



**Canadian Adaptive Snowsports (CADS)
Annual General Meeting (AGM)
DRAFT - Minutes**

Saturday November 30, 2019 7:30 pm MST
Calgary Olympic Park, AB, Canada

Item	Details
1. Call to Order	Call to order at 7:37 pm MST
2. Additions	<i>None</i>
3. Motion at	<p><i>Approval of the Consent Agenda 1:</i></p> <p><i>1 – Approval of Agenda;</i></p> <p><i>2 – Approval of Minutes of last AGM</i></p> <p><i>3 – Business arising from the minutes.</i></p> <p><i>Moved: John Stone / McKenzie</i> <i>Carried</i></p>
4. Reports	<p>John Shaw's annual president's report highlights include:</p> <ul style="list-style-type: none"> • In Stats Canada 2017 data, 22% of Canadian had at least one disability. Doubling or tripling from 2012 statistical review. • Represents 5.6 million people. Even if 5% wanted to enjoy snowsports, that's 280,000 people. This is why we have waitlists. Need to continue efforts to expand programs and make training accessible through ski schools. • 7/10 Canadians have some relation to someone with a disability. • 33% growth in last five years • 85% of members are in BC, Alberta, and Ontario • As an organization we are working on building capacity – themes are Education, Development, Sport, and Business / Sponsorship • Education – working on targeted work to develop course conductors; 12 large clubs over 100 members represent 75% of our membership, this is where most course conductors are. In the 50-100 club size, six clubs ~10% of membership have no course conductors, very few below that.

- Very big discrepancies in certification across programs. We don't need 100%, but want more certification as a drive to safety. The ratio between certified instructors to students varies from more than 1.0 in BC to 0.3 in the Maritimes. Some of this may be associated with terrain – don't necessarily need 1:1 in Winsport, when you can see the whole hill from the bottom. Trying to move away from blanket statements and identify what is relevant at each program or club, and how to work with large clubs and divisions to set goals and measure key performance indicators.
- We have been working on setting up a governance structure. We have become a governance board. TC has been around for a long time chaired by Jamie, set up Technical Committee, Finance, Audit & Risk Committee, HR & Policies Committee, Information Technology Committee, and Sponsorship Committee

Financial report – given by John Shaw as Glenn Janes is in Newfoundland and it is 11 PM there.

- \$370k revenues – 53% sponsorship events, 40% membership, 7% courses
- \$362k expenses – 48% membership services and administration, 29% festival, 18% technical committee, 4% fund development, and 1% governance
- New relationships with a major law firm in BC and an advertisement grant from Google to raise awareness
- Five years ago we have a 0.5 staff, now 2 full time.
- We have a significant portion of our assets invested in GICs

Executive Director words

- Thanks Board for their contribution – at least 15 hours per month each
- Thanks Technical Committee – important to continuing CADS' advancement
- Thank you to Course Conductors for volunteering their time to train volunteers and make a quality experience for participants
- Thank you to all volunteers who contribute their time.

5. Motion at 6:39 pm *Approval of the Consent Agenda 2:*
- 1-Presidents Report*
 - 2-Financial report / Appointment of Auditors Hrycuik Gallinger of Cranbrook, B.C. be appointed Auditor for the 2019-2020 fiscal year*
 - 3-Managing directors report*
 - 4-Technical committee report*
 - 5-Division reports*

Questions:

Thom Griffiths – do membership figures include one day memberships?

John Shaw: Yes, one day memberships are included, but if excluded memberships are still above 5,000

Thom Griffiths – is KPI regarding course conductor including their time in other activities?

John Shaw: We looked at each course conductor individually, for those who were active we saw 5-12 certifications. There were a significant number of course conductors who did no certifications last year. Could have many explanations including running training rather than certification, taking a year off, and so on. We now have some data for a baseline and to try to understand what is happening within the organization.

Thom Griffiths – follow up question. We might need clarity about whose responsibility it is to assign course conductors for programs that don't have a course conductor. If you're going to measure it, take responsibility for it and take it off divisions or resource the divisions.

John Shaw: We will need to consider what each division needs, not in a homogeneous way, but what is appropriate to each.

Thom Griffiths – do we have a policy on concussions?

John Shaw: That is something we have asked the Policy Committee to work on. This forms part of one principle area we've asked them to work on.



Moved: Thom Griffiths Seconded: Susan Hughes Carried

6. SPECIAL RESOLUTION
AND
ELECTION OF DIRECTORS
- RESOLUTION - Amendment to Bylaws
John Shaw: This proposed amendment was posted, if you consider the existing bylaw to this – it moves decision making on termination of a member from the membership at an AGM to the board. The current bylaw says you need to go to the membership – cumbersome and not timely. When we consider safe sport, our Human Resources and Policy committee has recommended this change so we can, if necessary, on a timely basis enforce discipline. At the same time, we are working on processes for investigation and termination.

The Policy Committee and Board as a whole thought this was important to give timely effect to policies such as the harassment policy.

Election of Directors

John Shaw: The next area was going to be election of directors. On the website, we took electronic votes. Anyone who has not voted can vote – voting coordinated by Christian Hrab, Executive Director. Fifth year in a row that we've had in a row.

No nominations from the floor.

Our bylaws stipulate that no division can have more than two members on the Board. If two are selected from Alberta, the second would not be elected and we would go down the list accordingly.

Question from floor – Michelle Schaeffer: does safe sport policy framework include sexual abuse prevention.

John Shaw: Yes

Question – Veronica Connors: Has criminal record check policy been done?

John Shaw: It is difficult because it varies province to province, we want to move to an online system that doesn't have a cost to individual members.

Voting results:

Resolution of amendment to bylaw: 91.7% agree – passes
Election of directors: elected Deb Blimkie and John Ross
John Shaw – thanks Scott Nicol for his service and looks forward to continued work on the Sponsorship Committee.

7. Old Business None
8. *Credentials Report* *37 members attended the AGM*
334 members voted online & 36 members voted in person
John Shaw – 7% of membership voted. We will have some dialogue on whether this is too soon in the season for an AGM.
9. *New Business* *None*
10. *Location of Next AGM* *Date and location to be announced at a later date*
11. *Motion at 8:27 pm* *Approval of consent Agenda 3*
1-Credentials Report and destruction of Ballots
2-adjournment
Moved: McKenzie / David Zerr Carried
- The meeting was adjourned at 8:27 pm*