



Annual Report | February 20th 2021



CADS PURPOSE

To give people living with disabilities the opportunity to eliminate barriers that have prevented them in experiencing the Joy and Freedom of Snowsports.

Not only in a fun and inclusive environment that embraces diversity but in an accessible community that treats each individual with respect.

CADS supports and encourages over 2100 participants living with disabilities to be active for life and to work towards long term development. CADS also supports over 1600 certified instructors and over 1500 volunteers to fully participate and to develop their skills to achieve their greatest impact.

We support people with



Visual
Impairments



Physical
Impairments



Cognitive
Impairments & ASD

CADS KEY FOCUS



Development

Build organizational capacity to operate, grow and deliver quality programs

Education

Increase recruitment and deliver world leading training and education to instructors & volunteers

Sport

Empowerment of participants thru Sport for Life and competitor development

Business

Foster organizational sustainability of local, regional, provincial and National CADS organisations

President's Report



The past year has been different and challenging for everyone, but I'd like to reflect on the positive changes and successes CADS has achieved over the last five years.

CADS have increased our presence, leadership and operational capacity as a national organization. We have continued to develop our relationships with our membership, Clubs and Divisions. We have successfully revitalized our brand with an updated CADS logo and more inclusive name and have seen a positive shift in the demographics of our volunteers and impacts on improved volunteer recruitment.

CADS has established great partnerships with others in the Snowsport sector, including CSIA, CASI, Alpine Canada, Canada Snowboard and Canada Sport for Life, as well as building on our relationships with Whistler Adaptive Sports (WAS), Rocky Mountain Adaptive Sports (RMA) and Ontario Track Three (OT3).

Over the past years CADS has brought snowboarding level 1 and 2 training and certification within our Instructor technical pathway and our technical committee is working to develop the level 3 curriculum this year. We have tripled the number of Level 4's across the country and have five outstanding Level 4 candidates at various stages of certification. Our Level 4's Instructors are a critical part of ensuring we have enough Course Conductors across the country to train and certify Instructors in Adaptive Snowsports so we can continue to provide a safe and fun learning experience to our ever-expanding group of students.

Over the years we have been steadily improving our digital platforms. We have updated our Website & social media communications and last year CADS introduced a national membership and club operations IT system called Snowline which is being used by all Divisions and Clubs coast to coast. In the upcoming year we are excited to be launching a third IT platform to provide eLearning opportunities for students, parents & caregivers, volunteers and candidate instructors, so that all participants will have a better adaptive snow sport experience.

President's report (continued)

Between 2015 and the end of the 2020 Season our CADS membership has increased 20% to over 5,000 members from coast to coast. Even with COVID public health restrictions, and some Club's or Divisions suspending on-snow programming this season, we still have about 50% of last year's membership, all of whom are passionate, dedicated, awesome and exceptional students, volunteers, coaches and instructors.

There is still much to do at CADS in the future and we will be back better and stronger in the 2021-22 season to enjoy the on-snow programming offered by our great Clubs.

After six years/busy year I'm retiring from the Board. The CADS Board and its new leadership team together with CADS National staff all have exceptional and diverse skills and will be working on continued improvement & refinement of our operations, greater inclusion of snow schools with CADS certified instructors, diversification of revenues with a broader base of sponsors and supporters and increased collaboration with multi-sport/ multi-season organizations that provide adaptive alpine programming.

While this season has presented its many challenges or disappointments due to COVID, all parts of CADS, the National association, our Divisions, Clubs and especially our passionate and dedicated volunteers & Instructors have shown the resilience and creativity that makes CADS a truly wonderful community of friends & families that all share the joy of being on snow. It's been a pleasure and honour to serve.

John N. Shaw
President, Canadian Adaptive Snowsports
2015 – 2021.

National Office Report



This season we have developed and implemented a new CADS website and membership/club software.

The CADS website showcases who and what CADS is, in a modern and professional look. The goal was to make it useful to all our members and showcase our extraordinary organization to partners, funders and potential sponsors. It has also been built to meet all international accessibility laws, include Ontario's anticipated stringent rules on web accessibility. The translation to French will be completed by the start of the next season.

