







**2024 Annual General Meeting - Assemblée générale 2024**

 Call to Order/Quorum/ Vote Reminder

 **Consent Agenda 1**


 Approval of agenda

 Approval of minutes of February 15<sup>h</sup>, 2023 AGM


 Business arising from the minutes

 Presidents Report


 Financial Report/ Appointment of Auditors

 National Office Report

 Election of directors

 Special Resolution vote

 Credentials Report & Destruction of Ballots

 Adjournment

# Agenda Annual General Meeting | February 15<sup>th</sup>, 2024



## Consent Agenda

1. Additions to the Agenda and Approval of the Agenda
2. Approval of the Minutes of the Last AGM on February 15<sup>th</sup>, 2023

**Motion:** Move to approve the Consent Agenda with respect to Agenda and approval of last AGM Minutes:

# President's Report

Dan Cook

- John Ross's influence on the CADS community is still felt
- 2028 Strategic Plan
- Safe Sport
- Technical Committee & CADS Curriculum
- Sport Canada with Alpine Canada, Special Project funding
- Fund Developer
- Shoulder to Shoulder
- 2023 Festival in Kimberley
- Thanks to the National Office Staff and Finance & Risk Committee

# 2028 Strategic Plan

## **The Canadian Adaptive Snowsports (CADS)**

National organization is dedicated to developing strong connections between volunteers, participants, athletes, and leaders. With a focus on advocacy and awareness, CADS National creates and executes quality programs, education, tools, certification standards, and policies. Our commitment to accountability, financial sustainability, and strategic partnerships is inspired by a meaningful story and business case that encourages all to take part.

**2028 STRATEGIC PLAN – LONG VERSION**

# 2028 STRATEGIC PLAN

## CADS MISSION

CADS provides opportunities for people with disabilities to experience the joy of participating and competing in adaptive snowsports. CADS does this by developing and promoting adaptive snowsports through partnerships, training, and instructor certification programs.

## CADS VALUES

FUN  INCLUSION  RESPECT

## CADS NATIONAL RESULTS FRAMEWORK

The CADS National organisation is guided by four strategic pillars that aim to advance its mission.

PILLAR 1

**Advance Participation & Engagement**

PILLAR 2

**Provide Education & Training**

PILLAR 3

**Activate Advocacy & Awareness**

PILLAR 4

**Effective Governance & Accountability**

These strategic pillars inform and guide organizational activities, support the identification of priorities, and outline expectations. Each pillar is comprised of strategic initiatives.

**PILLAR 1 Advance Participation & Engagement**  
The CADS National organisation aims to encourage and support diverse participation in adaptive snowsports while building organizational capacity to operate, grow, and deliver high-quality programs. To achieve this goal, the national organisation will focus on the following strategic initiatives.

1. Provide operational services and IT infrastructure to streamline and support efficiencies.
2. Provide events that engage and empower all members.
3. Provide insurance coverages and tools to members and organizations prudent risk management.
4. Stimulate volunteer engagement in adaptive snowsports through CADS.
5. Empower athletes, and coaches along the path to the Paralympics and Special Olympics.
6. Explore Winter & Summer multi-sport strategies.

**PILLAR 2 Provide Education & Training**  
The CADS National organisation provides specialized education and training programs for ski and snowboard instructors to ensure they have the knowledge, skills, competency, and resources necessary to provide a quality experience to all participants.

1. Increase accessibility to certification.
2. Create a safe environment for all members.
3. Ensure sustainability of the national Technical Committee work.

**PILLAR 3 Activate Advocacy & Awareness**  
The CADS National organisation aims to increase awareness of the organization and its mission across all sectors of government, the snowsports industry, private enterprises, donors, as well as advocacy organizations of people with disabilities.

1. Develop and foster alignment within the CADS network.
2. Develop and foster strategic partnerships with organizations to support the CADS Mission.
3. Increase awareness of the CADS National organisation across multiple sectors.

**PILLAR 4 Effective Governance & Accountability**  
The CADS National organisation is committed to establishing and maintaining effective policies and procedures that ensure the smooth operation of CADS at all levels, while ensuring compliance with relevant regulations and industry standards. This includes implementing best practices in continuous improvement of governance, transparency, and accountability.

1. Implement best practices in governance, transparency, and accountability.
2. Implement best practices in safe sport, equity, diversity, inclusion, and environmental sustainability.
3. Strengthen and align policies & processes with our partner provincial divisions.
4. Establish long-term financial sustainability.

