



CANADIAN ADAPTIVE SNOWSPORTS
SPORTS DE GI ISSE ADAPTÉS CANADA

Annual General Meeting | February 15th 2022

Agenda
Annual
General
Meeting |
February 15th
2022

Call to Order/Quorum

Approval of agenda

Approval of minutes of February 19th, 2021 AGM

Business arising from the minutes

Presidents Report / Committee & Division Reports

Financial Report / Appointment of CPA

Consent Agenda

Election of Directors

Credentials Report & Destruction of Ballots

Adjournment

Consent Agenda (2)



- 1) Additions to the Agenda and Approval of the Agenda
- 2) Approval of the Minutes of the Last AGM on February 19th, 2021

Motion: Move to approve the Agenda

Motion: To approve of last AGM february 19th, 2021 Minutes.

Minutes - Approved

Saturday February 20th, 2021 7:00pm EST - National Annual General Meeting

Attendance // Présence National Board and Staff

<p><u>National Board</u> John Shaw (BC) - President Meredith Gardner – Interim member Michelle Schaefer – TC Chair/ Board Member at Large John Stone (AB) – Treasurer Deb Blimkie (NCD) – Secretary John Ross (ON) - Vice-President</p> <p><u>Staff</u> Amy Royea, Operations Manager (OM) Christian Hrab, Managing Director (MD)</p>	<p>Gallery (24)</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 33%;">Eric Thomson</td> <td style="width: 33%;">Gordon Penrose</td> </tr> <tr> <td>Raymond Blimkie</td> <td>Kay Fulford</td> </tr> <tr> <td>Corrine Risler</td> <td>Jeff Suave</td> </tr> <tr> <td>Dan Cook</td> <td>Collette Laplante</td> </tr> <tr> <td>Allan Watson</td> <td>Omer Melanson</td> </tr> <tr> <td>Ian Duff</td> <td>James Dicks</td> </tr> <tr> <td>Ozzie Sawicki</td> <td>Jonathan Wood</td> </tr> <tr> <td>Susan Hughes</td> <td>Tia Shuster</td> </tr> <tr> <td>Bernie Simpson</td> <td>Victoria Barret</td> </tr> <tr> <td>Neil Hepburn</td> <td>Sarah Morris Probert</td> </tr> <tr> <td>Todd Hicks</td> <td>Paul Rogers</td> </tr> <tr> <td>Jennifer Cross</td> <td>Chris Maxemuck</td> </tr> </table>	Eric Thomson	Gordon Penrose	Raymond Blimkie	Kay Fulford	Corrine Risler	Jeff Suave	Dan Cook	Collette Laplante	Allan Watson	Omer Melanson	Ian Duff	James Dicks	Ozzie Sawicki	Jonathan Wood	Susan Hughes	Tia Shuster	Bernie Simpson	Victoria Barret	Neil Hepburn	Sarah Morris Probert	Todd Hicks	Paul Rogers	Jennifer Cross	Chris Maxemuck
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Neil Hepburn	Sarah Morris Probert																								
Todd Hicks	Paul Rogers																								
Jennifer Cross	Chris Maxemuck																								

Item	Details
Call to Order	Call to order at 7:06pm ET by John Shaw
Additions	<ul style="list-style-type: none"> No additions
Consent Agenda	<p><i>Motion to Approve Agenda</i></p> <ul style="list-style-type: none"> <i>Moved: Jonathan Wood Seconded: James Dicks Carried</i>
Motion approve minutes	<p><i>Motion to Approve the minutes of November 30, 2019</i> <i>Addition of Gordon Mackenzie to the minutes as it only states his last name.</i></p> <p><i>Moved: Jonathan Wood Seconded: James Dicks Carried</i></p>
Attachments & Reports	<ol style="list-style-type: none"> 1. AGM Agenda 2. Minutes from the 2019 AGM 3. Audited Financials 4. Annual Report
	<p>Presidents Report This was the final AGM for John Shaw as president as his 3rd term has come to an end and has chosen to retire from the National Board of directors. John’s reflection over the past 5 years was focused on Increase Presence of CADS, Leadership & Operational capacity as a National Organization • Revitalized our Brand, with updated name and logo • Recognized as leaders in Adaptive Snowsports through formal Partnership Agreements with industry partners • First step towards being a Multi-Sport Organization with introduction of Snowboarding. • Tripled the number of Level 4 Instructors (+ currently five Level 4 candidates) Building the Capacity & Brand • Increased Staffing to deliver Operational support • Steady improvements to our Digital Platforms. • Snowline is a truly NATIONAL system • eLearning platform in 2021 to enhance on-snow</p>

	<p>experience • Prudent financial management to sustain Operations • Policy framework to support a Safe Sport culture. • Solid & Resilient Membership Growth.</p> <p>Board members expressed their gratitude for the many years that John Shaw has given to CADS.</p> <p>Financial Report/ Appointment of Auditors Due to the cancellation of festival National was able to have a surplus in revenue. Sidelined with COVID this year we are still tracking at 50% of the annual membership. Revenues for 2020-2021 are expected to be very low as there will be limited number of certification's being given and limited number of programs and events being given across the country. It is expected that national will have a \$40,000 loss this fiscal. National is in a solid position to continue with various projects and initiatives to be stronger in 2022 when we all return to snow.</p> <p>The past 2 years the Board of Directors has created a Board committee structure which has helped capacity and the ability to engage more people in the national operations.</p> <p>National Office Report IT development has been a large focus this season with the rebuild of the National website, snowline and the e-learning platform.</p> <p>Committee & Division Report(s) Criminal record checks are required starting January 2021 for all programs.</p> <p>Consent Agenda <i>Motion: Move to approve the Consent Agenda with respect to all Reports, the Financial Statements and the appointment of Vantage Point CPA as auditors of the Association.</i></p> <p><i>Moved : Omer Melanson seconded: Susan Hughes Carried</i></p> <p>Election of Directors There were 161 votes for the National 2020-2021 Election Results: 1- Meredith Gardner BCAS 2- Pam McMinn CADS Alberta 3- Dan Cook BCAS</p> <p>Credentials Report & Destruction of Ballots & Adjournment <i>Motion: Moved to approve the Consent Agenda with respect to approval of the credentials report, destruction of ballots and adjournment of the meeting.</i> <i>Moved: John Ross Seconded: Gordon Penrose Carried</i></p>
Adjournment	Meeting adjourned at 7:44 pm EDT
Next meeting	<p>Next meeting</p> <ul style="list-style-type: none"> To be announced

National Board, Committee and Division Annual Report Package 2022

Presidents Report
Executive Committee Report
Executive Director Report
Festival & Events Committee Report
Sponsorship & Partnership Committee Report
Technical Committee Report
BC Division Report
Alberta Division Report
CADS National Capital Division Report
Sports de glisse dates Quebec - Quebec Adaptive Snowsports Report

Annual Reports

All reports have been included
in the AGM invitation and on
the CADS website



National board, Committee and Divisions Annual Reports Package 2022

Presidents Report

Executive Committee Report

Executive Director Report

Festival & Events Committee Report

Sponsorship & Partnership Committee Report

Technical Committee Report

BC Division Report

Alberta Division Report

CADS – National Capital Division

Sports de glisse adaptés Québec // Québec Adaptive Snowsports Report



CADS Presidents Report

February 15, 2022

Submitted by John Ross

Suffice to say the last 24 months governing CADS during COVID has had its challenges but also its successes. What seemed normal and routine prior to March 2020 seems now in our distant memories. Covid-19 has forced us as an organization to pivot just as many organizations have had to do during this pandemic. The first concern for the CADS executive committee has been the safety of all our participants, volunteers, instructors, administrators and staff. As an inclusive organization we wanted to ensure that any Covid-19 policy was not just for the safety of one group but it was a policy that included us all and to the extent possible was in line with COVID policies of the public health agencies of Canada and different provincial governments. Our Covid-19 Return to Snow policy was one of the first in the ski industry to go public and was widely accepted by our members and partner organizations. In fact we were asked if it could be shared with ski resort and ski patrol associations as well as with other adaptive sport organizations of which we were happy to share. As the pandemic has been in full swing and with Provincial and Federal governments all dealing with circumstances differently, we at CADS have had to adapt to the changing environment. For example, all ski hills closed in Ontario while resorts remained open in other parts of the country. We have had to remain flexible with open and regular conversations with all our divisions, clubs and members.

One thing that the pandemic has taught us very clearly is that we cannot depend on membership revenue as our primary revenue stream. Historically we are a membership revenue generating organization but with our membership down by 40-50%, revenue was subsequently reduced by 40-50% in the last two years. We had to make sure our expenses closely matched our income so difficult decisions were made as to what we could accomplish with less income. It was not business as usual. The Board, Sponsorship Committee and staff have been actively seeking out creative ways and means of alternate revenue streams that don't impede or interfere with the revenues of our divisions and local clubs (which has always been tricky for CADS National). We are grateful for the increased support from groups like the Binion Foundation (who doubled their annual donation) the Canadian Tire Jumpstart Foundation and for the generous donations from both our Alberta and BC Divisions who acquired Covid relief funds (when CADS National did not qualify).