Over the past year we have develop a new software system SNOWLINE that has incorporated a club management system and a membership renewal system. The original ski portal club management system was created for Silver Star Adaptive Society. In collaboration with Rob Vat and a pilot group CADS developed and enhanced the system to fit the needs and requirements of all clubs across Canada. With this system we have been able to create a system that links all Clubs-Divisions and National not only for Membership renewal but for every aspect of club operations. French translation of the site will be in the next season.

Our 4 key areas of long term focus remain to build organisational capacities at the national, provincial and local levels, To increase the recruitment and development initiatives for certified instructors, to empower athletic development & to foster organisational sustainability at all levels.

Our sights are also set on 4 key operational priorities over the next few years. They are to refine our operations, do diversify revenue sources, collaborate with multisport organisations who also do winter sports and increase ski schools staff instructor certifications across all 235 ski & snowboard resorts in Canada.

Christian Hrab & Amy Royea
Executive Director & Operations Manager
CADS National

Technical Committee Report



The challenges of this season demanded creative and adaptive solutions to keep our students, instructors and course conductors as safe as possible.

Although we were not able to run the CADS Pre-course in 2020, this led the TC to dive into the world of online training. Using zoom as a platform, we were able to deliver online training to course conductors nationwide, and developed protocols and strategies for them to safely deliver level 1 ASD/CI module certifications in adherence with COVID-19 protocols and utilizing this online technology.

The TC is optimistic for the future and has high hopes for the next seasons to come. We want to continue exploring online learning opportunities to complement fun, engaging and comprehensive in-person Pre-courses in both the east and west. We continue working closely with the Board of Directors and the National Office to keep improving our efficiency and productivity.

We appreciate the collaboration and input we received from the level 4 group and course conductors from across Canada who generously provided their knowledge, skills and expertise. We would like to continue fostering these relationships and working together in partnership to improve and expand our CADS certification process and update our existing tools and resources.

We are seeking new members who would like to join us in continuing towards our goals and visions for the future, starting with a robust, diverse and committed group of committee members. Will you join us?

--

Michelle Schafer, Chair

Ad Hoc Education Committee Report

Prepared by Meredith Gardner

I was invited to join the CADS BOD as an interim replacement in 2020, with the express interest in supporting increasing capacity of the CADS Education program. CADS has recognized the need to more clearly define the relationship of the BOD and TC in managing the education pathway. A recommended goal is to complete education system review and create/update terms of reference(s) related to education by Nov 2021.

This fall I led a CADS Safe Sport working group on the request of a member of a CADS facilitator for CADS to mirror the efforts occurring across Canada to address chronic issues of discrimination, harassment and abuse in the Canadian Sport system. The attached Safe Sport presentation outlines the project. Piloting has been interrupted by COVID, but the goal remains to start implementation of a Safe Sport initiative for 2021/22 season.

CADS received funding in 2020 from Autism Speaks to develop an eLearning course that will improve effective integration of students with autism into CADS snowsports programs. An ad hoc Education Committee comprising Technical Committee lead Michelle Schaffer, and BOD member Meredith Gardner are leading project execution. An expert group comprising 6 leaders with a variety of adaptive and snowsports experience and ASD/CI subject matter experts have held 5 meetings to define project purpose and create a content framework. eLearnology has been contracted to develop and deliver both the eLearning course and provide the Learning Management System.

Meredith Gardner, Chair

Sponsorship & Partnership Committee Report



Covid has made finding sponsors and funds very difficult this past year. As an organization and a charity to date we have not qualified for any covid relief. As a result we have spent some time looking into the requirements of becoming an MSO (multi sport organization) under sport Canada, but this will definitely be a multi year project.

While looking for sponsors we decided to brainstorm as to where funds could be found and we determined that there are 5 potential areas we could work on:

1) Government 2) Corporations 3) Foundations 4) Grants 5) Private partners

So in lieu of this, we created a new sponsorship information package that is also used as a strategic plan for CADS. We directed our efforts at corporations with whom we felt we had aligned value statements and visions, namely Fun, Inclusion and respect. We made sure that we directed our efforts alongside our key focus, being business, sport, education and development. While we have got the ball rolling on several fronts we have not as yet been able to get a banner sponsor over the finish line. We have had some successes on the grants front (35K from autism speaks for an e learning module among other smaller grants), but other categories have been fairly dry.

