersey Power and Light Co., he took the American Red Cross basic first aid course. He was a member of the New York Amateur Ski Club, along with Roland Palmedo and Minot Dole who started the NSP.

In 1939 Stuart received international attention after rescuing an injured Canadian woman at St Saveur, NB. He splinted the spiral fracture and transported her before the local rescue squad arrived on snowshoes. A year later the Canadian Ski Patrol System was formed modeled on the NSP.

Although called to serve in the 10th Mountain Division in World War II, Stuart was already serving in the U.S. Navy. After the war, the NY Amateur Ski Club Patrol visited ski areas as volunteers. Stuart's favorite area was Mad River Glen, VT where he patrolled on weekends for several years.

Stuart and Helen Gillespie moved to Pemaquid, ME following his retirement from Northeast Utilities in Connecticut.

George Wesson owned his first pair of skis at the age of three and did early skiing on a hill at Holy Cross College in Worcester, MA. His first lift was a rope tow at 14. George took a first aid course at the local YMCA and became a member of the Worcester Ski Club Patrol, which patrolled at Mt. Wachusett, MA in the early 30's.

After a two-year stint in the 10th Mountain Division in WWII, he became a paid patroller at Stowe

in 1947. This was the beginning of a long career in the ski industry which included patrol director at Stowe, Sugarbush, and Thunder Mountain, MA (now Berkshire East).

In 1963 George began a 22-year association with Killington where he was patrol director and had other management positions until his retirement in 1985.

Throughout his patrol career he has been deeply involved with NSP. An innovator with many firsts, he started the Certified Program in 1984 and held the first Eastern Division Senior Test Examiners' Clinic in 1989. Today George continues to ski and contribute to NSP as a member of NSP Alumni. ❖

Continued from page 8 - McLaughlin

and a different emphasis on priorities. In addition, there are terrain differences, different distances between resorts, and differences in proximity to urban areas and population centers. These differences create different requirements of a delivery system, and what is effective in one area of the country may not be in another. Only divisions themselves have the knowledge and experience necessary to address these issues of implementation in a satisfactory way for their own members, and each division will soon have to consider a methodology for engaging this planning.

Our approach in Eastern Division will be to carefully introduce this process in a way that mirrors the method employed by the national board to manage its own change. We propose to begin with a small Transition Committee (6-8 people), composed of experienced and trusted leaders drawn from the division staff, region staffs, and program staffs. This committee will make recommendations to the division director on the composition and task definition of a larger Implementation Planning Task Force, which will be made up of talented personnel from across the division. Using information from the Transition Committee and other sources, the Implementation Planning Task Force will prepare a comprehensive proposal for a delivery system structure which meets the particular needs of Eastern Division. This proposal will also include a realistic timetable and strategy for implementation. Once fully reviewed and accepted locally, the completed Implementation Plan will be presented to the national board of directors for final approval.

As we look forward with excitement and anticipation to the national board's next accomplishments at the Annual Meeting in June 2002, we ask for your encouragement and support of this process. As always, your ideas and opinions are welcome, and should be directed to your region director, division director or national board representative. ❖

New OEC Textbook

By David Johe, M.D., National Medical Director

In July the new *Outdoor Emergency Care* textbook, 4th Edition will become available through the NSP's national office. This book will offer up-to-the-minute information for the patroller or "rescuer," both in new chapters and updates on current chapters.

This book does not change the basic concepts of OEC, but updates concepts and treatments, adds additional information, and brings the patroller right to the cutting edge of first responder treatment in the outdoor setting. The new book will have numerous color photos replacing many of the previous line drawings and pictures.

The same assessment, starting with responsive or unresponsive, will be followed. Initial assessment, focused history and physical exam, trauma patient and medical patient, detailed physical exam, and ongoing assessment are simplified. This text will continue to cover environmental conditions and altitude illness, with updates on these topics.

Several new ideas and concepts are included. A new chapter discussing how patrollers interface with the EMS system or a doctor's clinic brings additional value to the text. Pediatric problems are covered in more depth, especially orthopaedic injuries. With all the new snowsports equipment, from snowboards to tubes, the authors have included valuable insight on caring for the injured that are not on alpine skis. With the advent of many adaptive ski programs, there is an in-depth discussion of the special needs of these people, from the autistic to the spinal cord injured. The well-being of the rescuer and behavioral emergency are new topics as well.

Jones and Bartlett, one of the leading publishers of medical textbooks, is now publishing the text. J&B's style and the book's readability will help the novice taking his/her first OEC course. The experienced patroller will gain valuable updated knowledge, as well as new concepts in outdoor care. This book is very user friendly and will also serve as a valuable resource in your home library.

Following publication of this textbook in July, a workbook will also be produced. With Jones and Bartlett's vast array of other tools, interactive materials will be available on the Internet for OEC education. A new test bank will be forthcoming,

and future educational OEC concepts will be developed. This year's Refresher Guide in *Ski Patrol Magazine* will reference the new text.