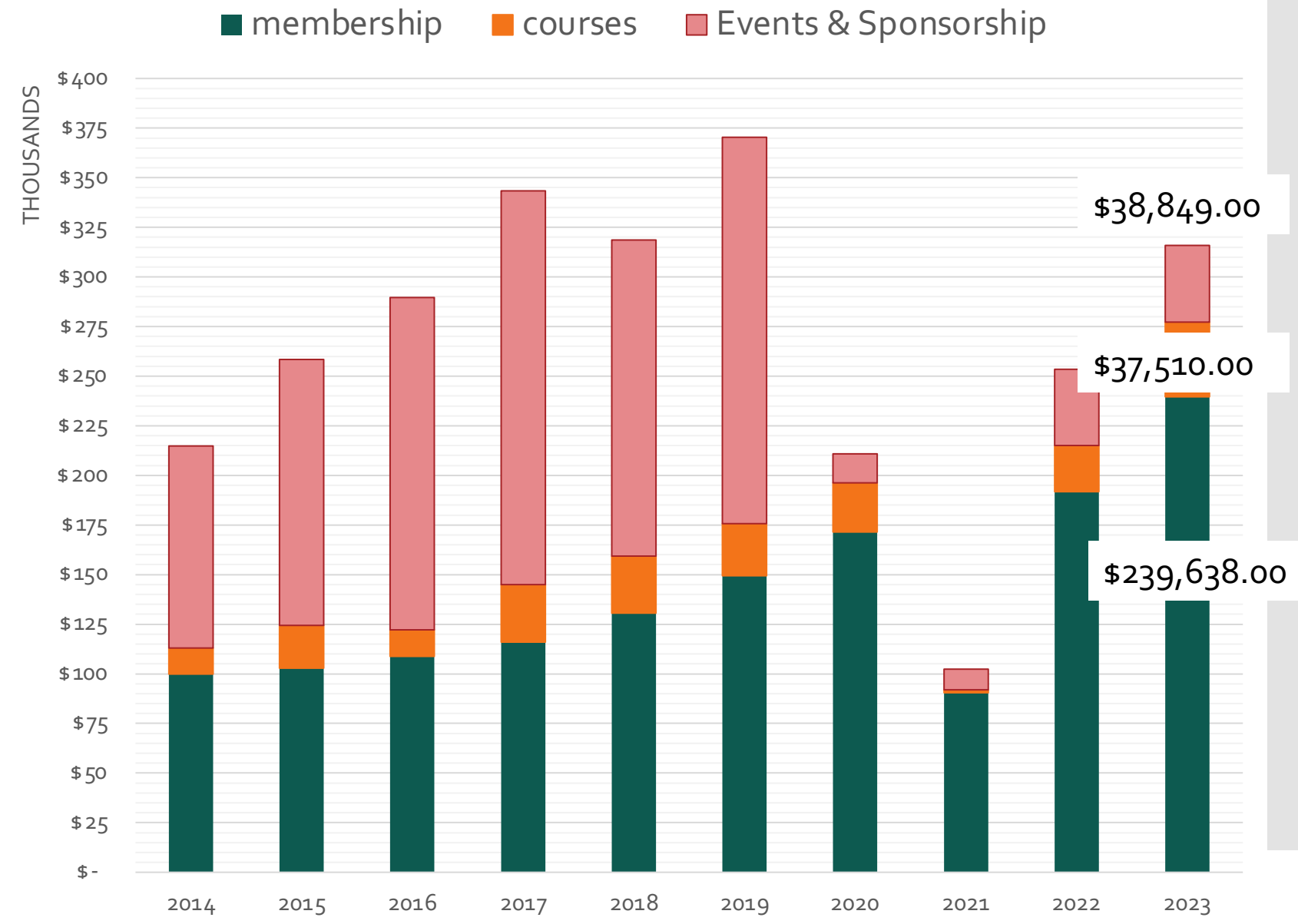
# President's Report

Deb Blimkie

- The year ahead
- CSIA and PSIC
- Ongoing efforts toward strategic goals
- Great board members, division reps and TC
- Excellent staff at National
- Thank you for providing smiles and rewarding moments
- Proud of dedication everyone has

# Financial Report 2022-2023

## CADS Total Annual Revenues





# National Office Report



**Al McLarty**

Technical Committee Board Rep



**Amy Royea**

Operations Manager



**Christian Hrab**

Executive Director



**Dan Cook**

Vice-President

[BIO](#)



**Deb Blimkie**

President

[BIO](#)



**Edward Shaw**

Treasurer

[BIO](#)



**James Dicks**

Secretary

[BIO](#)



**James Peters**

Director

[BIO](#)



**Neale Gillespie**

Director

[BIO](#)



**Sarah Milligan**

Membership, Certification  
and Communications Clerk



**Rob Vat**

Snowline Creator



# 22/23 Season CADSNATIONAL DIVISION

## Students

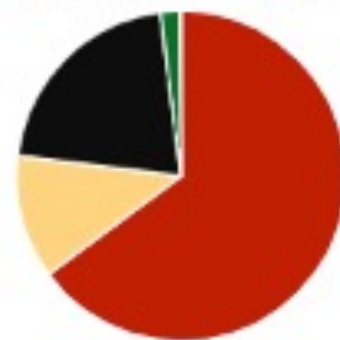
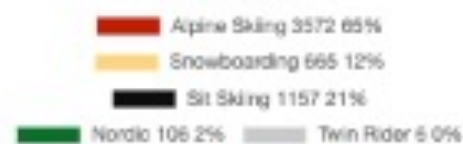
## Instructors