Since many of us on the Board were not volunteering on the slopes, we dedicated our time to improving the operational side of CADS. To that end we completely rebuilt and modernized our web page. If you haven't been there lately, please take a minute and check it out! <https://cads.ski>. In addition to webpage design changes, we made over 154 enhancements to our online registration and administrative assistant software "Snowline". Our National office staff have been very busy answering questions and giving guidance to members in its use. One of the newest updates within Snowline is the "Online Criminal Record Check" where for a small fee in the comfort of your own home and in 15 minutes you can meet your clubs needs. Though some clubs and divisions have had systems in place, many have not or the existing processes were cumbersome. The online criminal record check is just another way in which CADS

National can facilitate safety and responsibilities for our membership at all levels. Safety in sport is an area of great concern for many sport organizations and we are no different. We have made recommendations that our Senior Club Administrators and Course Conductors take an online course on Safe Sport from a recommended list .

In the technical arena, we received funds from Autism Speaks to create an online learning course which we called “Countdown”. It was our first foray into the development of online teaching modules and hence a bit of a learning curve for us. The dedication of the individuals involved in this process was remarkable! It required a great deal of Human Resources, both paid and volunteer, but the results are a robust learning tool of which 150 people have already registered and we are very proud.

We tasked our Technical Education Committee to raise the bar during Covid in the fall of 2021 and they of course were up to the task. They did yeomans work on safety protocols and procedures, updated language in the CADS manual and prepared for and conducted 5 pre-courses across Canada in Whistler BC, Sun Peaks BC, Calgary AB, Calabogie ON and Bromont QC. In a normal year we do 2 pre-courses!! They overcame weather challenges too! Many of the instructors could not get to the interior B.C. Course because of road closures due to flooding so they pivoted and ran a separate course at the last minute (literally) in Whistler for our West Coast volunteers. In addition, for the first time in years, we did a pre-course in Quebec!

Here are pre-course new certification totals :

New Course Conductors and Level 3s

5 x Ski level 3s

5 x Ski Lv1CC

1 x SB Lv1CC

6 x Ski Lv2CC

Updated Course Conductors

3 x Ski Lv1CC

1 x SB Lv1CC

15 x Ski Lv2CC

Our Human Resources committee worked meticulously doing a major upgrade to our policies and bylaws. This is very time consuming and detailed work which is absolutely necessary for the health of the organization. Some work will need to continue in this area but the priority updates have been accomplished.

Our Festival Committee had its work cut out for them planning 2020 Festival and then at the last minute cancelling it due to COVID outbreaks and safety concerns. Due to the timing of the 2020 Festival, some staff and members had already arrived which required on the ground pivoting to ensure everyone was safe and protocols were in place. Similarly the 2021 Festival was initially planned and then had to be cancelled but this time there was more advance notice. Not surprisingly, this has doubled the workload for this committee as they have had to do the full planning, then cancel, negotiate refunds, rearrange bookings, provide clear communications, etc. All of this they accomplished competently and in addition have set up what looks to be a fabulous Festival taking place at Sun Peaks Ski Resort March 28th to April 1st which is perfect timing for spring skiing in the big Mountains!!

As my 6 year term on the CADS Board comes to an end, I now become Past President. I want to thank all the CADS members, fellow Board members and staff for their support and confidence in my ability to lead our organization during adverse and changing times. It has been my honor and privilege to work on your behalf. I am confident in the leadership and experience of our present Board and managing staff. To our new incoming Board members in 2022, I welcome and thank you for stepping up to support CADS in its continued work on building organizational capacity, growing and delivering quality programs, providing tools and services for the CADS Network, supporting education and training and seeking alternative streams of revenue generation. Together with our membership, divisions and clubs we can continue to rise to the future challenges that we will face.

Thank you,

Regards,

John Ross

Executive Committee Report

February 15, 2022

Submitted by Dan Cook

In the last two seasons, while dealing with Covid 19 and reduced membership which has dropped operational funding in half, we have had to look at policies for CADS insurance revisions, Safe Sport implementation, Countdown education project, Equity policy, terms of reference review, by-law review, CRC policy, operational process review, Snowline implementation, and Ontario Track3 Adaptive Sports Association Partnership discussions, just to name a few major efforts. The operational processes and communications improvement is still evolving through wider discussions for improvements.

CADS operations and procedures were not well understood throughout the association, and I undertook an analysis of these procedures when I was elected to the board and asked to stand as vice-president. The president requested that I look at communications with standing committees and basically how we achieve the business of CADS. I began with what documented information was available such as the current by-laws and terms of reference (TOR) for the standing committees. These documents were in good shape based on a lot of hard work by the executive and Human Resources committee. Key appointments were interviewed, and the results led to the [CADS Operational Processes document](#). This document with Bylaws and TORs is the basis of CADS functions.

The CADS Governance Model – The CADS by-laws identify a traditional governance model that is used by many charitable sports organizations where the board governs and oversees operations through committees established along functional lines (finance, human resources, programs) but delegates the management functions to the staff at national office. The CADS office executes policies and communications with most day-to-day functions carried out by the executive director and operations manager. The decision-making model used is reflected in the CADS Operational Processes document. It essentially shows that issues or information are passed to the board from the National Office staff or by board members. The information is then passed to committees, including the Financial Audit and Risk Committee (FARC), who are asked to formulate recommendations, with stakeholder comments, and draft appropriate policy documents for board approval. Once approved, the CADS office, through the ED and operations manager, disseminate the policies to divisions and CADS members as appropriate. The CADS ED holds monthly electronic meetings with most of the larger divisions to synchronize information and provide feedback to the board. The CADS board meets monthly as a whole, and quarterly with divisions to synchronize information. Board meeting minutes are available to divisions for information despite sporadic attendance.

Training and Education. In a charitable organization such as the Cancer Society, they have a huge education component and a smaller training component. In an organization such as CADS we have a huge training component and smaller education requirement. Best practice financially may be to look for education synergies from larger education organizations such as Canuk Autism Network that can benefit CADS. This is how the Countdown project opportunity came into being. In the current phase of the project the task is to determine how best to use this education tool and feedback is being gathered. For CADS, the education component is shown in

the organization chart as an expert advisory group composed of industry experts to advise the Technical Committee (TC) on education matters. Similarly, the Level 4 Technical Group advises the TC on Snowsports training. Both advisory groups help develop and run projects for training and education.

Countdown project delivers information currently on neurodiverse learners and is linked on the CADS website. It is an education communications tool to CADS membership using eLearning. The scope and content is determined in conjunction with the Technical Committee.

Snowline software and CADS website. Both these management and communication tools provide information directly to the membership. Members get information fast but, sometimes, due to the speed of some information cycles, such as monthly or quarterly meetings, division leadership can be caught by surprise despite availability of information on a pull rather than a push system. We are looking at trying to improve a push system to divisions. In addition, as members get information from CADS their tendency is to go to the source for questions before going to divisions for information. This uses up national staff hours and sometimes leaves divisions out of the information loop. We are continuously looking at processes to improve communication flow for CADS leadership and membership.

I hope this report assists us in better understanding of our current governance.

Dan Cook

VP CADS

Executive Director Report

February 15, 2022

Submitted by Christian Hrab

At CADS, we love snow! We enjoy sliding on snow just as much as we love to share that fun with others. The whole purpose of CADS is to create opportunities for people to have fun sliding on snow, either on 1 ski, 2 skis, 3 skis, 4 skis, or on a snowboard. It is good for the body, it is good for the mind and it is good for the soul. We work tirelessly to achieve that purpose.

Last season, more than half of all the people in CADS lost their opportunity to go skiing or snowboarding. This amounts to approximately 2,500 people across Canada sitting out the ski and snowboard season because their local CADS program could not operate due to sanitary measures. Only 10 of the 66 CADS club programs across Canada were in operation and almost no new and returning volunteer instructors were trained and certified.

The Pandemic also hit the CADS National organisation quite hard. National board and subcommittee members resigned for personal reasons, Festival and certifications across the country were canceled, funding sources dried and unfortunately, CADS National did not qualify for emergency government subsidies, nor did its contracted staff qualify.

We made drastic adjustments, such as reducing staffing by 50% and re-think and rework every established plan and practice to withstand the financial and human resource impact of the Pandemic. And we did! We remained inspired by all those affected by a disability that continue to surmount obstacles and challenges on their way to the ski & snowboard resort to have a few hours of fun. We know that adversity can be overcome with ingenuity, grit, and focus.

As you read thru all the committee reports, you will see that while developing Covid & Safe Sport policies and relevant implementation strategies, we created new tools and methods to improve the capacity and quality of volunteers, their clubs and for the divisions across Canada. We reviewed our internal operational methods and expanded our collaborative initiatives with each of the CADS divisions and clubs and with all our snowsports partners. We refined the insurance coverage provided to our members and expanded our efforts to diversify revenue streams beyond membership.