On the partnership side, we now must update our MOU's (memorandum of understanding) and our MOA (memorandum of agreements) with several organizations like Alpine Canada and Ontario Track 3.

On the foundation side we hope to continue to work with the Binnion foundation as well we are working towards an agreement with Petro Canada foundation as well as Suncare foundation.

If any members know of any person or corporations that may be interested in partnering or donating we would be happy to follow up.

--

John Ross, Chair

Finance, Audit & Risk Committee Report

The CADS Finance, Audit, Risk, and Information Technology (FARC) Committee supports the Operations of your CADS National Board of Directors.

The FARC Committee is a standing body which is responsible for the more detailed review of developments in regular areas of interest to the Board, for example, tracking Capital and Annual Operating Budgets, and Project Governance, such as oversight of the SkiPortal IT Project or the launch of the Autism Speaks initiative. The Committee also conducts special assessments and develops a point of view with respect to subjects of particular significance to the Association, such as the CADS response to the COVID-19 pandemic and its effects upon our operations in 2020.

The FARC Committee performs the detailed analysis and develops specific recommendations for subsequent Board review, discussion and decision-making.

The FARC agenda in 2020 was dominated by COVID and the development of COVID protocols and Budgetary measures aimed to develop and sustain an appropriate and beneficial level of Association activity and delivery of services to the Membership.

Board Committee membership represents a great way to offer your functional expertise and make a solid contribution to the sustainment and growth of the CADS Association.

In return, membership on one of the standing CADS Board Committees, such as FARC, provides an individual with exposure to Board operations and the opportunity to gain experience in Association governance, Risk Management and Policy development. Please consider joining a Board Committee.

--

John Stone, Chair

2020 Statement of Revenues and Expenditures

The complete 2020
Financial statements
are available on the
CADS website >
Education>
Resources>
General

Here:

https://cads.ski/en/resources_level_general

CANADIAN ADAPTIVE SNOWSPORTS Statement of Revenues and Expenditures Year Ended August 31, 2020

	Budget	2020	2019
REVENUES			
Banquet revenue	\$ 3,600	\$ -	\$ 3,060
Certification courses	21,495	24,650	26,300
Donations	91,167	27,599	93,474
Expense recoveries	-	-	70
Festival registration	29,245	-	23,776
Grant revenue (Note 8)	15,777	6,843	14,599
Interest income	2,000	3,227	3,013
Memberships	148,658	171,577	149,324
Other income	3,466	232	-
Outreach donations to transfer	15,000	12,166	15,010
Sales and special events	10,450	7,198	8,340
Sponsorships	33,400	7,500	33,400
	374,258	260,992	370,366
EXPENDITURES			
Accommodations, meals and travel	47,125	32,094	52,910
Accounting fees	9,400	10,194	9,738
Advertising and promotion	-	212	-
Amortization of intangible asset	-	2,436	2,436
Awards and gifts	5,009	556	3,391
Bookkeeping	900	448	2,434
Bursaries	7,500	175	8,300
Committee expenses	5,777	560	5,787
Division allowance/Skimp grant	12,500	-	12,650
Donations	-	162	-
Dues and registration	1,500	1,500	25
Equipment rentals, meeting rooms and lift tickets	75,323	2,480	63,789
Festival expenses	23,574	-	12,407
Graphic design	600	410	578
Honorarium	1,600	-	600
Insurance	11,000	10,953	12,404
Interest and bank charges	8,050	7,641	8,377
Membership transfers	8,500	24,105	10,494
Office and postage	1,055	1,408	1,845
Outreach donation transfers	15,000	12,166	15,010
Printing	300	507	322
Public relations	1,600	1,496	6,754
Contract fees	120,835	97,594	119,269
Supplies	2,600	4,699	5,693
Telephone, fax and internet	2,900	1,271	1,731
Website software fees	10,606	12,627	5,666
	373,254	225,694	362,610
EXCESS OF REVENUES OVER EXPENDITURES	\$ 1,004	\$ 35,298	\$ 7,756