**15,130 Hours**

Was spent on snow by Students

### Lessons



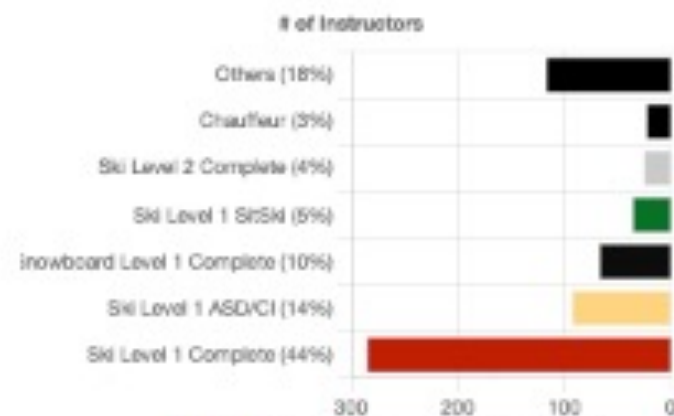
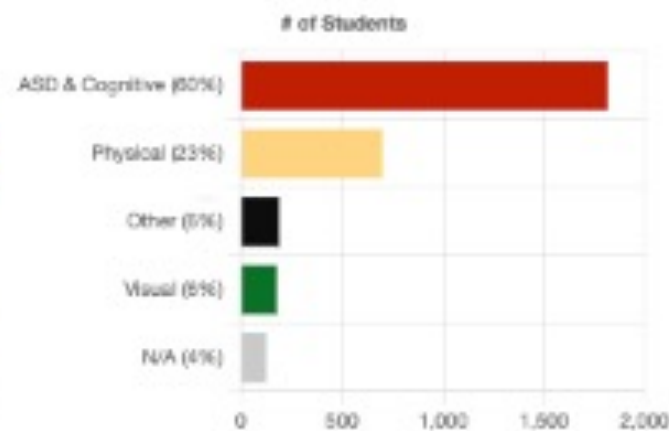
**11 Lessons**

were given by each active Instructor this season on average.



**5,567**

Lessons were given this season through Snowline



**1 in 4**

Instructors took either an on-snow CADS certification or participated in On-Line Learning

**208** Instructors took On-Line Courses



**39 Clubs**

Ran adaptive programs this season.

**53%**

Of students are between the ages of 13-59.



**77%**

Of Instructors are between the age of 13-59.



**25,535 Hours**

Was spent by Instructors & Volunteers giving adaptive lessons





**4,719**  
Paid Memberships

**51%**

Of students participate to  
**Develop Skills**

Develop fundamental Snowsport skills, with emphasis on participation and having FUN on a daily basis.

**8%**

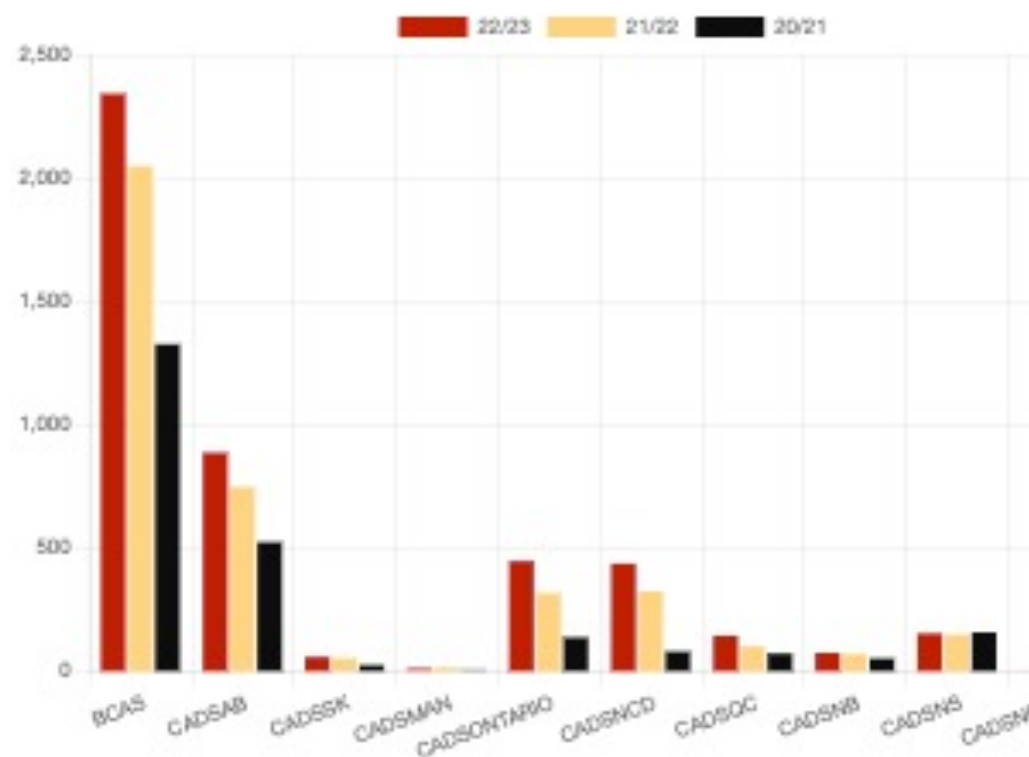
Of students participate to  
**Learn to Race**

Building the basic competitive skills for all Paralympic disciplines for skiing and snowboarding.