For the future, we remain driven to increase organisational capacities and sustainability of all CADS organisations in Canada, to refine our educative curriculum, and to empower para skiers and para snowboarders to improve their skills along the Paralympic pathway. We continue to aspire to have every single ski and snowboard instructor working or volunteering at each of the 235 ski resorts across Canada to become CADS certified so that everyone can have access to fun.

Lastly, I wish to extend a gracious thank you to the national Board president, John Ross for his exceptional leadership and vision for CADS over the past 6 years. I wish him all the best for his future endeavors. I also wish to thank all the board and subcommittee members for their exceptional volunteer contributions and most importantly to Amy Royea for her relentless focus day after day. I am privileged to be working with such exceptional individuals.

Festival & Events Committee AGM Report
Submitted by Amy Royea

15 February, 2022

Committee Members:

Amy Royea (Chair)

Colette Laplante

Jamie Spencer

Elisa Marin-Couture

Maude Lavoie

Rosalie Morin

Adaptive Sports at Sun Peaks

The Festival & Events committee started in April 2021. It is a standing committee with goals of ensuring the development and successful operation of a program to facilitate the planning, scheduling, organizing, officiating and hosting of the annual Ski & Snowboard Festival and all other events. The work of the committee will be fully aligned with the goals of CADS as identified in the strategic planning.

The Committee has spent the last couple months planning the upcoming annual ski & snowboard festival that will be taking place at the Sun Peaks Resort in BC from March 27th - April 1st, 2022. This year's festival theme will be Flashback Festival. We will highlight Festival over the years and encourage members to share their memories of festivals past and we have some interesting memorabilia to share with the members at Festival.

Due to COVID and the ever-changing restrictions the committee has opted to organize a base festival which will be on student lessons. The committee has planned for the Après Ski events to happen if restrictions still allow and will take place at 3 of the restaurant/bars in the resort. All events that will take place during festival will take place at the CADS Base Camp located at the edge of Mantles. The Thursday of the Festival will be a Carve the Future day hosted in partnership with Alpine Canada Alpin and will include a dual estimation race. Next year's annual ski & snowboard festival will be at Kimberley BC, and the tentative dates are from March 19th - 26th, 2023.

Future plans for the committee include Precourse 2022 and exploring other options for events during the year.

Sponsorship & Partnership Committee Report

February 15 2022

Submitted by James Dicks

Thank you to all the members for their contribution over the year:

James Dicks (Chair for the past few months)

Pam McMinn (Chair for the first several months)-

Amy Royea-

Christian Hrab-

John Ross

Chris Maxemuck

Kelly Lin, and Uygur Gunay both made significant contributions while on the Committee but recently had to move on to other personal matters. We wish them the best and hope to see them in CADS soon.

The Committee continues to meet on the first Wednesday of every month

This year the Committee focus was to try to diversify and build revenue streams beyond membership. We pursued several opportunities and applications to seek funding. We developed a list of opportunities to raise new revenue that would not put undue burden on the National Office, and would not step on Division and Club toes. The Vaction Auction at Christmas was one such opportunity.

Our application were spread over a variety of areas where funding may be found including but not limited to

1. Government
2. Corporations
3. Foundations
4. Grants
5. Private partners
6. Employee organizations
7. Community Events to Promote CADS eg the MS Bike Ride in Manitoba
8. Integration of funding raising with CADS National Events and
9. Calander dates of opportunity
10. Gaming – idea of a series of periodic 50 / 50 draw still to be explored in a vain to ensure successful implementation

We provided the sponsorship flyer and informational package (that were created last year) to several potential doners and sponsors. It describes what CADS is, why we need the money, and what it would be used for. We sought opportunities to promote CADS in Manitoba and seek support necessary to start programming there. We continued to direct our efforts at corporations where we align value statements and visions, namely Fun, Inclusion and respect. In addition, we directed efforts alongside our key focus, being business, sport, education and development.

COVID continues to make finding sponsors and funds very difficult. As an organization and a charity we have not qualified for any COVID relief.

We have had some successes on the grants front

- Several Individual people continue to donate generously
- Canadian Tire Jumpstart5 Recovery Fund
- Canadian Tire Jumpstart Community Development fund
- Lesley Binnion Foundation for Disabled Sports
- Vacation Auction

Application in other areas noted above did not result in much, if any, funding this year.

On the partnership side, we updated MOU's (Memorandum of Understanding) and MOA (Memorandum of Agreements) with several organizations like Alpine Canada, CSIA and Canada Snowboard We had extensive positive discussion with Ontario Track 3 towards them joining CADS and welcome them to our organization.

On the foundation side we THANK the Binnion Foundation for their continued generous support for CADS. We continue to work with the Binnion foundation.

We explored opportunities with Petro Canada foundation and Suncare foundation. We will continue to pursue opportunities with foundations going forward.

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

Technical Committee Report

February 15, 2022

Submitted by Michelle Schaefer

Members

The TC consists of 9 members - Michelle Schaefer, Hiro Ozawa, Al McLarty, Thom Griffith, Adria Flor, Corinne Risler, Ian Duff, James Cooney and Austin Watts. And is supported by the 8 members of the level 4 group – Tommy Chevrette, Susan Hughes, Jamie Spencer, Jamie McCulloch, Kim Cosman, Clare Logan, James Peters and Allan Watson. Thank you to all these individuals who continuously volunteer their time and energy.

eTraining

This year we also worked closely with eLearning specialists eLearnology and BOD member Meredith Gardner. Collectively, we developed our first eTraining. ‘Countdown’ is designed to support neurodiverse learners by providing knowledge, tools and strategies for the people who help make snowsports lessons successful. So far the eTraining has received 5 stars from everyone who left a review! We will be looking at future opportunities for incorporating eLearning in our training and certification pathway.

Training and Certification

We are thrilled that the 2021-22 season has allowed training and certification opportunities to occur. 5 Ski level 3s were newly certified in Dec 2021 after their evaluation was rescheduled 4 times over 19 months! We have planned several more Ski Level 3 evaluations and several Snowboard level 2 evaluations this season, and hope to keep increasing our pool of higher qualified instructors.

With the generous financial support of BCAS and CADS Alberta, we were able to run precourses at 5 different locations across the country. Our level 4s trained and evaluated 12 people to acquire a new level of course conductor certification and updated 19 course conductors. (See the president’s report for a breakdown of numbers). Course Conductors are extremely valuable in our CADS community. They train and evaluate our CADS instructors, and this is what ensures safe, fun and valuable lessons for our CADS students. Thank you Course Conductors for all that you do! We hope that next year we will be able to be more unified and bring more people together at fewer locations, without the threat of climate disasters or a global pandemic.

Updates to training and certification included: guidelines for delivering certifications with COVID protocols; online training materials and resources; minor updates to the CADS ski manual; new Level 1 and level 2 workbooks for ski candidates; an introduction to Safe Sport protocols; Resources and tools for navigating snowline as a course conductor.

CADS and CSIA

Members of the CADS TC and level 4 group worked closely with CSIA National Program Director Jeff Marks to develop an understanding of the similarities and differences in our current CADS ski methodology training and the updates CSIA has recently made. This was presented to current course conductors as an online slideshow created by Jeff Marks and is a positive step towards strengthening the relationship between CADS and the CSIA.

CADS and CASI

CASI offered CADS the opportunity again this season to present an adaptive training offering as part of their Evaluator training events. Due to low registration numbers, none of the CADS training days proceeded. We continue to have a strong relationship with the CASI technical team and hope to continue our outreach in this area in the future.

CADS and Ontario Track 3 Technical Comparison

Members of the TC have been working with technical committee members from Ontario Track 3 to do a technical comparison of our training and certification pathways. We hope this information will allow us to learn more about each others' organisations and to find ways to strengthen our relationship and unify our communities.

Future

We hope to keep improving our training and certification resources and offerings. This year we plan to do an education analysis that looks at our strengths, weaknesses, opportunities and threats, and helps us move forward with a strong plan for future development with fresh perspectives and new ideas. Thanks to all those that support the work of the TC, helping us to grow and improve.

BC DIVISIONAL REPORT TO CADS NATIONAL 2022

As the season continued in 2019-2020, we felt fortunate to have 1,328 individuals registered within BC Adaptive Snowsports across 15 member clubs.

Courses & Events

With the pandemic and our provincial health officer orders for British Columbia, it was a challenging season to deliver training and certification for volunteer instructors. We were able to provide limited education in some areas (i.e., ASD L1 at Panorama), but our instructor training initiatives were forced to move online. This included regular sessions with our Level 3 candidates.

In an effort to engage with our volunteers given the restrictions, BC Adaptive Snowsports hosted a well-received and attended online series known as “Lessons on Lessons” with notable guest speakers.

Partnership

BC Adaptive Snowsports was deeply appreciative of the partners who ‘stuck with us’ despite the lack of activity as a result of the pandemic.

We welcomed The Fairmont Chateau Whistler and the Sun Peaks Grand Hotel & Conference Centre as new partners in the 2019-2020 season.