Outdoor Emergency Care has become the premier product for the patroller. By taking the most recent concepts from urban EMS on one end of the spectrum, mixing these with current wilderness medical protocols, adding in cold environment and altitude illness, and then taking the opinions of patrolling physician experts in all fields of medicine from neurosurgery to pediatrics, the new text will prove to be the product that ski area managers want their patrollers to have and master. ❖

Budget Message – Year Ending March, 2003

by Rick Andriole, Treasurer

Although a budget is primarily an itemized estimate of revenues and expenses for a given period in the future, it is a very valuable tool of financial management. The Eastern Division continues to use a zero-based budget methodology requiring each activity/program to provide detailed revenue and expense data supported by actual experience plus projected participation. The budget requests are prepared annually by the program advisors and submitted to the appropriate assistant division director for review before they are approved and incorporated into the final budget submission.

The budget proposed for the 2003 fiscal year (April 1, 2002 - March 31, 2003) presents total revenues of \$94,775. This figure is \$25,645 (21.3%) less than the amount budgeted last year. In keeping with this reduction in income the budgeted expenses are also reduced significantly from last year's budget of \$120,366. However, even with these reduced expenses the proposed budget for FY2003 shows a projected deficit of \$6,075. This deficit results from the funds allocated for meetings and special projects, which I have provided to assist with the division's transition activities during the coming year.

In light of this small estimated budget deficit, the need to properly assess, collect, and report program fees to offset related expenses must be our goal. In addition, prudent financial management requires that reserves be available and properly managed.

Given the division's current financial condition and the continuation of appropriate budget administration by the advisors I am pleased to recommend that the proposed FY2003 operating budget be adopted.



Snowboarding Death Lawsuit Dismissed

Jackson Hole, Wyo., May 6, 2002 - According to Wyoming newspapers, a U.S. District Judge has dismissed a wrongful death lawsuit against Jackson Hole Mountain Resort. A 16-year-old boy, who held a season pass at the resort, was jumping a table-top and died on landing from a skull fracture and chest injuries. The family claimed in the lawsuit that Jackson Hole had changed the obstacle the night before and hadn't adequately tested it.

The judge, however, ruled that jumping in a manmade terrain park "specially designated and designed for such activities, it is an inherent danger, which is intrinsic to such a sport, that the

participants may lose control and land improperly causing severe or fatal injuries."

The judge also dismissed a case the family had filed against the U.S. Forest Service claiming inadequate regulation of the ski area. The judge ruled that the resort is responsible for regulating itself. ❖

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Senior EMM

by Bill Halsey, OEC Supervisor

Senior EMM – what is this? Never heard of it? Well, it's a new name for an existing program.

One of the core components for attaining senior status has been the Senior OEC Component. The National Medical Committee (and others) felt that having a program entitled Senior Outdoor Emergency Care inferred that there are two levels of OEC care. There is only one level of OEC Technician, which includes the standards and skills outlined in the *Outdoor Emergency Care* text and *Study Guide*. All patrollers train and certify to that standard.

Consequently, this necessitated a name change to Senior Emergency Management Module (or Senior EMM).

The program is designed to help the patroller upgrade his/her skill in managing complex situations. In a comprehensive training program, the senior candidate is taught to look at the entire situation or scenario and consider all potential hazards and alternatives to a quick and efficient solution.

Core objectives to the program are: 1) Decision Making – gathering all the facts of the situation, 2) Problem Management – building a plan of action and following through, and 3) Leadership – being confident, inspiring team interaction, and communicating effectively to all concerned.

Obviously, since most of the scenarios are OEC based, the basic OEC skills must be firmly entrenched in the candidates' minds so that they can concentrate on the entire scenario, not just the OEC skills. As time goes by, scenarios other than those that are OEC skill-based may be included. However, OEC is the only skill or knowledge program currently required of every patroller – whether they be alpine, nordic, auxiliary, or some other classification.

Now that you know what Senior EMM is – plan to enroll in the program this coming season. Past participants all say that they have learned and practiced ideas and skill development beyond what they started with. The reward is pride in personal development. ❖

Eastern Division Balance Sheet FY2002

Assets	Mar. 31, 2002*	Mar. 31, 2001*
Cash & Checking	\$ 35,971	\$ 27,325
Savings & Investments	<u>213,251</u>	<u>239,801</u>
Total Assets	<u>\$249,222</u>	<u>\$267,126</u>
Liabilities & Equity		
Accounts Payable	\$ 1,255	\$ 2,166
Audit Expense Reserve	1,000	1,000
Memorial Fund	34,578	33,629
Patrollers Equity	210,216	227,770
Unrealized Gain/(Loss)	<u>(2,173)</u>	<u>(2,561)</u>
Total Patrollers Equity	<u>\$212,389</u>	<u>\$230,331</u>
Total Liabilities & Equity	<u>\$249,222</u>	<u>\$267,126</u>

Memorial Fund Report

Balance 3/31/2001	\$33,628.78
Contributions – FY2002	1,859.74
Income FY2002	989.01
Grants Apr. 2001 Annual Meeting	<u>(1,900.00)</u>
Balance 3/31/2002	\$34,577.53
Fund History	
Total Contributions through 3/31	\$ 33,322.78
Income	19,214.75
Total Grants	<u>\$(17,960.00)</u>
Balance 3/31/2002	\$34,577.53
Income available for Grants 2001	
Total Interest Earned	\$ 19,214.79
Less: Prior Grants	<u>(17,960.00)</u>
Net Income Available for Grants	\$ 1,254.79

*Unaudited

2002 Annual Certified Exam

by Steve Barnes, Certified Chair

I would like to first congratulate the six individuals who were successful in completing the program and were awarded their certified numbers at the annual meeting at Gore Mountain. They were:

- #583 Randy McNeil, Holiday Valley, NY
- #584 Eric Speedy, Hidden Valley, PA
- #585 John Kane, Sunday River, ME
- #586 John Hammond, Sugarbush, VT
- #587 Ken Kelly, Elk Mountain, PA
- #588 Chad Borofsky, Sugarbush, VT

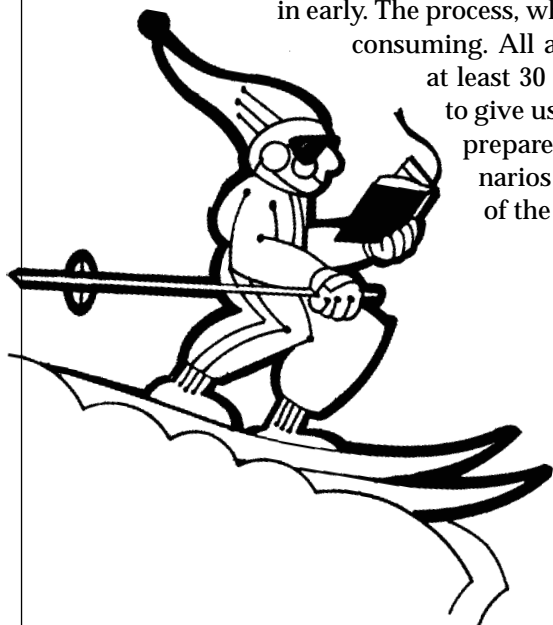
They should be very proud of what they have accomplished.

The weekend, as always, was challenging, fun, and informative. I would also like to extend my thanks to all the people who came to observe and participate, especially the spouses and friends who laid in the snow as patients for the first aid portion. It takes a huge number of people to make this weekend run smoothly.

Next year's exam will be held at Sunday River. I would like to extend an invitation to anyone who thinks they would like to learn about, or get involved in, the certified program. Seeing first hand what is expected of you can be an invaluable experience as you start to prepare.

Another good place to start is the Eastern Division Website under programs. The certified page has a great deal of information on how to get started, who to contact, and when to start applying. If you are considering becoming involved I would like to stress that you get your application in early. The process, while not difficult, is time

consuming. All applications must be in at least 30 days prior to the exam to give us the time to adequately prepare the numbers and scenarios to maintain the quality of the exam. ❖



Ski & Toboggan

by Dave Walker, Supervisor

In January, at Bromley in Southern Vermont, we held an event that afforded many women, here in the east, the opportunity to become a part of the team of trainers who will be involved in running future women's clinics. Patrollers from all over the east attended this event and had the chance to practice their teaching, share ideas, and be coached by ED Ski and Toboggan Steering Committee members. The enthusiasm shown by this group of women was certainly proof that this worthwhile program is gaining momentum in this division. As a result of this clinic, this division has many woman trainers who are willing and able to step up to the challenge of running programs in their own regions. It also gives us a cadre of trainers who can be used at division-sponsored events.

There were three division-sponsored women's events this year. Holiday Valley in WNY, Pico Peak in SVT, and Sunday River in ME graciously hosted them. These events, as expected, were well attended and successful although the weather did not cooperate. The quality continues to improve as we fine-tune this program's content. We are always making changes to the program to make it more accessible to a smaller geographic area and a greater number of patrollers. Next year we will offer more events in almost every region with the help of the training team developed at Bromley.

During this winter, we made toboggan enhancement programs available in every region, some with better success than others. The one common thread that holds true throughout this division is that there is a huge demand for this type of informal educational clinic. Many patrollers took advantage of these clinics because they were working toward their senior classification and others just for the opportunity to improve. A division staff member was assigned to host the clinics, which were supported by local ski and toboggan trainer evaluators. Costs were kept at a minimum and most sessions were well attended. This year 305 patrollers took part in 22 toboggan enhancement seminars. Many regions are offering an all-day toboggan-training session for their senior candidates. This also provides them with an elective credit and solves one of the issues people have with the senior program...it saves time!

We held three division-sponsored enhancement seminars, one each for skier, telemark, and snowboard. The quality of the instruction at these events is very high because we hire the best PSIA

Continued on page 15

Continued from page 14 - Walker

instructors in the east to run them. We have a couple of these events where the attendees request that specific instructors return year after year.

There are some changes to this program that are emerging here in the east. Patrollers can opt for the division-sponsored event where the costs are high but the quality of the available instructors is high as well. Or they can choose to participate at the region level at the same type of event but where the regional ski and toboggan advisor hires a local instructor. It is expensive to hire an instructor though the Eastern Division PSIA office as we are saddled with paying for their accommodations, meals, mileage, and a fee to PSIA for "handling." I believe that we should still offer these clinics at the division level, but subsidize this great training opportunity with smaller, more affordable local clinics. The division does not have to sponsor the clinic in order for it to qualify as an enhancement seminar for senior elective credit.

There were four Ski Trainers Workshops offered this year (three trainer evaluator clinics and a staff meeting). The areas hosting the events were Killington in Vermont, Waterville Valley in New Hampshire, Ski Windham in New York and Elk Mountain in Pennsylvania. This division continues to produce great trainers due to the quality and dedication of the patrollers who work so hard to be successful at these events. The Eastern Division currently boasts almost 180 ski and toboggan trainers as of the end of this ski season. These trainers set the standard for all of the ski and toboggan disciplines whether a senior event or a toboggan enhancement seminar. They are an extremely dedicated group of men and women who not only give freely of their time to coach, train, and evaluate patrollers at all levels, but also have labored to reach the skill level required of our division trainers. These are the people who lead all of the ski and toboggan training throughout the division whether it is local or senior training or yearly requirements.