**41%**

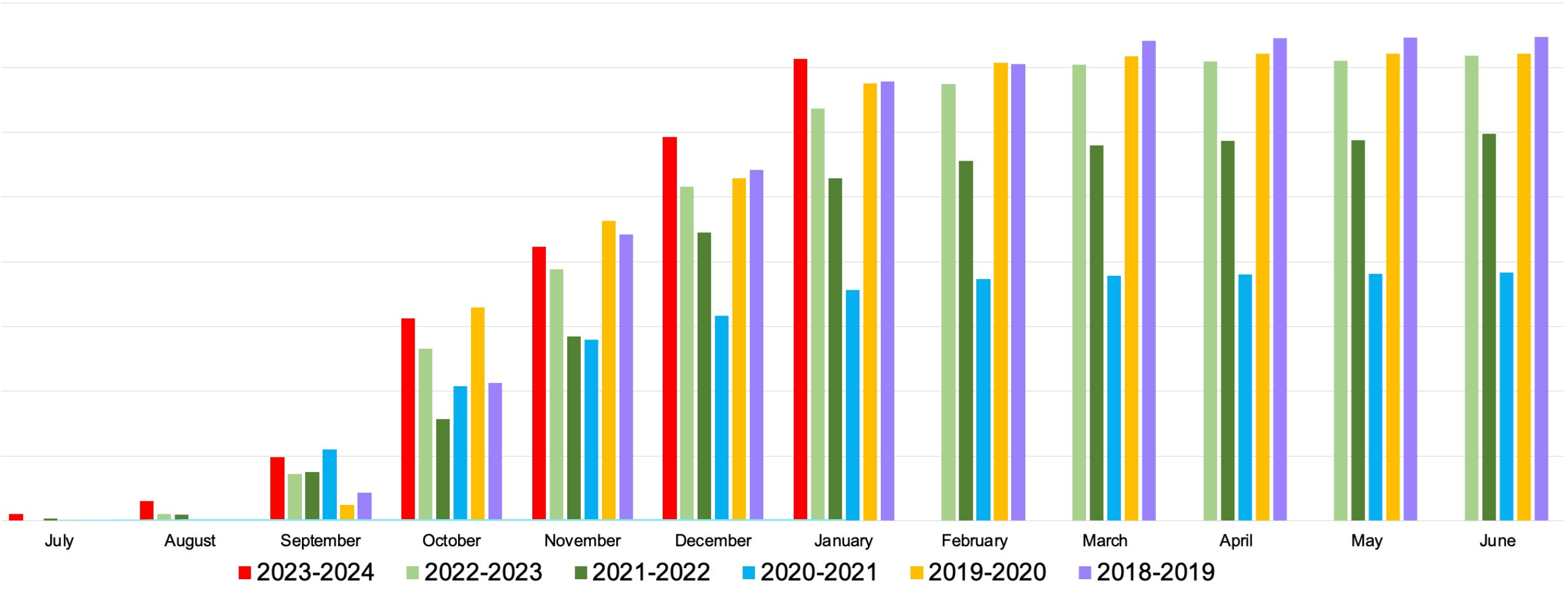
Of students participate to  
**Stay active for life**

Individuals who have a desire to be physically active are in the Active for Life stage.