The Chateau Whistler will continue to serve as the lead sponsor of the new annual Provincial Club Conference. As well, the Sun Peaks Grand will be the presenting partner of the Summit for the next three years.

As with most sport related events in the 2020-2021 season, we were unfortunately unable to deliver our annual events.

This included the cancellation of the Summit, SheCan, All Mountain Camps, and the Club Conference.

Last season, BC Adaptive Snowsports was fortunate to have brought on board the BC Rehab Foundation for a significant donation. As a result, we were able to have two rounds of funding made available for our adaptive equipment grant program, as delivered through our partner clubs.

Fall of 2021 to present:

I think it is important to note that the beginning of the season was fraught with catastrophic never before seen environmental and geographic challenges!

The Coquihala (Hwy 5) was closed - the main route linking the Vancouver Lower Mainland to the rest of BC and Canada, as well as every other route. With all our courses having been planned for Sun Peaks, we needed to think and act quickly, splitting the courses in the Province into 2 geographic areas to ensure we were able serve all of our existing, and soon to be course conductors across the Province, resulting in:

- 2 separate Pre-Courses
 - 2 separate course conductor level 1 courses
 - 1 full level 3 course
- Certifying a total of:
- 5 new level 1 course conductors
 - 1 new Level 2 course conductor

BCAS is very appreciative of the commitment of our Level 4 leaders to change plans and adapt, and their willingness to make it happen.

- November 26 – 28 Pre-Course in Sun Peaks - 4 people
- November 26 – 28 Pre-Course in Whistler – 17 people
- Including the implementation of a CADS Level 3 course for 5 candidates – all successful
- December 1- 3 – course conductor training in Sun Peaks – 3 successful
- December 3 – 5 BCAS Summit in Sun Peaks – 43 people involved

CADS course delivery

- Mt Washington x 2
- Sun Peaks x 2
- Revelstoke x1
- Prince George x1
- Kimberley x 1
- Silver Star x 2
- Whistler x 3
- Big White x 2
- Red Mountain x1
- Ferine x 2
- VASS x 2

Upcoming Events

- All Mountain camp – Feb 3 – 6 Sun Peaks
- SheCan scheduled for March 11- 13

There are still more CADS courses and modules in the schedule for this season. Clubs/programs have started or are due to start their lesson programming soon.

AGM 2021

The AGM to be held in person at Sun Peaks moved to online, due to the travel disruptions in BC.

The Directors whose terms had expired were willing to stand again, and were elected by acclamation.

A motion was passed to formally change the name from Disabled Skiers Association of BC, to BC Adaptive Snowsports Association and to file documents altering the Constitution in accordance with the BC Registry Societies act. Whilst changing the bylaws to reflect the new name, the opportunity was taken to ensure all wording in the bylaws were up to date with inclusive language standards.

The Board released a new suite of policies that were reviewed by the Law Group to include:

- Code of Conduct and Ethics;
- Discipline and Complaints Policy;
- Equity and Inclusion Policy.
- Appeal Policy;
- Social media Policy;

These are available on our website.

Lastly, we accepted the resignation of Jeff Sauve our Executive Director for the past 3 years, as he moved on to another wonderful Charitable Organization – The Professional Firefighters of BC Burn Fund, We wish him every success there.

The Board are very pleased to welcome our new Executive Director Will Davis to BCAS on February 1st.

Respectfully submitted,
Kay Fulford
BC Representative to CADS



Canadian Adaptive Snowsports - Alberta
11759 Groat Road
Edmonton, Alberta
T5M 3K6

2021-2022 CADS Alberta – National Report

February 6, 2022

The onset of COVID-19 had a detrimental impact on national, provincial, and local recreation and sport programs from early to mid-2020 and continuing to the present time. CADS Alberta, being a winter recreation program representing what is considered a vulnerable population, chose to cancel programming for the 2020-2021 season, although organizationally we were, in fact, lucky to have completed the majority of our 2019-2020, which was just ending in March of 2020, as lock downs and health restrictions were being implemented provincially in Alberta.

Although cancelled, there was recognition that approximately 50% of our membership chose to register for what was to be a cancelled season. This reflects the reality that CADS Alberta represents a community that has as important a social-emotional role together, as it does in providing a winter physical activity.

As we move into the 2021-22 season, we again see uncertainty ahead, but our goal has been to determine opportunities to functionally deliver safe programs in each of our Zones, versus a province wide decision to cancel CADS programs for another season.

The responsibility of CADS Alberta is to be an information resource and sounding board for each of our Alberta Zone programs, allowing them to determine the safest and most opportune method in which to continue to run CADS programming. There will certainly be a continuous oversight as to participant and volunteer health and safety as the guiding necessity, while optimizing the capacity to continue to operate programs week to week.

We have found that not unlike golf, snowsports can provide an outdoor a setting that affords a recreation option within a safe framework. The greatest challenge is the indoor transition for participants to put on their snowsport gear that allows them to participate outdoors. We have worked closely with CADS National in creating a realistic COVID policy that each zone is expected to apply, working in collaboration with their snowsport venue and Alberta Health Service requirements.

To date in 2022 many of our programs have been active, with some smaller programs not operating, not generally because of COVID, but due to unforeseen circumstances such as a major hill sluff that damaged the entry level area and lifts for the season, which has not allowed the CADS program to operate, with a similar issue in Alliance. But these programs represent less than 20 CADS Members at present.

The other observation which truly provided the need to run programming this season, was that our membership, which had dropped to approximately 500 during the 2020-21 cancelled season, has rebounded to over 900 members for the 2021-22 season to date.

With this positive member desire to be active, we have moved forward with specific strategic elements that will have long term impacts for the benefit of our programs and outreach growth over the 2022-23 and future seasons.

The CADS Alberta top priorities remain tied to our pillars of activity, which remain the foundation of our long-term operational goals.

These include:

- Development
- Education
- Equipment
- Competition

Development:

What has been evident moving into the 2021-22 season is that we have had several volunteer instructor retirements, being replaced by a resurgence of new volunteer members becoming involved. This is essential to the success of our programs, as the opportunity for both our existing participants and new participants to be engaged is reliant on a growing volunteer base. We are encouraged by what we are seeing and will continue to support our present zones and have renewed the planning for new zones across the province.

We have also been working with Zones to plan Slide & Ride try it events, with the expectation for 2021-22 to have booked events, that should we need to postpone or cancel, we can do so. This was more pragmatic than trying to book last minute events. As programs manage the COVID landscape of Omicron, there is hesitancy to host try it sessions, as the focus is on supporting the core participant base that has registered. We will have a clear picture of how Slide & Ride sessions were able to support our development pathway by season's end in late March.

Education:

The second pillar that is critical in supporting our primary organizational purpose of developing snowsport activity opportunities for participants is that of creating education and training for our volunteer instructor pool. CADS has an education and certification pathway which CADS Alberta implements with its Zone programs. The goal of which is to annually provide a CADS training block early season to prepare both retuning instructors (refresher training or to take advancement levels of training) and new instructors (base training) followed by end of season evaluations that lead to level 1 and 2 certifications of instructors. The education goal is focused first on the safety of our participants. The CADS training and certification process provides training on the various ability areas (physical, cognitive, and sensory), preparing instructors to understand the nature of the ability first, followed by applying knowledge around the equipment being used (sit-skis, outriggers, etc.).

Every Zone is expected to participate in a training process early season. The larger Zones such as Calgary, Edmonton, Lethbridge, and Red Deer have created their own internal training schedule, while smaller Zones such as Cold Lake, Tawatinaw Valley (Westlock), etc. rely on CADS Alberta to

provide a course conductor that comes to their Zone to deliver the CADS training and evaluation education process. CADS Alberta generally supports the small Zones in covering the cost of this training, as it is the best interest of our PSO to ensure a level of expected quality of education delivery and learning environments for all our volunteer instructors.

This is an ongoing process annually, which is mainstay of creating a safe and quality learning and advancement opportunity for our participants.

An area that requires growth is in training level 1, 2 and 3 course conductors, which we are now planning for March 2022, as we have recognized that we require a larger pool of course conductors that can be available to the smaller Zones around the province. This will ensure that we can meet capacity needs for the expected growth for the 2022-23 season and beyond.

Equipment:

Having established a central CADS Alberta equipment pool, in which Zones can lease what they need annually (<https://cadsalberta.ca/adaptive-equipment-lease/>), we have successfully acquired CIP funding to grow our equipment pool significantly, with the goal that no individual who wishes to be participating should be limited by lack of access to the equipment they require to participate.

The funding support covers an 18-month window, allowing us to build our equipment needs up over the next two seasons (2021-22 and 2022-23). To engage our Zone programs, we are providing the opportunity for CADS Alberta Zones to purchase equipment through our equipment order, which provides the opportunity to receive discounted pricing through reduced shipping costs and other offers of the equipment suppliers we deal with.