See notes to financial statements

2020 Balance sheet

The complete 2020
Financial statements
are available on the
CADS website >
Education>
Resources>
General


Here:

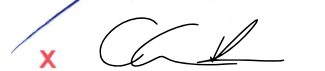
https://cads.ski/en/resources_level_general

CANADIAN ADAPTIVE SNOWSPORTS
Statement of Financial Position
August 31, 2020

	2020	2019
ASSETS		
CURRENT		
Cash	\$ 106,417	\$ 51,228
Marketable securities (Note 4)	126,657	123,430
Accounts receivable (Note 5)	901	40
Inventory (Note 3)	6,389	9,186
Goods and services tax payable	3,693	3,405
Prepaid expenses (Note 6)	20,928	6,391
	264,985	193,680
INTANGIBLE ASSET (Net of accumulated amortization) (Note 3)	1,095	2,436
TOTAL ASSETS	\$ 266,080	\$ 196,116
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable (Note 9)	\$ 11,097	\$ 17,254
Accrued liabilities	10,354	9,338
Deferred income (Note 7)	40,584	777
	62,035	27,369
NET ASSETS		
Unrestricted net assets	204,045	168,747
	\$ 266,080	\$ 196,116

ON BEHALF OF THE BOARD

X  Director

X  Director

See notes to financial statements

Provincial Division Reports



British Columbia Adaptive Snowsports



For the 2019-2020 season BC Adaptive Snowsports (BCAS) was proud to have a total of 2170 individuals registered across 15 member clubs. As testament to the growth of adaptive skiing and snowboarding in British Columbia, the number of participants grew by 70 over the previous season and exceeded 950 participants for the first time in BCAS history. As always, it was the amazing team of over 1,200 registered volunteers and instructors who provided the opportunity and expertise for participants to experience the joy and freedom of snowsports.

It was a productive season for training and certification of new volunteer instructors and next level certification for current instructors. In total, 399 individuals took part in full certification courses and/or modular-based courses. Additionally, 16 instructors attended the National CADS Pre-Course held in Calgary. The BCAS Summit was held at the Sun Peaks Grand Hotel and Resort and included a record 64 participants and 12 on-snow facilitators. Instructors returned to their respective clubs and shared their new knowledge with their colleagues and fellow volunteers, and with the additional skill and confidence to delivering superior lessons to students and participants in their respective adaptive programs.

In 2020, BCAS was fortunate to have the opportunity to deliver most events prior to the onset of the pandemic. A successful All Mountain Camp was held at Sun Peaks in January with Alpine Canada's para-alpine coaches in attendance to assess BCAS' targeted athletes. This targeted group of athletes included Logan Leach, a VI racer from Lumby who has since been recruited by Alpine Canada to join their NextGen program.

BC Adaptive Snowsports was proud to welcome two corporate partners last season. The Fairmont Chateau Whistler, and the Sun Peaks Grand Hotel & Conference Centre. The Fairmont Chateau Whistler will serve as the lead sponsor of the new annual initiative deemed the Provincial Club Conference. The Sun Peaks Grand will be the presenting partner of the Summit for the next three years.

British Columbia Adaptive Snowsports (Continued)



In the current 2020-2021 season, BCAS has worked closely with clubs to ensure all programs are operating under the guidance and protocols of the provincial sport authority and the provincial health officer. BCAS is both proud and grateful to the clubs across British Columbia for their dedication to a safe return to snowsports. All clubs operating any form of adaptive snowsport programming have Return to Sport Plans established. Of course, BCAS has had a dramatic reduction of membership and has cancelled all events in the 2020-2021 season. However, the most trying times of this pandemic have revealed the character and resolve of BCAS club leaders, volunteers, board of directors, and staff. When we emerge from the pandemic, we will be stronger as a community and prepared to resume our full offering of instructor training, athlete development and event delivery.