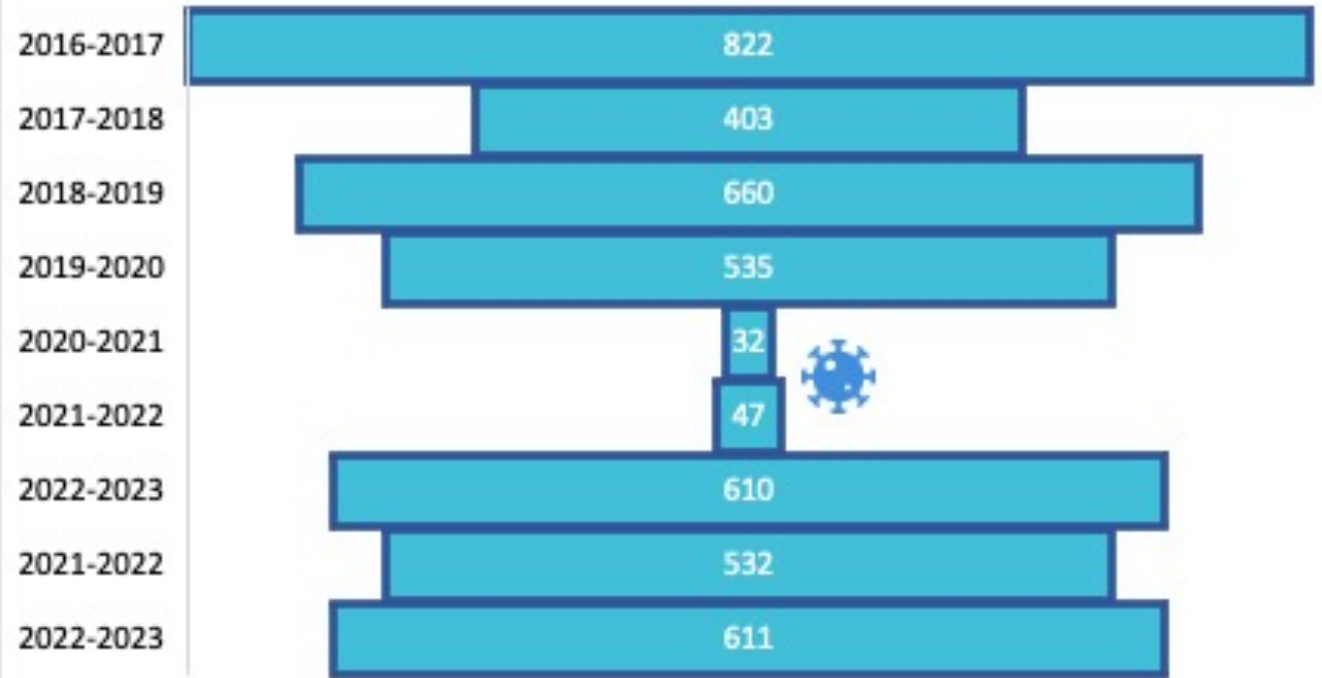
\* All data is based on data collected within snowline

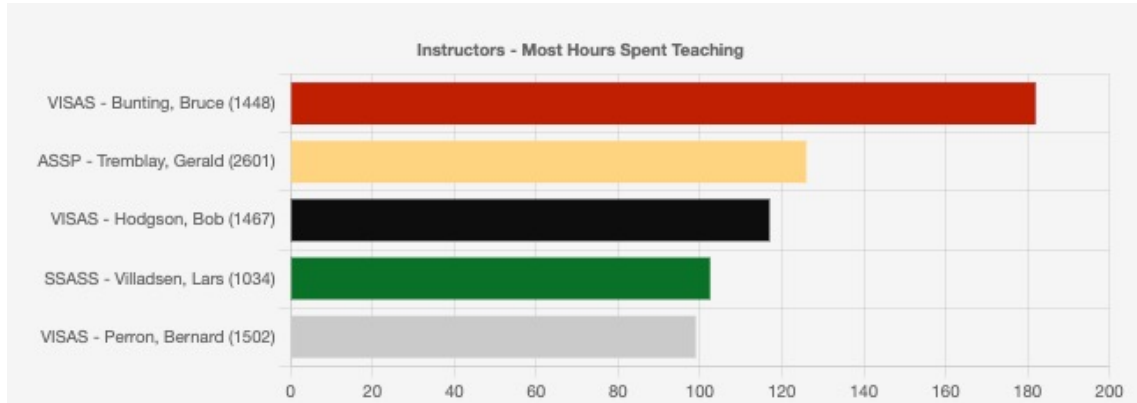
### Monthly Membership Cumulative Comparison



# Certification stats

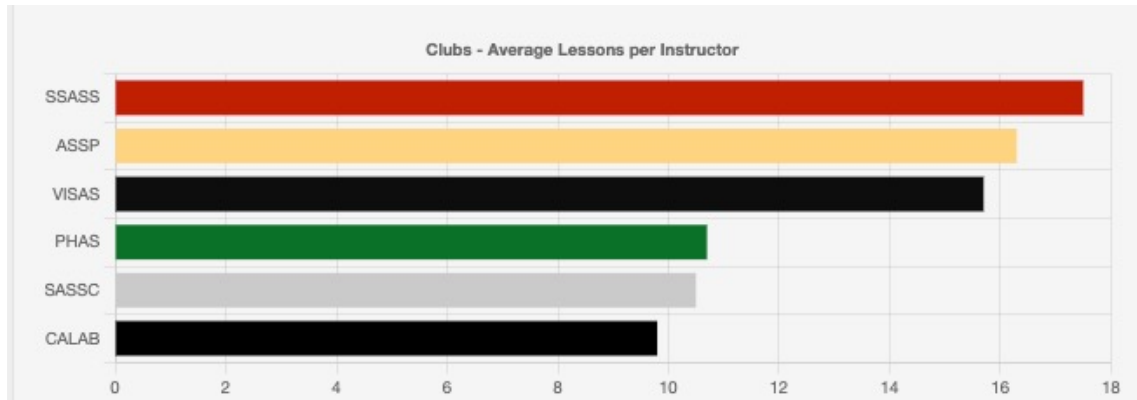
Total Certifications Per Season





This report calculates duration from the start and end times on the lesson. Mostly the time is set by the shift (AM, PM etc) as defined by the club.