Our first order of eight mono and bi sit-skis arrived early February 2022, which will have an immediate benefit to our programs. The order, placed in May of 2021, was delayed due to materials delays caused in multiple consumer areas during the pandemic.

The second order will be placed in the summer of 2022 so that we receive an additional eight skis for 2022-23. The goal is to have an ability to outfit any participant that needs equipment with proper sizing and ability of equipment provided. This allows our smaller and newer Zones the ability to access equipment in a cost-efficient lease process, that eliminates high costs to start programs.

We also continue to supply tethers, outriggers, and other materials in support of our Zones.

Competition:

As our 2016-19 Quadrennial was focused on restructuring our competition process, with a build to a successful Canada Winter Games, competition remains an integral component of our 2021-23 quadrennial plan, with a distinct strategy outlined for competition in four areas:

1. The 2022-2023 focus is once again to field a successful Canada Winter Games CADS Alberta Team in Alpine Skiing
2. To work closely with Alpine Canada and the National Carving the Future program for 2021-22 and onwards, a program with its origins in 2007, as a program created by the present CADS Alberta Program Director, and one which led to the current CADS Alberta Slide & Ride program.

3. To continue to encourage CADS Alberta Zones to develop coaching talent within their Zone programs with the knowledge that CADS athletes can now create a national points profile that allows them to compete in any National alpine competition in Alberta or out of province.
 - a. CADS Alberta has established an annual budget area to support competition program establishment and growth opportunities, focused on coaching first, and athlete opportunities to be part of training and competition opportunities.
4. To introduce snowboard competition opportunities in Alberta for CADS athletes interested in this pathway. This will be introduced as of the 2022-23 season.

Other Areas:

In addition to our four pillars, as outlined, CADS Alberta has undertaken key areas of leadership.

These endeavours include:

- Board Diversity - Entering the 2021-22 season, we now have a 10-person Board with 30% female representation and 40% adaptive representation. We will continue to strive for increased Board equity leading to the 2022-23 season.
- We believe that it is important to continually seek out unrestricted funding opportunities, and diversification of funding reach, as we focus on building a fiscal reserve to ensure we can continue to remain a healthy organization regardless of challenges such as COVID-19. We are extremely appreciative of our provincial government support, which allows our core programming pillars to remain realistic, but do feel that creating a broader sustainability model is important to staying organizationally healthy.
- As the #WeThe15 movement was unveiled at the recent Tokyo Paralympic Games, in recognition that at least 15% of the global population are persons with a disability, CADS Alberta has a clear mandate to reach out through our communities, schools, workplaces and all applicable outlets to advocate for the #WeThe15 population in providing safe and quality adaptive recreation programming. So, a key “next step” in our 2021-2023 plan is in creating an updated marketing and communications strategy to reach the broader adaptive audience, their families, friends, and caregivers, who we wish to see physical activity opportunities for all abilities, and for continuing to remain the amazing social community that is CADS Alberta.
- Finally, the 2020-21 season was the 50th anniversary of CADS Alberta. A project has been underway to complete a book speaking to the rich history of the organization within the Alberta sport landscape. The goal is to have the book completed for release mid-2022. This will create an opportunity to further advance knowledge of the organization, and to promote its growth.

Please contact Ozzie Sawicki with questions about our 2021-2022 Division Report. Ozzie can be reached at 403-651-4000 or at programdirector@cadsalberta.ca.



Canadian Adaptive Snowsports -
National Capital Division

Sports de Glisse Adaptés Canada -
Division de la Capitale Nationale

CADS – NCD Submission for
CADS Annual General Meeting on February 15, 2022



CADS – NCD is pleased to submit the below for CADS Annual General Meeting on February 15, 2022.

Education & Training: During the 2021-22 season CADS - NCD programs and Technical Committee provided volunteers and instructors with significant pre-season training including adopting to the continuation of the pandemic. Our Technical Committee conducted a CADS level 1 course and CADS level 2 course on weekly sessions throughout the season. We continued once a week 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. We did not run snowboard certification this winter but hope to next year. 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 is having a very successful 2021-2022 ski and snowboard season. Enrolment of 330 members is about 55% of our pre-pandemic levels. We emphasize promoting healthy safe fun learning inclusive snowsports environments focusing on ability, inclusion, and diversity. This success was made possible by 201 dedicated volunteers or instructors who through our programs delivered snowsports opportunities to 119 student skiers and snowboarders who have various physical, cognitive, and other challenges. During the 2021-22 season, CADS - NCD student skiers and snowboarders are enjoying about six to eight weeks of great snowsports. In addition, CADS – NCD is conducting some individual "Give 'er a Go" opportunities so people with physical, cognitive and other challenges can have a fun experience to see if they would enjoy adaptive skiing prior to signing up for a program. A number of our one day community-oriented events are being postponed this year

A few CADS – NCD members anticipate a fun 2022 CADS Ski and Snowboard Festival. I want to express a sincere thanks to the CADS - NCD Working Group of COVID Safety Officials who have been collaborating diligently to develop the Division and Program's 2020-21 and 2021-22 Return to Snow Plans for each of the 2020-21 and 2021-22 seasons. In 2020-21 we could not run programming. In 2021-22 we have SAFE on hill programming. CADS – NCD continues to follow health sport and resort restrictions put in place to prevent the spread of COVID 19.

Sport & Competition: CADS – NCD continues to seek and support students from within our programs who wish to pursue competitive racing. Students from the Division start with a few local races and move on to work 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, since the 2020-21 season was cancelled on all Ontario, the on snow training resumed in 2021-22. We continue encouraging off snow training so the athletes are ready when they can compete again.

Advocacy & Division Sports Organization Outreach: All public displays and events were cancelled well prior to the 2021-22 season. We continue to promote CADS – NCD by among other things word of mouth, through virtual events, visibility on the web and by word of mouth. CADS – NCD will do everything



Canadian Adaptive Snowsports -
National Capital Division

Sports de Glisse Adaptés Canada -
Division de la Capitale Nationale

we can to promote what we do, recruit new volunteers, instructors and students, and inform the public of the benefits of snowsports for persons with various physical, cognitive and other challenges

Respectfully submitted

James Dicks
President,
CADS - NCD



CADS-NCD

Website: www.cads-ncd.ca

A Division of Canadian Adaptive Snowsports (CADS)



Sports de glisse adaptés Québec // Québec Adaptive Snowsports

Activités de septembre 2020 à août 2021 // Activities from September 2020 to August 2021

ENGLISH TEXT FOLLOWS on page 2

CADS Qc continue de mettre l'emphase sur son programme de certification auprès des responsables des divers Centres de sports de glisse au Québec. Ceci reflète la vision de CADS Qc qui est *'d'avoir au moins un moniteur certifié par CADS dans chacune des 60 écoles de glisse au Québec'*. Plusieurs activités de formation étaient au programme pendant l'année 2020 - 2021 mais nous avons dû annuler toutes les activités.

Malgré l'annulation des activités, le Conseil d'administration et les collaborateurs ont continué les rencontres régulières et ont continué leur travail de planification d'activités. Exemple: Parasports Québec qui fera l'achat d'équipements adaptés pour faire la promotion du ski adapté au Québec à compter de l'année prochaine.

Un contrat de service sera offert à une personne-ressource afin de faire la promotion du programme de certification de CADS, auprès des écoles de glisse au Québec. Nous visons par cette action d'augmenter le nombre de formateurs, le nombre de moniteurs et le nombre de bénévoles, certifiés par CADS. Certaines activités qui sont prévues pour la prochaine saison:

- pré-stage pour formateurs;
- formation pour chauffeurs et formateurs de chauffeur Tandem;
- formation pour moniteurs et formateurs.

CADS Qc prévoit participer, à titre de partenaire, avec Parasports Québec, à une journée de découverte du ski pour les personnes en situation de handicap. Ce sera une belle occasion pour nous de faire la promotion du programme de certification de CADS.

L'équipe de CADS Qc demeure positive pour la prochaine année, quant aux assouplissements des mesures sanitaires. Si assouplissement il y a, ceci nous permettra d'offrir de la formation CADS aux formateurs, moniteurs et bénévoles en ski et snowboard. En augmentant leur nombre, plus de personnes en situation d'handicap au Québec seront en mesure de jouir de leur sport de glisse préféré, et ce, dans un environnement en toute sécurité.

Par contre, un enjeu que nous devons envisager est le fait que CADS Qc ait adopté l'orientation d'augmenter l'offre de service en visant les écoles de glisse, toutefois cet angle ne permet pas d'augmenter le membrariat en raison des spécificités liées aux assurances actuelles de CADS. Nous souhaitons que CADS National puisse envisager une solution qui soutient à la fois l'augmentation de l'offre de service et la couverture d'assurance liée au membrariat.

En terminant, je désire remercier, en toute sincérité, l'équipe de CADS Qc pour leur dévouement et implication. Merci également à CADS National pour leur soutien en ressources et leurs avis et conseils.