Jeff Sauvé
Executive Director
BC Adaptive Snowsports



CADS Alberta

The 2019-20 season was the first of a new quadrennial cycle and saw the addition of two new Zones, the successful distribution of equipment through the CADS Alberta equipment pool initiative and finally, the delivery of five well received Slide & Ride events. With the 2016-19 long term plan ending in a year focused on competition, with Alberta demonstrating its successful growth securing all four gold medal podium positions at the 2019 Canada Winter Games, our focus for the 2019-20 season was turned to advocacy and awareness, development, and program equipment needs.

We continue to follow our core goals which include:

- Leadership Development
- Long Term Athlete Development (alpine skiing and snowboarding)
- Revenue Generation
- Developing Stakeholder and Partnership Relationships
- Advocacy and Outreach
- Governance

These elements are all part of the development of our 2020-2023 quadrennial strategic and operational plan, which was stopped abruptly in March of 2020 by the onset of COVID-19. As a sport and recreation program, we did have the luxury of completing the majority of our 2019-20 season, missing the final one to two weeks of Zone programs. The challenge now is in what lies ahead, as we hold our 2020-23 planning and instead place focus in developing a crisis management plan for the upcoming summer/fall (May to November 2020) and for our 2020-21 winter season. The summer 2020 plan led to the acquisition and distribution to our participant members ISOLOVEPLAY Boxes, with the intent being to provide a tool that will support our Members while in isolation, and most importantly our recognition that we are aware of what our Members are facing, and that as an organization, we will do what we can to remain committed to our Membership.

Obviously, as of the writing of this document, we have lost the on-snow 2021 winter, and we continue to adapt. Having said that, we are working with National and our Zones to provide virtual options for activities and participation.

CADS Alberta (continued)

Governance

- CADS Alberta has completed its bylaw and policy review, and all documents are available to membership at: <https://cadsalberta.ca/policies-and-bylaws/>
- The policy package is current as of March 2020.

Membership

The Zone programs in Alberta include (as of 2020-21):

- Alliance (Valley Ski Hill)
- Calgary (Canada Olympic Park - WinSport)
- Cold Lake (Kinosoo Ridge)
- Crowsnest Pass (Pass PowderKeg)
- Edmonton (Rabbit Hill)
- Grande Prairie (Nite Hawk)
- Lethbridge (Castle Mountain)
- Tawatinaw Valley – New for 2020-21
- Medicine Hat (Hidden Valley) – New for 2020-21
- Red Deer (Canyon Ski Area)
- Jasper (Marmot Basin) – In Progress for 2021-22
- Banff (Sunshine Village) – Not a CADS Zone, but an affiliate through RMASC (RMA Center)

The 2019-20 membership:

Volunteers	573
Student	325
Coach	135 (coach/instructors – CSIA, CASI, ACA)
Volunteer One Day	37
Student One Day	81
Total	1151

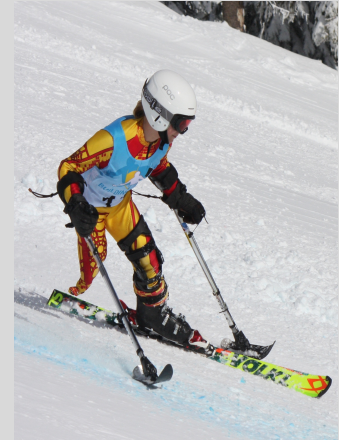
Ozzie Sawicki, Program Director, CADS Alberta

CADS Saskatchewan, Manitoba & Newfoundland



CADS Saskatchewan have 46 members and CADS Manitoba have 6 members, operating out of Regina Alpine Adaptive Ski Program and Assessipi.

CADS Newfoundland had 17 active members operating out of East – White Hills.



CADS National Capital Division



Education & Training: During the 2019-20 season CADS - NCD programs and Technical Committee provided volunteers and instructors with significant pre-season training. Our Technical Committee conducted instructor certification training throughout the season. We continued weekly Tuesday evening training sessions to prepare for CADS certification. Each season all our programs conduct pre-season orientation to among other things run new volunteers through a one day training program including a classroom portion focusing on how we operate adaptive equipment. This is followed by on-snow session to get introduced to using the adaptive equipment on the hill. During fall 2020 while we were still anticipating some healthy-safe return to the snow, CADS – NCD Technical Committee and instructors developed a video for VI module certification. It was used a few weeks ago. It will be revised. If it is effective we will share it with CADS National Technical Committee. In the remainder of the 2020-21 season due to health, sport, resort and other restrictions we can only offer ASD/CI sessions in significantly controlled environment. Once we can get back on snow CADS – NCD will continue to emphasize certification training as a means to mitigate risk, adopt new teaching techniques and equipment, promote safety, and evolve our already great on-snow product.