Position	Name	Number
1	VISAS - Bunting, Bruce (1448)	182
2	ASSP - Tremblay, Gerald (2601)	126
3	VISAS - Hodgson, Bob (1467)	117
4	SSASS - Villadsen, Lars (1034)	102.5
5	VISAS - Perron, Bernard (1502)	99
6	EDELWEISS - Hicks, Todd (3955)	96



Average is the total number of instructor assignments divided by the number of lessons.

Position	Name	Number
1	SSASS	17.5
2	ASSP	16.3
3	VISAS	15.7
4	PHAS	10.7
4	SASSC	10.5
5	CALAB	9.8



The CADS Community is a Network of Organizations



# Snowboard & Ski Industry

## Monthly coordination meetings

- Education
- Alignment
- Language
- Technology
- Communication
- Safe Sport
- Insurance
- Events



# Pro deals for members



To create a more inclusive Canada for snowboarders and skiers



Government of Canada

Gouvernement du Canada

Canada



Coaching Association of Canada  
Association canadienne des entraîneurs



National Coaching Certification Program



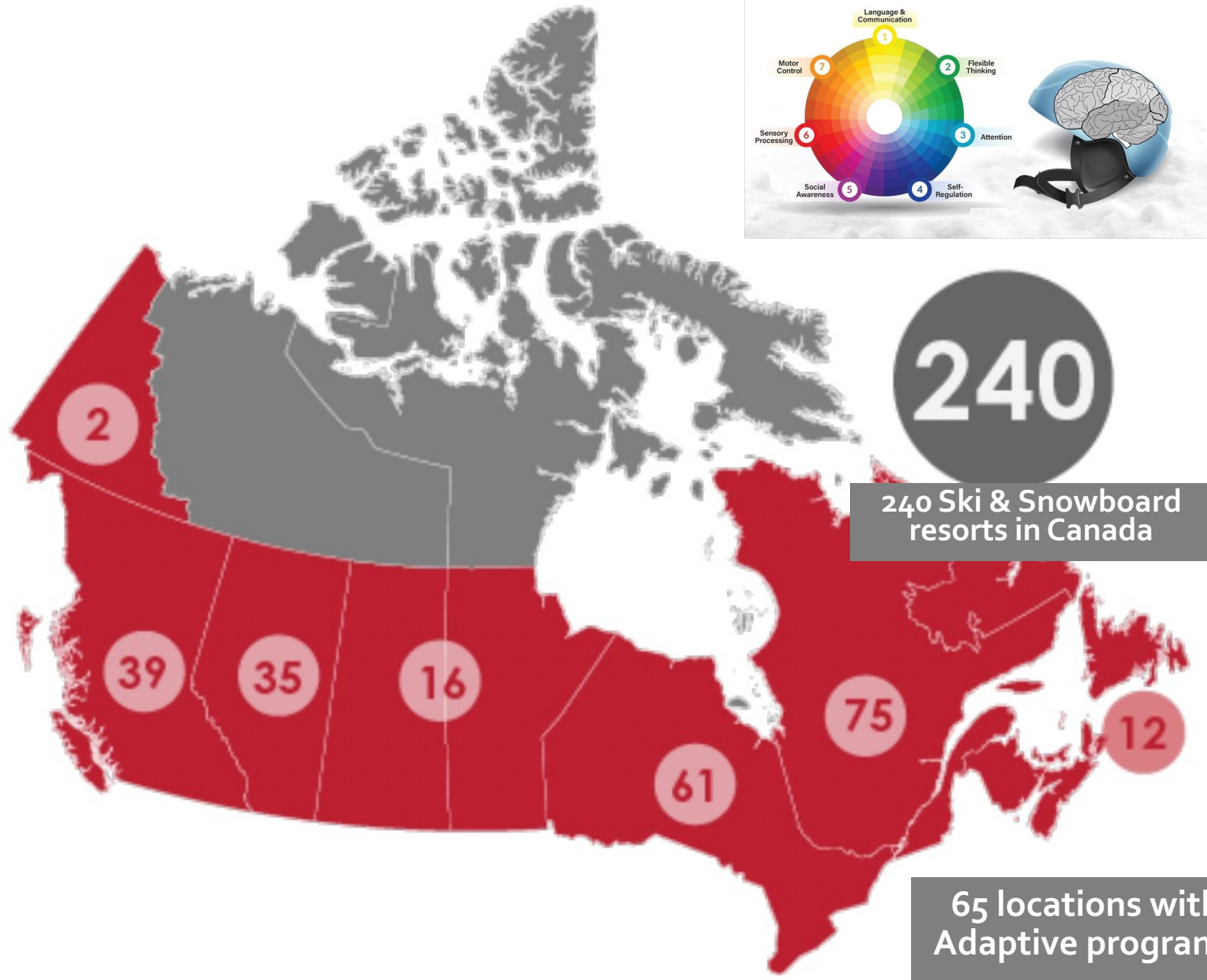
Sport for Life

INVICTUS GAMES

VANCOUVER • WHISTLER 2025



45 CADS locations  
+ 10 Track 3  
locations  
+  
a few indies (10)  
= CADS programs  
in 65 ski &  
snowboard  
resorts