Le Conseil d'administration de CADS Qc

ENGLISH TEXT

CADS Qc continues to put the emphasis on its certification program with managers and snow school Directors of the various snow sport resorts in Québec. This reflects the vision of CADS Qc which is: *'to have at least one CADS certified instructor in each of the 60 snow schools in Québec'*. Several training activities were scheduled to take place during the year 2020 - 2021 but had to be canceled.

Despite the cancellation of activities, the Board of Directors and collaborators have continued their regular meetings as well as their work of planning activities. For example, Parasports Québec will purchase adaptive equipment in order to promote adaptive skiing in Québec, starting next year.

A service contract will be offered to a resource person to promote the CADS certification program to snow schools in Québec. We aim by this action to increase the number of course conductors, the number of instructors as well as the number of volunteers, certified by CADS.

Some activities that are planned for the next season:

- pre-course for course conductors;
- training for Ski-Tandem drivers and for course conductors of Tandem drivers;
- training for instructors and course conductors.

CADS Qc plans to participate, as a partner with Parasports Québec, in a day of discovery of skiing for people with disabilities. This will be a great opportunity for the CADS team to promote the CADS certification program.

The CADS Qc team remains positive for the coming year, regarding the relaxation of sanitary measures. If this happens, it will allow us to offer CADS training to course conductors, instructors and volunteers in skiing and snowboarding. By increasing their number, more people with disabilities in Québec will be able to enjoy their favorite snow sport, in a safe environment.

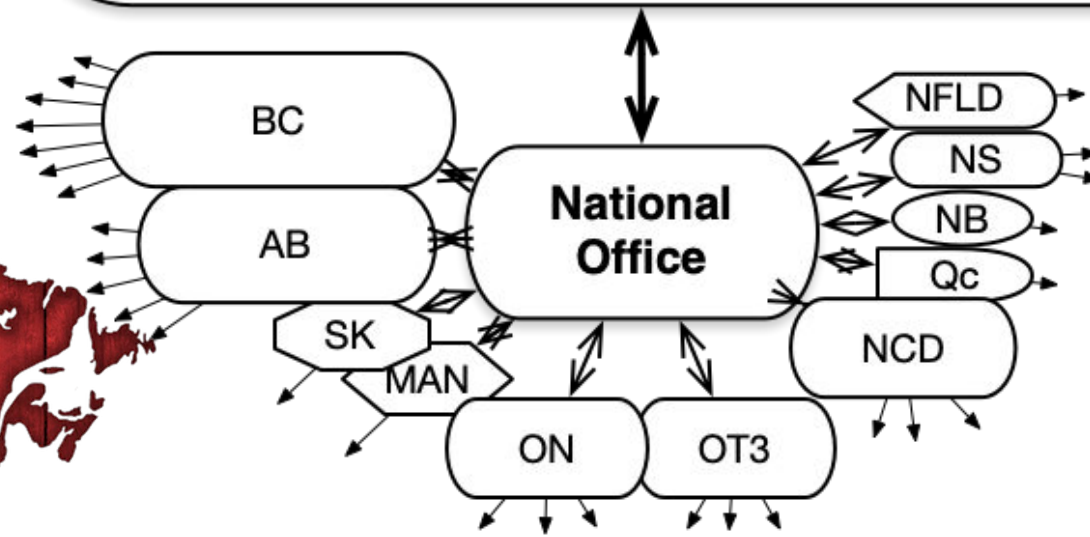
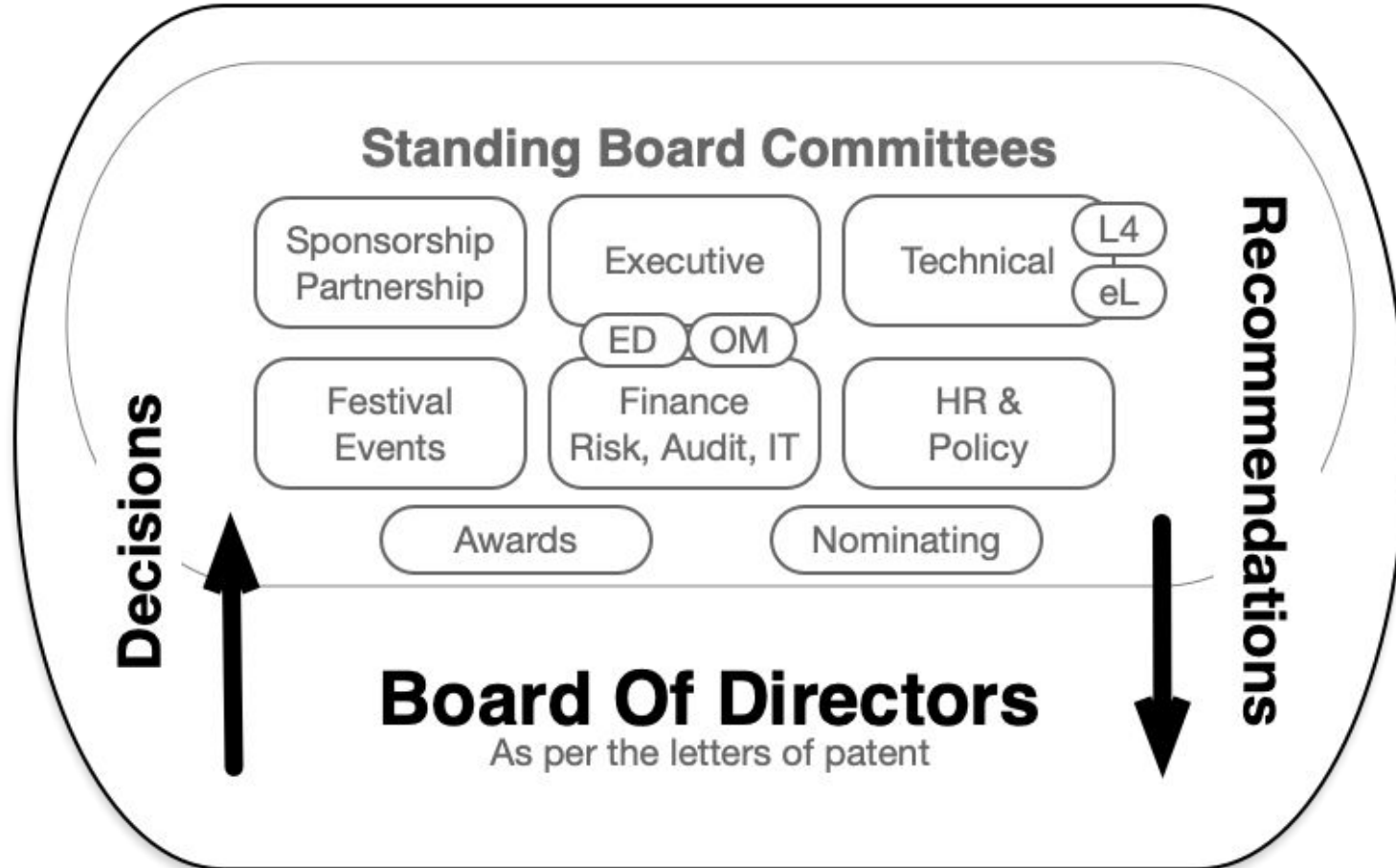
An issue; however, that we must consider is the fact that CADS Qc has adopted the orientation of increasing the service offer by targeting snow schools, however this angle does not make it possible to increase the membership due to the specificities related to current CADS insurance. We would like CADS National to consider a solution that supports both the increase in the service offer and the insurance coverage linked to membership.

In closing, I would like to sincerely thank the CADS Qc team for their dedication and involvement. Thanks also to CADS National for their resources, their support, advice and guidance.

CADS Qc Board of Directors.