Development: CADS – NCD had a very successful 2019-2020 ski and snowboard season. Enrolment of 621 members was among the highest in our 41 years. We continued promoting safe fun learning inclusive snowsports environments focusing on ability, inclusion, and diversity. This success was made possible by 338 dedicated volunteers or instructors who through our programs delivered snowsports opportunities to 283 student skiers and snowboarders who have various physical, cognitive, and other challenges. About 41% of the students were children and youth under the age of 18. During the 2019-20 season, CADS - NCD student skiers and snowboarders enjoyed eight to ten weeks of great snowsports in all of our seven programs. In addition, CADS – NCD conducted a number of individual "Give 'er a Go" opportunities so that people with physical, cognitive and other challenges can come to the hill to see if they would enjoy adaptive skiing prior to signing up for a program. This is mainly for sit skiers but we now have some families that want to learn to ski with their children so we give them a good sense of what would be attainable. We encourage this more and more as it is sometimes better to be able to ski as a family and enjoy skiing that way. CADS - NCD also conducted a few ski in school days to introduce children to adaptive snowsports at two of the resorts that host our programs.

CADS National Capital Division (Continued)



In addition, we brought about 10 children from the Ottawa Children's Treatment Center to Edelweiss for a day of introductory adaptive skiing to see if any of them would be interested to join our programs. Another 20 participants from local communities enjoyed a day of adaptive skiing at our Community Living Day hosted at Calabogie Peaks in February 2020. About 50 injured Veterans enjoyed a week of adaptive snowsports during CADS – NCD's eleventh annual Canadian Veteran's Winter Sports Clinic at Calabogie in February 2020. In mid-March 2020, the onset of Covid 19 pandemic into the National Capital Region resulted in most programs' year-end social events were either cancelled or held virtually. I want to express a sincere thanks to the CADS - NCD Working Group of COVID Safety Officials who have been collaborating diligently since August 2020 to develop the Division and Program's plans for a SAFE return to snow

Sport & Competition: In 2019-20, CADS – NCD continued to seek and support students from within our programs who wish to pursue competitive racing. Two students from the Division competed in a few local races and worked with the Ontario Para Team. In Fall 2020 CADS – NCD provided support to the Ontario Para Team in anticipation of the season being on snow so they could work with our athletes. However, by early 2021 the on snow training was closed. We currently encourage off snow training so the athletes are ready when they can compete again.

Advocacy & Division Sports Organization Outreach: In 2019-20 we conducted CADS – NCD Public Displays whenever and wherever we can get space. The goal is three-fold; to spread the word of what CADS - NCD does, to recruit volunteers and students, and to inform people of the benefits of snowsports for persons with various physical, cognitive and other challenges. Our display booth shows are at the local Rehabilitation Hospital, Ottawa Ski and Travel Show and other ski shows, Fairs, Home Town Hockey events, International Person with Disabilities Day events in Ottawa/Gatineau. All public displays and events were cancelled well prior to the 2020-21 season. We continue to promote CADS – NCD by among other things word of mouth and visibility on the web. In 21-22 CADS – NCD will do everything we can to promote to promote what we do, recruit and inform the public.

CADS Ontario



Our 2020 season was almost a complete success but the pandemic brought things to an abrupt end in early March in Ontario with all programs being forced to close. Despite this and Festival being cancelled we were able to enjoy a few weeks on the slopes and look forward to when we can all be back on snow.

Certifications included Ski Lv1CC (3), Ski Lv2CC (3) and special recognition given to our very own Gwen Binsfeld for receiving the *Coach of the Year* (Ontario Para Alpine Team) for outstanding contribution to Adaptive Snowsports.

While 2020/21 has given us an opportunity to reflect upon how important Snowsports are to our entire community, we will continue to encourage our membership in the coming months to keep active, engaged and inspired in their alternative sporting pursuits.