The Eastern Division, thanks to the efforts of the S&T Steering Committee and Staff, has set a standard that is attainable, but requires the candidates to work hard to be successful. Each participant must not only be able to perform all of the required skills at a level one step higher than senior, they must also be versed in teaching any or all of the events using accepted teaching methods. They must be able to identify senior terrain and perform all of the required skills on that terrain. The ski

areas that we support, the patrols that we are a part of, and those who have already attained the senior level deserve that the classification demonstrate a specific level of competence. A ski and toboggan trainer evaluator must have the skills and experience to uphold the classification.

The ski and toboggan portion of the senior evaluation is another success story. Attendance this year remained about the same despite the poor snow season. Last year 114 patrollers participated in the program while this year there were 123. Many of this year's senior events were postponed, cancelled, or moved due to adverse weather conditions during the second weekend in March. Warm temperatures, rain, and a quick freeze changed the conditions from spring corn snow to very hard, icy conditions that closed or delayed opening of many of the host mountains. Some regions plan to offer an early season event next year to make up for the parts of the evaluation they were not able to complete.

2000-2001 Ski and toboggan results:

88 of 109 passed the skiing events	81%
88 of 114 Passed the toboggan portion	77%

2001-2002 Ski and toboggan results:

84 of 109 passed the skiing events	77%
99 of 123 passed the toboggan portion	80%

To summarize, 1114 Eastern Division patrollers participated in this year's ski and toboggan programs above and beyond their required yearly ski and toboggan sign-offs. That's almost 15%! If you weren't among them you missed some great opportunities for extraordinary training...think about it for next year. ❖



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2002 EDSTS

by Jerry Hyson, Student Supervisor

This year's Eastern Division Student Training Seminar was held at Smugglers' Notch in northern Vermont. It began with advisors and student patrollers arriving on Friday, March 15th from 26 mountains in the division.

Excitement was felt from all who were attending whether they were there as a victim for OEC, chaperone for the group, or evaluator for one of the three areas of competition. The training for this one week-end had begun long ago and each student was determined to prove that they had what it takes to represent NSP at the level it demands in ski skills, first aid, and toboggan handling.

The competition began with 42 students being divided into three groups. There were 20 evaluators (five for toboggan handling, five for ski skills, and ten for OEC) ready to see what the various mountains had done for training over the past few months. The rain from the night before and the cold, cloudy morning had not dampened the spirits, or the nerves, of the students as they set out for the challenge of proving their skills.

As the morning progressed and the competition was well underway it was obvious to everyone, from the local bystander to division staff, that these young adults were sufficiently prepared. The first day ended with a relaxing evening at the Fun Zone to unwind and mingle amongst each other.

Sunday dawned clear and sunny with all eager to begin the competition again and by mid-day it was over. The students regrouped in the afternoon to take part in a scavenger hunt around the mountain. While they were looking for clues and solving riddles the evaluators were trying to decide who the top students were in the three disciplines. After careful consideration, and endless discussion, the awards went to the following:

Skiing

- 1st – Krista Bense
Ski Roundtop
- 2nd – Kyle Helm
Ski Roundtop
- 3rd – Stephanie Sprout
Ragged Mountain

Toboggan

- 1st – Michael Butler
Nashoba Valley
- 2nd – Kyle Helm
Ski Roundtop
- 3rd – Liam Stewart
Pico/Killington

OEC

- 1st – Nicole Leger
Wachusett
- 2nd – Bethany Peck
Bromley
- 3rd – Erin Costigan
Nashoba Valley

Overall

- 1st – Kyle Helm
Ski Roundtop
- 2nd – Michael Butler
Nashoba Valley
- 3rd – Krista Bense
Ski Roundtop

Monday, March 18th ended the seminar weekend with some morning runs and afternoon goodbyes. Thoughts were already turning towards next year's competition as Ascutney Mountain during the weekend of March 14-17, 2003. The weekend at Smugglers' Notch was a huge success due to the positive attitude of all who attended and the extensive hours my staff and I spent traveling and networking to assure that everything and everyone was accounted for.

Hope to see you next year at Ascutney! ❖

Training Continues to Prepare Regions to Use Program Management Refresher

by Bob McLaughlin, ADD & Board Rep

The new course Program Management Refresher is now being used successfully in about half the regions of Eastern Division and will be introduced to the other half this coming season. The new one-day course, developed by the division, is designed to help region program administrators both learn and remember how to manage NSP programs most effectively. The course is being offered to each region to help provide continuity in program delivery across the entire division.

In order for the course to reach program administrators, someone from each region must be trained to teach it. Once that is accomplished, the regions will be able to "refresh" program administrators as often as the region director thinks is necessary...probably once initially, and then again every few years. Region directors have been asked to designate trainers for this course from among their region staff members or best instructors. Once these trainers are appointed by their regions, the division provides their training and materials.