240

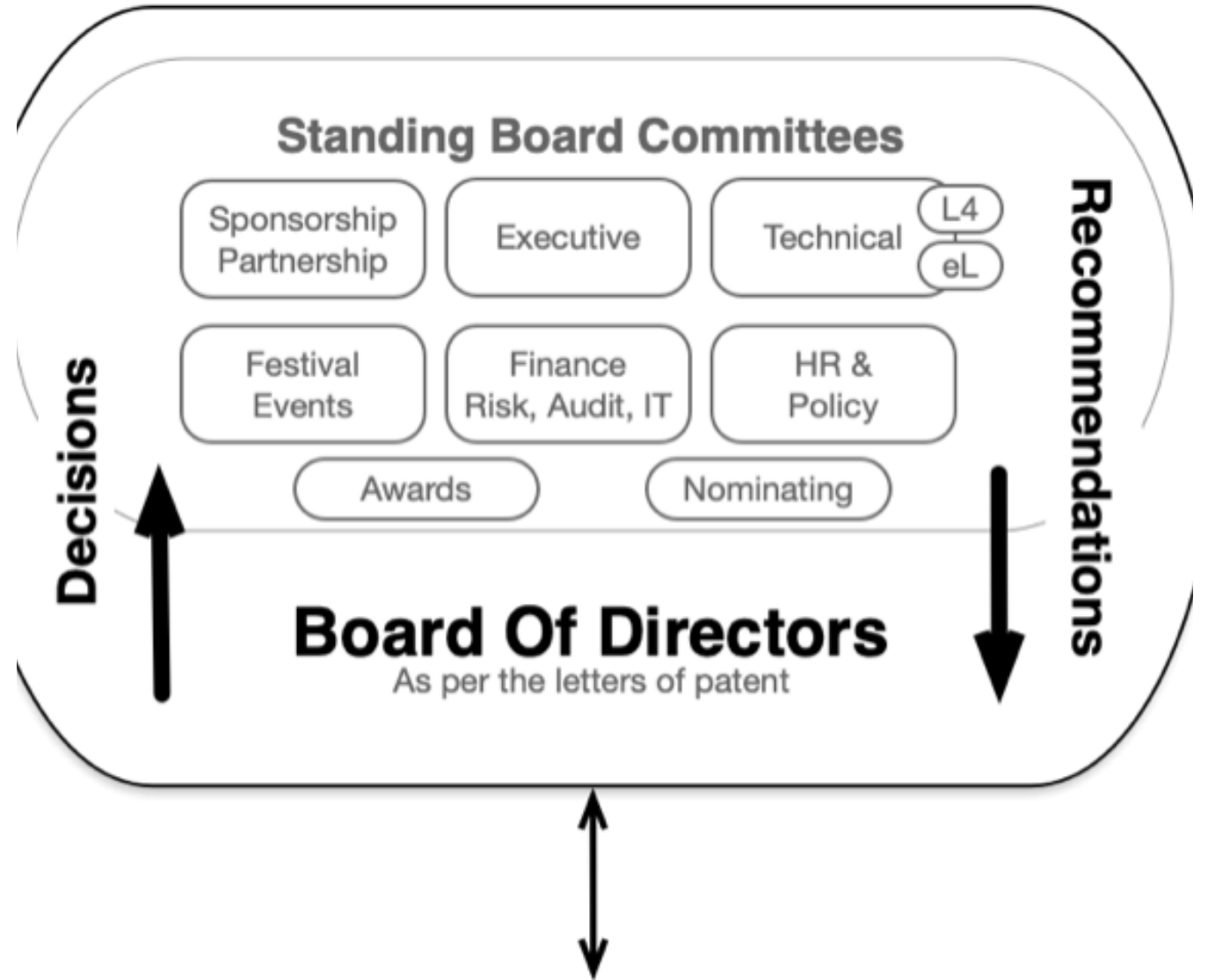
240 Ski & Snowboard resorts in Canada

65 locations with Adaptive programs

In Canada and....