Presidents Report

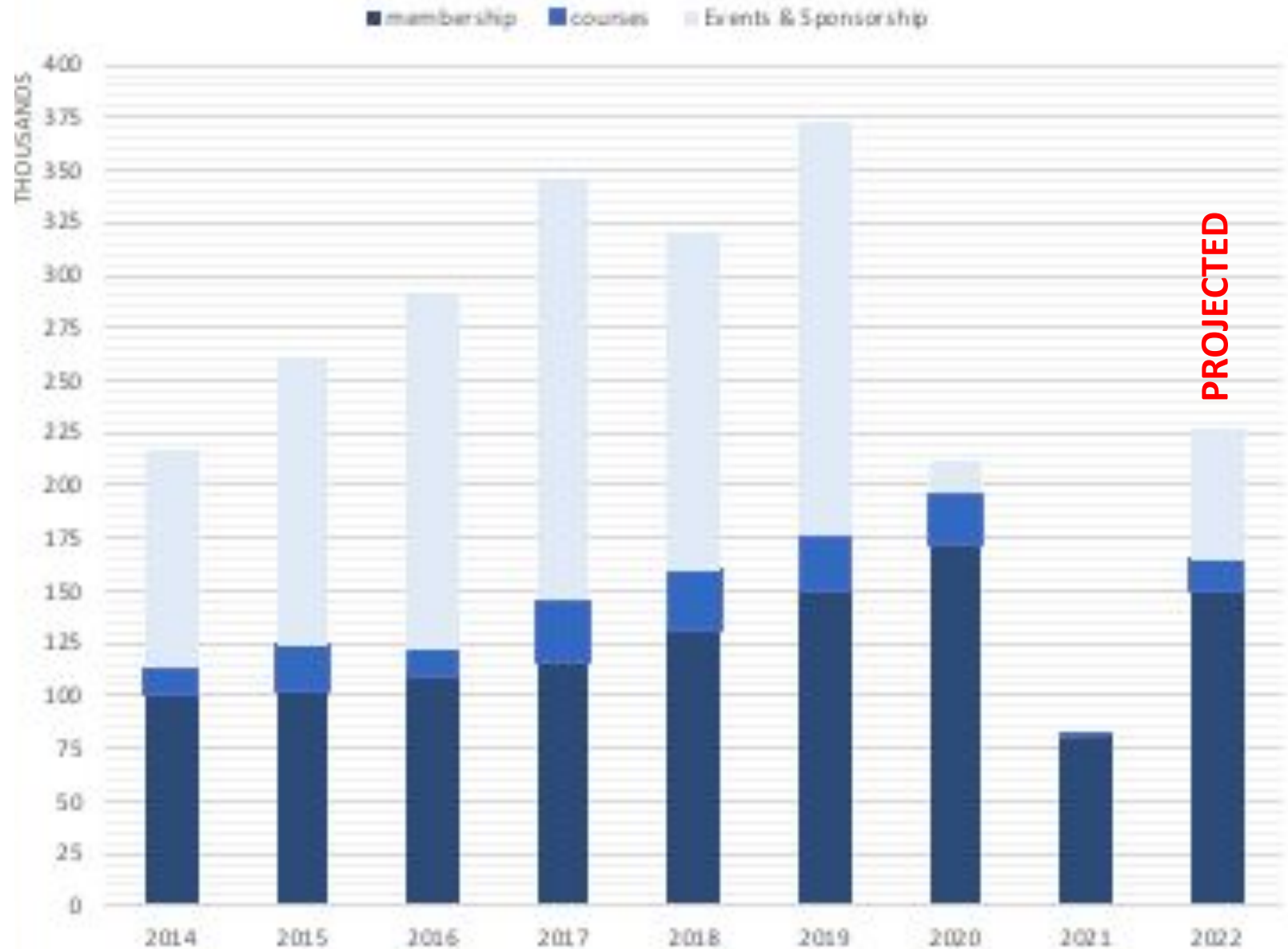
All reports have been included in the AGM invitation and on the CADS website



Financial Report

Financials have been included in the AGM invitation and on the CADS website

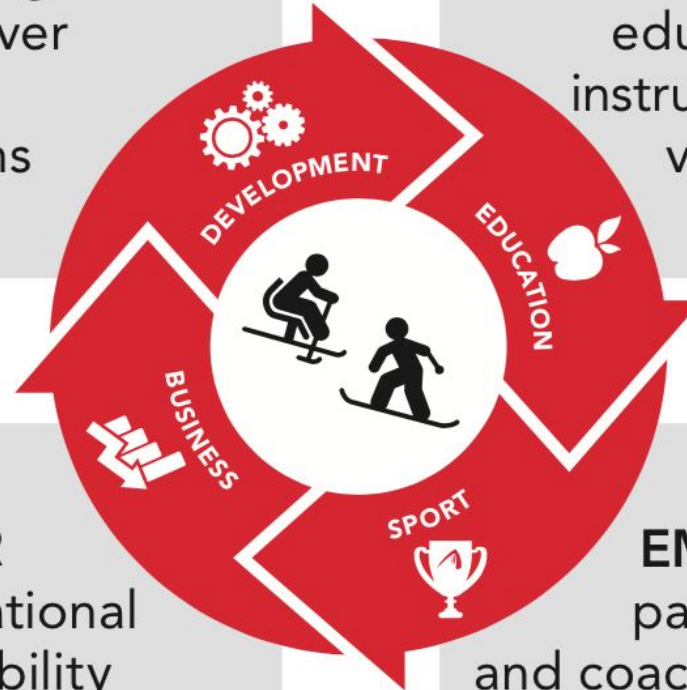
CADS Total Annual Revenues



2022 and beyond

BUILD
organizational capacity to operate, grow and deliver quality programs

INCREASE
recruitment to deliver more world class training and education to instructors and volunteers



FOSTER
organizational sustainability of local, regional, provincial and national CADS organizations

EMPOWER
participants and coaches to be active for life and at any age or stage along the path to the Paralympics

Motion

Consent Agenda 2

- A) Reports
- B) Financial Report & Approval of Financial Statements
- C) Appointment of certified accountants RHN CPA as the accounting firm for the review engagement for 2021-2022
- D) National Office Report
- E) Board Committee Report(s)
- F) Division Report(s)

Motion: Move to approve the consent agenda with respect to all Reports, the Financial Statements and the appointment of RHN CPA as the accounting firm for the review engagement of the Association.



Election of Directors (3 Board positions)

Edward J Shaw - CADS Alberta



Edward J Shaw
CADS - Alberta



Neale Gillespie
CADS- Manitoba

Neale Gillespie - CADS Manitoba

James Dicks - CADS - NCD



James Dicks
CADS NCD



Dave Lloyd
CADS - Ontario

Dave Lloyd - CADS Ontario

Election Results for the 2022 Board of Directors

Edward J Shaw - CADS Alberta

Neale Gillespie - CADS Manitoba

James Dicks - CADS - NCD



Edward J Shaw
CADS - Alberta



Neale Gillespie
CADS- Manitoba



James Dicks
CADS NCD

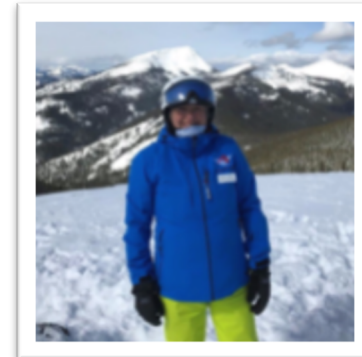


2022 Board of Directors

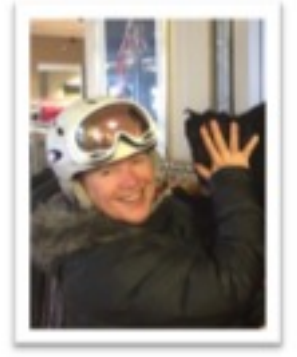
- Dan Cook – BC Adaptive Snowsports*
- Deb Blimkie – CADS National Capital Division*
- Meredith Gardner – BC Adaptive Snowsports*
- James Dicks - CADS – NCD*
- Edward J Shaw - CADS Alberta*
- Neale Gillespie - CADS Manitoba*



Dan Cook
BCAS



Deb Blimkie
CADS NCD



Meredith Gardner
BCAS



James Dicks
CADS NCD



Edward J Shaw
CADS - Alberta



Neale Gillespie
CADS- Manitoba

Adjournment

Consent Agenda

- A) Credentials Report
- B) Destruction of electronic & paper ballots for Board of Director election
- C) Adjournment

Motion: Moved to approve the Consent Agenda with respect to approval of the credentials report, destruction of ballots and adjournment of the meeting.

New Business



CANADIAN ADAPTIVE SNOWSPORTS

FINANCIAL STATEMENTS

August 31, 2021

(Unaudited)

CANADIAN ADAPTIVE SNOWSPORTS

INDEX TO THE FINANCIAL STATEMENTS

August 31, 2021

(Unaudited)

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STATEMENT OF OPERATIONS	1
STATEMENT OF CHANGES IN NET ASSETS	2
STATEMENT OF FINANCIAL POSITION	3
STATEMENT OF CASH FLOWS	4
NOTES TO THE FINANCIAL STATEMENTS	5 - 9

INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To: **The Members of
Canadian Adaptive Snowsports**

We have reviewed the accompanying financial statements of Canadian Adaptive Snowsports that comprise the statement of financial position as at August 31, 2021, and the statements of operations, changes in net assets, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Basis for Qualified Conclusion

In common with many charitable organizations, the Association derives revenue from donations, the completeness of which is not susceptible to us obtaining evidence we considered necessary for the purpose of the review. Accordingly, the evidence obtained of these revenues was limited to the amounts recorded in the records of the Association, and we were not able to determine whether any adjustments might have been necessary to contributions, excess of revenues over expenses, current assets, and net assets. Our conclusion on the financial statements for the year ended August 31, 2021 was modified accordingly because of the possible effects of this limitation in scope.

INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT, continued

Qualified Conclusion

Based on our review, except for the effects of the matter described in the Basis for qualified conclusion paragraph, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of Canadian Adaptive Snowsports as at August 31, 2021, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Reid Hurst Nagy Inc.