The initial Program Management Refresher Trainer Workshop was held in Albany in September 2001 and will be offered again in Albany on Sunday, September 8, 2002. This six-hour workshop involves a thorough orientation to the course content and materials, along with helpful hints about how best to present the course to program administrators. Upon completion of the workshop each new trainer receives a CD containing the entire set of course materials...a PowerPoint presentation, a trainer's manual, reporting forms, planning tools, and instructions for small group exercises. These well-prepared new trainers, plus the materials on CD, will allow each region to "own" the course and pass it on to other trainers. It can then be used as needed in the region to help standardize program delivery.

Region directors from those regions that did not participate in the initial trainer's workshop last year will soon be asked to designate trainers for this year's class. Registrations are expected to begin in mid-summer for the fall workshop. Our goal is to have 100% participation among Eastern Division's fifteen regions for next season. ❖

Edward "Ned" Parsons

The Holiday Valley Ski Patrol is deeply saddened by the loss of one of its three remaining founding members. Edward "Ned" Parsons died on December 27, 2001 at his home in Chautauqua Lake. Ned had celebrated his 80th birthday in September and had recently been presented his NSP Service Award honoring him for 45 years of dedicated service.

He was awarded National Appointment #2424 in 1961 for his early contributions to the fledgling patrol; a dozen members then, now 100. As well as being a patrol founding member and original stockholder at Holiday Valley, Ned served as patrol director for 12 years in the 60's and 70's.

Mr. Parsons served in the U.S. Army Air Corps in World War II and saw action as a gunner in the Pacific Theater.

On return to civilian life, he became a maintenance supervisor for Allied Chemical Company in Buffalo and later served in the same capacity at the State University of New York in Buffalo. His many "hands-on skills" benefited the patrol in the form of Sun Valley and bent knee splints, backboards, and other home-produced first aid devices.

In the 1960's, Ned married Elizabeth Riser of Port Colborne, Ontario, with an honor guard of over 20 uniformed ski patrollers with crossed ski poles. The couple has two grown sons, Paul and Edward Jr., who both followed their father's lead and became ski patrollers at Holiday Valley. Ned's passion for the ski patrol was second only to his love of his wife and two sons.

Over the years, his gruff, no-nonsense plant foreman personality mellowed, as he became a second father to the scores of "patrol brats" that grew up in the patrol room.

In his younger days, Ned was an accomplished skier and skied Europe and the east, including Tuckerman Ravine. In later years, he became our "rubber boot" patroller. The combination of a hip replacement and a triple bypass ended Ned's skiing days, but he still served "his" patrol every Saturday and Sunday as dispatcher, snowmobile driver, and general help in the patrol room. His specialty was presenting stuffed animals and toy cars to injured young girls and boys and chocolate hearts to all on Valentine's Day.

At the fall refresher, the patrol extended family celebrated his birthday with a 4' x 8' plywood "cake" frosted with drywall compound and festooned with 80 full-sized 12" candles ablaze.

Never to be forgotten will be over 40 years of Ned's Fourth of July parties at the Parson cottage on Chautauqua Lake. A village of patrol family tents sprung up in his front yard, typically hosting 100 plus people for the long weekend.

We offer our sincere sympathy to Liz, Paul, and Ned Jr., as well as the rest of Ned's family. A memorial service will be held in Ellicottville in the spring. Donations should be sent to the Holiday Valley Ski Patrol Memorial Fund.

*Dick Grainger
Holiday Valley Ski Patrol*

Tom Berkery

It was with great sorrow that the Windham Mountain Ski Patrol in Windham, NY bid farewell to one of its best patrollers. Tom Berkery, who lived in Tomkins Cove, NY, passed away on April 22, 2002 at the age of 56.

Tom joined the National Ski Patrol in 1973 while patrolling at Hunter Mountain in Hunter, NY. In 1979 Tom transferred to Windham where he served with dedication for the next 23 years as an NSP senior and full-mountain patroller.

Tom Berkery was an excellent patroller who always patrolled many more days than the mountain required. He was a great skier, skilled toboggan handler, and compassionate first aider. But that was only a small part of his extensive contribution to the patrol. He was a true gentleman, kind, warm, friendly, giving, and always upbeat. He was a dedicated family man and he treated the patrol like his extended family. The patrol felt the same way about Tom and demonstrated this by making him Windham Mountain Ski Patroller of the Year for the 1990-91 season.

Tom's passing leaves a void in the spirit and soul of the patrol that will be very difficult to fill.

The Windham Mountain Ski Patrol joins with Tom's wife Bonnie and their three daughters in saying goodbye to this down-to-earth "great guy" who, to the end, was and will remain an inspiration to us all.

*Kevin Kennedy
Windham Mountain Patrol Director*

In Mem



Avalanche/MTR/Nordic Instructors' Meeting

The annual instructors' meeting will be held on Saturday, September 7, 2002 from 8:30 am to 4:30 pm at the REMO building in Albany, NY. Details of the meeting agenda, directions, and arrangements will be sent to all Avalanche, Mountain Travel & Rescue, and Nordic Instructors in July 2002.

The agenda for this meeting usually includes updates on instructional procedures, a review of the course schedules in the three disciplines for the upcoming year, legal issues in course delivery, new equipment developments from company representatives, and web-based computer training aids.

Anyone who is interested in becoming an Avalanche, Mountain Travel & Rescue, or Nordic instructor is encouraged to contact Nick Schiavetti, Mary MacQueen, or Pete Snyder, for information about attending the meeting.