A handwritten signature in black ink, appearing to read 'Jonathan Wood', on a white rectangular background.

Jonathan Wood
President, CADS Ontario

CADS Québec / En Français



ENGLISH TEXT FOLLOWS

L'année 2019-2020 fut marquée par le changement, la nouveauté et la planification de nouvelles activités. Nouveau Conseil d'administration (CA), nouvelle vision/mission, nouveau plan stratégique de 5 ans, nouvelles priorités, voilà ce qui résume l'orientation de CADS Québec. En effet, il a fallu être en mode 'réunion' et 'discussion' sur le 'Zoom', éloigné des montagnes de neige, afin de commencer la reconstruction et le redressement de l'organisme. Le souhait est de revenir en force le plus rapidement possible sur les montagnes de neige et de permettre à tous les gens du Québec, en situation d'handicap, celles et ceux qui le désirent, de vivre la joie des sports de glisse. À l'Assemblée Générale Annuelle de novembre 2019, on assistait à l'élection d'un nouveau CA, composé de Geneviève Pilotto, François Morrison et Omer Melanson. Tommy Chevrette, formateur et spécialiste en technique de sports de glisse adaptés, s'est joint à l'équipe.

La vision '*avoir au moins un moniteur CADS dans chacune des 60 écoles de glisse au Québec*' donne le ton au reste du travail qui reste à accomplir. Le focus est mis sur le volet '*éducation*'. CADS Québec veut se doter d'une base solide de formateurs, moniteurs certifiés et bénévoles en se servant des bassins de moniteurs existants, c'est à dire les moniteurs déjà avec CADS et moniteurs dans les écoles de glisse. L'objectif est d'offrir de la formation aux formateurs afin que ces derniers puissent, en retour, former les moniteurs et bénévoles. Un programme de formation est également en place pour former les pilotes de ski tandem.

Je tiens à remercier l'équipe de CADS Québec pour leur dévouement et implication. Merci également à CADS National pour leur soutien en ressources et leurs avis et conseils.

Le Conseil d'administration CADS Québec

CADS Québec / English



The year 2019-2020 was marked by change, by a new way of doing business and by the planning of new activities. New Board, new vision/mission, new 5 year strategic plan, new priorities, this pretty well sums up the orientation of CADS Québec. It was therefore necessary to get into a 'meeting' and 'discussion' mode on Zoom, away from the snow hills in order to commence the rebuilding and recovery of the organisation. The goal is to come back in force and do the work on snow hills, as quickly as possible, to allow everyone in Québec with a disability, who so wish, to experience the joy of snow sports.

At the Annual General Meeting in November 2019, new Board members were elected: Geneviève Pilotto, François Morrison and Omer Melanson. Tommy Chevrette, Examiner and Technical Expert in snow sports, joined the team. The vision *'have at least one CADS Instructor in each of the 60 snow schools in Québec'* gave the tone for the work to come. The focus is on the *'éducation'* component. CADS Québec wants to have a solid base of Examiners, Certified Instructors and Volunteers by tapping into existing pools of Instructors; that is current CADS Instructors and Instructors in Snow Schools. The goal is to offer training to Examiners so they, in turn, can offer training to Instructors and Volunteers. A training program is also in place to offer training to ski tandem pilots.

I would like to thank the CADS Québec team for their dedication and involvement. Thank you as well to CADS National for their on-going support in resources and for their tips and advice.

The Board of Directors CADS Québec

CADS New Brunswick



There were approximately 90 members ,[students, volunteers and instructors] enrolled in CADS in New Brunswick during the 2019-2020 season.

Both Crabbe Mountain and Mont Farlange had CADS programs operating at their hills. Poley Mountain was not able to run the program due to a lack of instructors.

Due to Covid 19 our number of members has been greatly reduced. Crabbe Mountain was closed for one and a half weeks in January and Mont Farlange is closed now. We are all doing our best to keep the program running despite the Covid restrictions and closures.

If all goes well, and when we are able, we would like to get the CADS program going again at Poley Mountain. Crabbe has had interest from several organizations requesting lessons so we are hoping to be able to accommodate these groups next season.