REID HURST NAGY INC.
CHARTERED PROFESSIONAL ACCOUNTANTS

VANCOUVER, B.C.
JANUARY 25, 2022

CANADIAN ADAPTIVE SNOWSPORTS

STATEMENT OF OPERATIONS For the year ended August 31, 2021 (Unaudited)

	2021	2020
	\$	\$
REVENUES		
Certification courses	1,330	24,650
Donations	64,352	27,599
Grant revenue (Note 3)	10,391	6,843
Interest income	2,516	3,227
Memberships	90,578	171,577
Other income	8,797	232
Outreach donations to transfer	4,005	12,166
Sales and special events	1,119	7,198
Sponsorships	-	7,500
	183,088	260,992
EXPENSES		
Accommodations, meals and travel	205	32,094
Accounting fees	8,682	10,194
Advertising and promotion	-	212
Amortization of intangible asset	-	2,436
Awards and gifts	399	556
Bad debts	793	-
Bookkeeping	-	448
Bursaries	500	175
Club grants	2,488	-
Committee expenses	-	560
Contract fees	92,984	97,594
Donations	-	162
Dues and registration	1,500	1,500
Equipment rentals, meeting rooms and lift tickets	-	2,480
Festival expenses	16,761	-
Grant expenses	6,770	-
Graphic design	-	410
Insurance	13,198	10,953
Interest and bank charges	6,012	7,641
Membership transfers	10,333	24,105
Office and postage	525	1,408
Outreach donation transfers	3,915	12,166
Printing	-	507
Public relations	804	1,496
Supplies	1,706	4,699
Telephone, fax and internet	1,200	1,271
Website software fees	21,418	12,627
	190,193	225,694
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	(7,105)	35,298

The accompanying notes are an integral part of these financial statements

CANADIAN ADAPTIVE SNOWSPORTS

STATEMENT OF CHANGES IN NET ASSETS

For the year ended August 31, 2021

(Unaudited)

	2021	2020
	\$	\$
BALANCE, beginning of the year	204,045	168,747
Excess (deficiency) of revenues over expenses	(7,105)	35,298
BALANCE, end of the year	196,940	204,045

The accompanying notes are an integral part of these financial statements

CANADIAN ADAPTIVE SNOWSPORTS

STATEMENT OF FINANCIAL POSITION

As at August 31, 2021

(Unaudited)

	2021	2020
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash	48,109	106,417
Marketable securities (Note 4)	129,062	126,657
Accounts receivable	50,120	901
GST/QST receivable	8,173	3,693
Inventory	6,389	6,389
Prepaid expenses (Note 5)	3,950	20,928
	245,803	264,985
INTANGIBLE ASSET	-	1,095
	245,803	266,080
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities (Note 6)	18,670	21,451
Deferred income (Note 7)	30,193	40,584
	48,863	62,035
NET ASSETS		
UNRESTRICTED NET ASSETS	196,940	204,045
	245,803	266,080

Approved on behalf of the Board:

Director

Director

CANADIAN ADAPTIVE SNOWSPORTS

STATEMENT OF CASH FLOWS For the year ended August 31, 2021 (Unaudited)

	2021	2020
	\$	\$
OPERATING ACTIVITIES		
Excess (deficiency) of revenues over expenses	(7,105)	35,298
ADJUSTMENT FOR NON-CASH ITEM		
Amortization of intangible asset	-	2,436
	(7,105)	37,734
NET CHANGES IN NON-CASH WORKING CAPITAL		
Marketable securities	(2,405)	(3,227)
Accounts receivable	(49,219)	(861)
GST/QST receivable	(4,480)	(288)
Inventory	-	2,797
Prepaid expenses	16,978	(14,537)
Accounts payable and accrued liabilities	(2,780)	(5,142)
Deferred income	(10,391)	39,807
	(59,402)	56,283
INVESTING ACTIVITY		
Intangible asset	1,094	(1,094)
NET INCREASE (DECREASE) IN CASH	(58,308)	55,189
CASH, beginning of the year	106,417	51,228
CASH, end of the year	48,109	106,417

The accompanying notes are an integral part of these financial statements

CANADIAN ADAPTIVE SNOWSPORTS

NOTES TO THE FINANCIAL STATEMENTS

August 31, 2021

(Unaudited)

1: PURPOSE OF THE ASSOCIATION

Canadian Adaptive Snowsports (the "Association") is a not-for-profit organization incorporated federally under the Canada Not-for-profit Corporations Act. As a registered charity, the Association is exempt from the payment of income tax under Section 149(1) of the Income Tax Act.

The Association operates to provide opportunities for people with disabilities to experience healthy recreation and compete in alpine adaptive snowsports. The Association does this by developing and promoting adaptive snowsports through partnerships, leadership, training, and instructor certification programs.

2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations. The significant accounting policies are detailed as follows:

(a) Revenue recognition

Canadian Adaptive Snowsports follows the deferral method of accounting for contributions.

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Unrestricted investment income is recognized as revenue when earned.

Certification fees are recognized as revenue when the certification courses are held.

(b) Inventory

Inventory is valued at the lower of cost and net realizable value. Cost is determined using the average cost method.

(c) Tangible capital assets

The Association's policy is to capitalize tangible capital asset purchases over \$1,000 and to depreciate on a straight line basis based on the estimated useful life of the asset. The Association does not hold any tangible capital asset.

(d) Contributed services

The operations of the Association depend on both the contribution of time by volunteers and donated materials from various sources. The fair value of donated materials and services cannot be reasonably determined and are therefore not reflected in these financial statements.

CANADIAN ADAPTIVE SNOWSPORTS

NOTES TO THE FINANCIAL STATEMENTS

August 31, 2021

(Unaudited)

2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES, continued

(e) Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and reported amounts of revenues and expenses during the reporting period. Items requiring the use of significant estimates include the amount recorded as accrued liabilities. Actual results could differ from those estimates.

(f) Financial instruments

(i) Measurement of financial instruments

The Association initially measures its financial assets and liabilities at fair value.

The Association subsequently measures all its financial assets and financial liabilities at cost or amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in excess (deficiency) of revenues over expenses in the period incurred.

Financial assets measured at amortized cost on a straight line basis include cash, marketable securities and accounts receivable.

Financial liabilities measured at amortized cost on a straight-line basis include accounts payable and accrued liabilities.

(ii) Transaction costs

Transaction costs related to financial instruments that will be subsequently measured at fair value are recognized in net income in the period incurred. Transaction costs related to financial instruments subsequently measured at amortized cost are included in the original cost of the asset or liability and recognized in net income over the life of the instrument using the straight-line method.

3: GRANT REVENUE

	2021	2020
	\$	\$
Autism Speaks Canada	6,770	-
Mountain Equipment Co-operative	-	464
Province of BC, Ministry of Tourism	3,621	6,379
	10,391	6,843

CANADIAN ADAPTIVE SNOWSPORTS

NOTES TO THE FINANCIAL STATEMENTS

August 31, 2021

(Unaudited)

8: FINANCIAL INSTRUMENTS

Transactions in financial instruments may result in an entity assuming or transferring to another party one or more of the financial risks described below. The required disclosures provide information that assists users of financial statements in assessing the extent of risk related to financial instruments.

(a) Fair value

The fair value of current financial assets and current financial liabilities approximates their carrying value due to their short-term maturity dates. The fair value of long-term financial liabilities approximates their carrying value based on the presumption that the Association is a going concern and thus expects to fully repay the outstanding amounts.

(b) Credit risk

The Association does have credit risk in accounts receivable of \$50,120 (2020 - \$901). Credit risk is the risk that one party to a transaction will fail to discharge an obligation and cause the other party to incur a financial loss. In the opinion of management, the credit risk exposure to the Association is low and is not material as 99% of the accounts receivable were from a public foundation and were subsequently collected.

(c) Liquidity risk

The Association does have a liquidity risk in the accounts payable and accrued liabilities of \$18,670 (2020 - \$21,451). Liquidity risk is the risk that the Association cannot repay its obligations when they become due to its creditors. The Association reduces its exposure to liquidity risk by ensuring that it documents when authorized payments become due and it maintains an adequate amount of cash to repay trade creditors as they become due. In the opinion of management, the liquidity risk exposure to the Association is low and is not material.

(d) Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the Association manages exposure through its normal operating and financing activities. In the opinion of management, the interest rate risk exposure to the Association is low and is not material.

9: COMPARATIVE FIGURES

The financial statements for the year ended August 31, 2020 were reported on by another firm of Chartered Professional Accountants who issued a qualified opinion in their Independent Auditor's Report dated February 18, 2021.

Certain comparative figures have been reclassified to conform to the current year's financial statement presentation.

CANADIAN ADAPTIVE SNOWSPORTS

NOTES TO THE FINANCIAL STATEMENTS

August 31, 2021

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10: COVID-19

On March 11, 2020, the World Health Organization categorized COVID-19 as a pandemic. The potential economic effects within the Association's environment and in the global markets due to the possible disruption in supply chains, and measures being introduced at various levels of government to curtail the spread of the virus could have a material impact on the Association's operations.

The extent of the impact of this outbreak and related containment measures on the Association's operations cannot be reliably estimated at this time.