The tentative meeting agenda is as follows:

8:15-8:45	Business Meeting: Welcome & Instructor Roster Updates Review of Course Schedule for 2001-2002 Bob McLaughlin, Mary MacQueen, Nick Schiavetti, Pete Snyder
8:45-9:30	Review of Course Registration and Financial Procedures Pete Snyder, Nick Schiavetti, and Mary MacQueen
9:30-10:00	Nordic Curriculum Review – Pete Snyder
10:00-10:15	Break
10:15-10:45	Curriculum Changes Avalanche – Nick Schiavetti and Butch MacQueen
10:45-11:15	Curriculum Changes MTR – Mary MacQueen, Pete Snyder, Greg Banner
11:15-12:00	Mentoring – Marcia Mundrick
12:00-1:00	Lunch
1:00-2:30	Instructional Methods – Marcia Mundrick, Nick Schiavetti, and Butch MacQueen
2:30-end	View Equipment Displays and Talk with Reps

REGISTRATION FORM

2002 Avalanche/Mountain Travel & Rescue/Nordic Instructors' Meeting

Please complete the form below and return by September 1 to:
Mary MacQueen, MTR Supervisor, 1386 Braley Hill Road, Frewsburg, NY 14738
H: 716-354-9235, W: 814-368-7747, E-mail: nitrogoldens@yahoo.com

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

PHONE # _____ EMAIL _____

PATROL _____ REGION _____ NSP # _____

Instructor Category (check all that apply) Avalanche MTR Nordic

Please check as appropriate:

I will attend I will not attend but want to continue as an instructor

I no longer wish to instruct remove my name from the roster





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- Ski area operation practices •
- Regional seminars •
- Technology tips •
- and more.

Who Should Attend: **YOU!**

WEDNESDAY, SEPTEMBER 4, 2002

- 7:00 am Daily Registration Opens
Continental Breakfast
- 8:45 am Workshops Begin
- 11:30 – 1:30 Trade Show Open
Lunch Served
- 1:30 – 3:45 Workshops Resume
- 3:45 – 6:30 Trade Show Open
Reception
- 6:30 Poolside BBQ

THURSDAY, SEPTEMBER 5, 2002

- 7:30 am Breakfast in Trade Show Hall
- 8:00 am Breakfast Keynote
- 9:00 – 11:45 Morning Workshops
- 11:45 – 1:30 Trade Show Open
Lunch Served
- 1:30 – 3:45 Afternoon Workshops
- 3:45 – 6:00 Trade Show Open
Reception

Specific seminar schedule will be listed online at www.skimaine.com

FRIDAY, SEPTEMBER 6, 2002

Ski New Hampshire Charity Golf Tournament

SHOW LODGING:

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Show Rate per night: \$99 Single; \$99 Double
RESERVATIONS: 1-866-214-4119
Refer to group # 2607

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(Group rate after 8/15 pending availability of rooms. Additional area lodging available)



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REGISTRATION FORM
ON BACK COVER

Treasurer's Report – Year Ending March 2002

by Rick Andriole, Treasurer

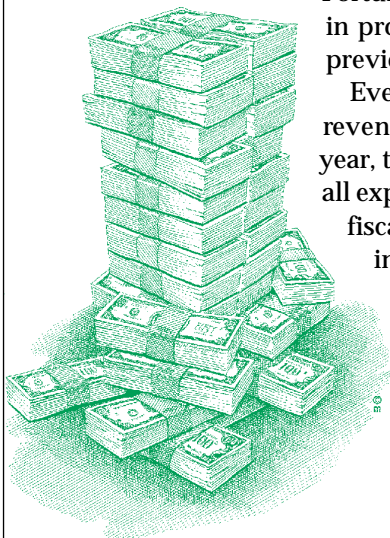
This is the Treasurer's report for the period ending March 31, 2002, which represents the activities for the 2002 fiscal year (April 1, 2001-March 31, 2002).

The income received for this fiscal year totals \$87,164, which is a decrease of \$18,145 (17%) from the previous year's total. This decrease results from a decline of almost \$11,000 in registration income and about an \$8,600 reduction in program income.

Fortunately the year also saw a decrease in program and other expenses from the previous year of \$22,884 (22 %).

Even with this significant decrease in revenues, when compared to last fiscal year, the corresponding reduction in overall expenses enables the division to end its fiscal year in the black with the operating budget showing a positive bottom line of \$4,998, which is a considerable increase from the previous year. Those programs that exceeded their budgets submitted their requests to the appropriate assistant division director for approval.

These figures continue the recent trend of the division's operating



budget and show that we are moving toward the goal of a program-oriented organization. Thus I anticipate that future budgets and budget reports will begin to reflect program revenues increasing beyond the proportion of total revenue they currently represent.

Due to the timing of many of our program activities and the deadline imposed by our fiscal year-end, the close of the fiscal year is usually held open for a few days to allow division advisors to complete and submit their income and expense reports. This year all income and expense items received by the treasurer by April 13, 2002 were recorded and included as part of the 2002 fiscal year. Any income or expense reports received after that date would be included in the figures for fiscal year 2003.

The financial condition of the division continues to be strong with total assets of \$249,222. These funds represent holdings in cash, insured savings deposits, money market accounts, and mutual fund investments.