We have several people interested in taking the Level 1 course and hope to be able to offer the course at the beginning of the 2021-2022 season. And like everyone we are all hoping that the Covid situation improves!!

Take care,

Karen Kilpatrick

CADS Nova Scotia



CADS-NS is in a stable financial position for the 2019- 2020 fiscal year with \$7633.81 worth of expenditures and revenues of \$9701.55 with \$14,152.79 worth of assets.

The 2019-2020 year was a successful one for CADS-NS with the creation of a dedicated Program Coordinator to administer the lesson requests and to match with instructor availability. For the current 2020-2021 season CADS-NS is in a very fortunate position to be able to participate in skiing and snowboarding at the local hills even during Covid-19. We currently have 141 members registered for this season with a significant increase in both volunteers and instructors. We have reversed the trend of having too few instructors available and now have to advertise to our membership that weekend opportunities are available to get our on the hills for lessons.

Moving forward CADS-NS will be investing in new headset radios for our membership to access and we will continue to train students from the local universities to both volunteer and become instructors.

Andrew Hayes
Executive Director - Ski NS, Freestyle NS, CADS-NS, Snowboard NS



CADS Alberta

- Alliance
- CADS - Calgary
- CADS - Cold Lake
- CADS - Crowsnest
- CADS - Edmonton
- CADS - Grande Prairie
- CADS – Lethbridge
- Red Deer
- Rocky Mountain Adaptive Sports Center
- Jasper Wilderness Access Committee
- Tawatinaw

CADS Saskatchewan

- Regina Alpine Adaptive Ski Program

BCAS - BC Adaptive Snowsports

- Adaptive Sports at Sun Peaks
- Baldy Blue Jays
- Caledonia Adaptive Snowsports Society
- EKAS - East Kootenays Adaptive Snowsports (Kimberley)
- F.I.R.E. Fernie Adaptive Snowsports
- Northern Adaptive Sports Program Smithers
- PASS - Panorama Adaptive Snowsports
- Powder Hounds (Big White)
- Red Mountain Adaptive Snowsports
- Revelstoke Adaptive Snowsports – Love It Live IT
- Sasquatch Mountain Resort
- SSASS - Silver Star Adaptive Snowsports
- VASS - Vancouver Adaptive Snowsports
- VISAS- Vancouver Island Society for Adaptive Snowsports
- WASP - Whistler Adaptive Sports Program
- Kimberley Adaptive Skiers Association

CADS Manitoba

- Asessippi

CADS National Capital Division

- CADS.- Calabogie Peaks
- CADS - Mont Cascades
- CADS - Mont Pakenham
- CADS - Ski Hawks
- Sommet Edelweiss
- CADS - winter Sport Clinic
- Black Diamond & Para Race

CADS New Brunswick

- GRADS (Capital Region)
- SEF (Southeast Fundy)
- Waska - Ski (Edmonston)

CADS Nova Scotia

- Ben Eoin
- Martlock
- Wentworth

CADS Newfoundland & Labrador

- EAST - White Hills
- St. John's Disabled Skiing
- Corner Brook Association for Disabled Skiing
- Smokey Mountain

CADS Ontario

- Brimacombe/Durham
- Horseshoe (Huroria)
- LTR - Learn to Race
- Mansfield
- Searchmont
- Sir Sams
- Snow Valley
- The Heights
- Para Team Alumnae OPAST (Provincial Team)

CADS Quebec

- Avalanche
- Centre plein air - Mont Kanasuta
- Le Massif
- Mont Gleason
- Mont Habitant
- Mont Saint - Anne
- Mont Tremblant
- Mont Video
- Morin Heights
- Saguenay LSJ
- Stoneham
- Val St-Come
- FSHQ - Grand Fond
- Formation universitaire en sport de glisse adapté
- Parc Mont Comi
- FSHQ - Parc St-Mathieu
- SAM - Ski Adapte Mauricie
- Fondation des Skieurs Handicapes du Quebec

Thank You!

Become a CADS Volunteer

Become a CADS Certified Instructor

Become a Skier!

Become a Snowboarder!

Donate to CADS