In closing I would like to encourage all those involved with program development and presentation to make every effort to complete and submit the required income and expense form in a timely and legible format as soon as possible after the completion of the program! I would also like to thank all of the advisors and division staff for their support and cooperation during the past year. ❖

Thank You!

by Pamm Ferguson, ADD & Board Rep

The division elections for board representatives, region directors, section chiefs, and patrol directors/representatives have been completed. At the same time it's the season for celebratory year-end gatherings of patrols when we acknowledge the service, dedication, and commitment of our fellow members and leaders. It's a very gratifying and proud time to be involved in helping to present these awards. I consider it to be one of the best rewards of being an assistant division director. My sincere thanks go to each of you who are being presented an award for your achievements. You are the very people who make this organization one of excellence.

I'd also like this opportunity to thank those of you who exercised your voting rights in the recent elections. Your votes indicate a level of support for those who have been elected to leadership positions in your organization. Even those of us who ran unopposed appreciate your votes of confidence in us to accomplish the tasks ahead. As a new board member, I will do my best to work for the continuing success of the National Ski Patrol in fulfilling its mission to its members, the public, and the mountain recreation industry. Thank you for your vote of confidence. ❖

Full-Time Ski Patrol Positions Available

ALS/Paramedic Level Patrol

First Aid Clinic w/Orthopedic Surgeons and X-Ray Facilities



- Competitive wages based on experience
- 5-day workweek w/weekends off
- Great perks incl./free ski equipment in 2nd year
- Terrific atmosphere and camaraderie
- Gourmet Chefs, Investment Advisors and Comedians on staff •...and much, much more



Contact:
Kevin Kennedy, Ski Patrol Director
518 678-9672 kkennedy1@hvr.rr.com

Awards

2002 Eastern Division Outstanding Awards

Ski Patrol	Holiday Valley	WNY
Administrative Patroller	Ed Hirshman	EPA
Alpine Patroller	Deborah Foss	EMARI
Auxiliary	Harry Goldman	EPA
Instructor	William DeVarney	EMARI
Nordic Patroller	Pete Snyder	EPA
Patrol Representative	Gerald Dulay	EPA
Professional Patroller	Leslie Snyder	EMARI
Student Patroller	Steve Snyder	EPA
William Gross 1st Aid Trophy	Tracy Butler	WNY
The Significant Monkey "990"	Bob McLaughlin	ADD

The following national awards have been presented this year:

• National Appointment

James Dailey	EPA	9450
Walt Peters	EPA	9528
Sharon Friedel	EPA	9530
Noel Rios	CNY	9548
Deborah Truman	WNY	9556
Don Brady	NJ	9562
David Smith	EMARI	9594
Burt Mitchell	CT	9644

• Leadership Commendation Award

Walt Larken	EPA	8279
Ellie Jessum	EPA	8285

• Distinguished Service Award

Barbara Hodgskin	CNY
David Malone	CNY
Bob Bluff	EPA
John Peliciotta	EPA
Bob Scarlett	EPA
Joe Mosa	WMASS
Robert Spangenberg	WNY

• Meritorious Service Award

Paul Steiner	CNY
David Boone	CT
Robert Cassello	CT
Alan Levesque	CT
Burton Mitchell	CT
Warren Markey	CT
Ed Berry	EMARI
Robert Davies	EPA
G. Roebing Gravel	EPA
John Pelliciotta	EPA
Pete Snyder	EPA
John Bolonda	GV
Robert Kaus	WNY

• Patroller's Cross

Barbara Hampel	EPA
Tom Lurz	EPA
Larry Wenrich	EPA
Mark DeAngelis	GV
Steve Barnes	NH
Robert McLellen	NH
Kevin Baker	WNY
Jay Milligan	WNY
Monica Lee Zablotny	WNY

• Purple Merit Star

Thomas Lyons	CNY
Richard McVeigh	EPA
Paul Shiner	EPA
Max Reams	NJ

• Blue Merit Star

Brian Bamberger	CNY
Howard Daughtry	EPA
Rich Meyer	GV
James Dolan	NVT
Dana Moore	WNY

• Yellow Merit Star

Sara Bamberger	CNY
Victor Bradbur	CNY
John Caron	EMARI
Norman Doherty	EMARI
Jennifer Laitala	EMARI
Art Blake	EPA
Sandy Dredge	EPA
John Henderson	EPA
Ken Kelly	EPA
Brant Maley	EPA
Donald Refice	EPA
John Richard Ruby	EPA
Pamm Ferguson	GV
Dick Hitchcock	GV
Eric Jaeckel	GV
Diane Libby	GV
Chris Stiegler	GV
Henry Williams	GV
Don Clark	NH
Virginia Dickens	NJ
Jackie Veit	NJ
Jon Anderson	NVT
Wendy Aarnio	SVT
Daniel Barletta	WNY
Anthony J. Billittier	WNY
David Johe	WNY
Robert Woolingham	WNY
John Zajac	WNY

• Memorial Fund Scholarships

Chris Brady	NJ
James Leger	EMARI
Laura McNally	EMARI

Huck Finn Honored

Huck Finn was honored posthumously at the awards banquet held at this year's Officers' Meeting. Speakers including Rik McClave, Jiminy Peak Patrol Director; Ron Verblauw and Don Page, past Eastern Division Directors; Tim Politis, National Awards Advisor; and Jerry Sherman all spoke of Huck's devotion to NSP during his patrol career.

Jerry and Tim presented Charlotte Finn and her family with a crystal ice bucket commemorating

Huck's 40 years of exceptional service in the Eastern Division and an engraved slate clock in appreciation of a lifetime of service to the National Ski Patrol. ❖



Jerry Sherman, Charlotte Finn and Tim Politis during the awards ceremony.

Bottom Row (l-r):
 Dick Barron,
 Rick Hamlin,
 Bela Musits,
 John Pellicciotta,
 Don Page.
 Top Row (l-r):
 Mary Davis,
 Pamm Ferguson,
 Rick Andriole,
 Henry Williams



Transition Team

by Rick Andriole, Team Leader

At Saturday's session of the 2002 Eastern Division Spring Officers' Meeting, Division Director Jerry Sherman introduced Pam Hemann from Association Management Services. Ms. Hemann and her company have been working with the NSP Board of Directors to assist them in researching and proposing the steps to implement the structural and organizational changes resulting from the board's G1 study. Ms. Hemann presented an extensive review of how these changes were identified, examined, and the activity to date to implement some of them.

After her presentation, Jerry Sherman introduced the nine patrollers selected to be the Eastern Division's Transition Team. These nine patrollers have collectively almost three hundred years experience in patrolling and so they bring, to what can be called an awesome task and an outstanding opportunity, significant experience and expertise.

This team is being asked to be the initial architect for any transition that may occur at the division level. It is being asked to identify and develop the guiding principles needed to determine what, if any, changes may occur in the Eastern Division. They will also attempt to develop the potential structures the division can consider and to pass them on to the Implementation Team for final action. Finally the Transition Team will assist in the selection of this Implementation Team, which will be in charge of putting any

changes identified into practice.

The Transition Team met with Ms. Hemann for several hours and during the course of that meeting identified approximately 18 different "things" they would need to study in more detail in order to make a well-considered and appropriate recommendation for the division. Some of these "things" are:

- Understand "what" is needed first and then worry about the "how."
- Use terminology that is common to many to avoid misunderstandings.
- Determine member needs.
- Determine ski area and other recreation group needs.
- Can a new model incorporate patroller/member "esprit de corps" into any new business strategy?
- Any change must maintain the interest and numbers of current members and attract new patrollers.

The team will be meeting again in June to continue these discussions and hopes to have its work completed by the 2003 Spring Officers' Meeting. The team will be taking its time and exploring many aspects of this issue. We will try to communicate via *Trail Sweep* and other avenues to keep people up to date on our activities. However, it is difficult to promise any specific time frame for reports or steps as the team has yet to fully explore its initial thoughts. Please bear with us as we begin this task. ❖



A Different Kind of Patrol Competition

by Bob Cassello



Ray, Lou, Mike, Bob, and Troy at the top of the mountain at Sakapane, Poland.

On March 1 five patrollers from Powder Ridge Ski Area in Connecticut went to Poland to compete in an international ski patrol competition celebrating the 50th anniversary of the Ski Patrol (GOPR) of Poland. We competed against teams from Austria, Slovakia, Ukraine, Czech Republic, and several teams from different regions throughout Poland.

Ray Chrsznaszek, a current Powder Ridge patroller formerly from Kreniza Ski Area in Poland who acted as our guide and translator, delivered the initial invitation to us.

We departed from Kennedy International Airport, arrived in Warsaw, and then proceeded on to Krakow, where we were met by a member of the ski patrol who drove us to the ski area. Under the tutelage of the reigning patrol competition champion we trained for two days on Akja toboggans. Then on to Sczerzck for the actual competition!

The first day consisted of a giant slalom race (two runs per competitor) which took place on traditional New England packed powder...it made it feel just like home. The second day was the Akja toboggan competition which started with a 100-meter uphill toboggan push/pull...anything we could do to get that toboggan up the hill! Then don your equipment and

ski through a giant slalom course to a pre-determined accident scene.

We were allotted 12 minutes to treat the patient who had a boot top fracture, head laceration, and was less than responsive. We received penalty points for any time beyond the 12 minutes. Once treated the patient was loaded in the toboggan and brought down the remainder of the giant slalom course to the finish line.

Unfortunately we didn't place but had a wonderful time at the awards ceremony later that day. We were, however, congratulated for being the best medical teams in the competition. Team 1, Lou Gaedt and Troy Ward and Team 2, Mike Goral and Bob Cassello were the first American teams ever to be invited to participate in this competition. We returned to the United States on March 10 with many wonderful memories and stories to tell.

Thanks to Powder Ridge for contributing funds to make this trip possible. The Director of the GOPR extended an invitation for teams from the United States to return to compete in the coming years. ❖

Opening Ceremony in Sczerzck.



Bob Cassello presenting Jerry Sherman with a calendar and pins sent by the GOPR Director.



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I would like to register for:

- Wednesday Only @ \$50* pp
- Thursday Only @ \$50* pp
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*** These discounted rates for Ski Patrol Only.
Rates include: seminars, trade show, lunch, breakfast,
receptions & Wednesday BBQ**

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Cardholder's Name _____

Cardholder's Signature _____

Card Number _____ Exp. date ____/____/____

Cancellations after 9/1/02 are subject to a \$10 fee. No refund for no shows. Substitutions are allowed.

Send complete registration and full payment to:

Ski Maine Association
PO Box 7566
Portland, ME 04112
Phone: 207-761-3774 Fax: 207-879-9483
E-mail: greg@skimaine.com
Complete show details: www.skimaine.com