# Committee Reports



# Technical Committee & Level 4 advisory group



**Allan Watson**

Level 4 Rep



**Corinne Risler**



**Hirokazu Ozawa**



**Ian Duff**



**James Cooney**



**Michelle Schaefer**



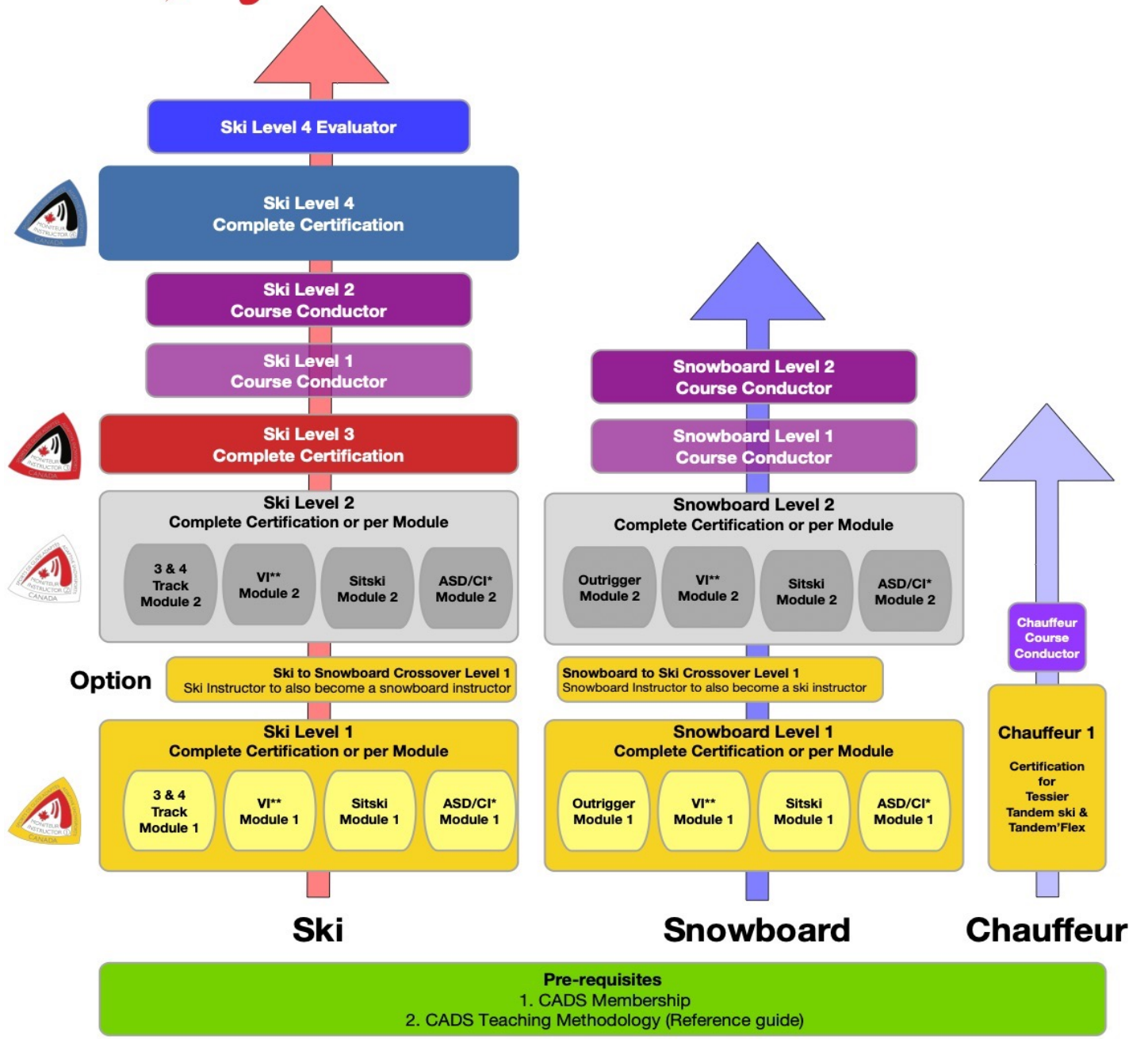
**Raymond Blimkie**

## Level 4 sub-committee

- Susan Hughes
- Tommy Chevrette
- Jamie Spencer
- Jamie McCulloch
- Kim Cosman
- Clare Logan
- James Peters
- Corinne Risler
- Hiro Ozawa - Candidate
- Jamie Cooney - Candidate
- Mackenzie Stairs – Candidate
- Gail Williamson - Candidate

# Technical Committee

# CADS Certification Pathway





# Technical 2023-2024 updates and beyond



# Sponsorship Partnership



# HR & Policy



# National Awards



The CADS National Awards will be presented during the Banquet ceremonies at the Annual Ski & Snowboard Festival March 21<sup>st</sup>, 2024

# National Award Winners

- ❑ **Administrator of the Year:** This award is given to the person who has demonstrated outstanding administrative qualities and actions for their division/club.

Award winner is – Sharon Veeneman, CADS Alberta

- ❑ **Volunteer of the Year:** This person has given a great deal of themselves to the program/division/or club during the season.

Award winner is – Catrien Dainard, PASS

- ❑ **Adaptive skier of the Year:** A member who has improved their skiing skills during the season.

Award winner is – Cory Duhaime, BCAS

- ❑ **Instructor of the Year:** This award is given to the instructor that has given a great deal of himself/herself in their program.

Award winner is – Ian Duff, CADS Ontario

# National Award Winners

- ❑ **Coach of the Year:** This award is outstanding athlete development

Award winner is - James Cooney, VISAS

- ❑ **Ski Area of the year:** For outstanding contribution to adaptive Snowsports

Award winner is – Calabogie Peaks Resort, Ontario

- ❑ **Division Sponsor of the year:** For outstanding contribution to a CADS division

Award winner is – Francis Lepine, CADS NCD

# National Award Winners

- ❑ **President's Award:** The President gives this award to a CADS member for service to CADS.

Award winner is – Bruce Meredith, CADS NCD

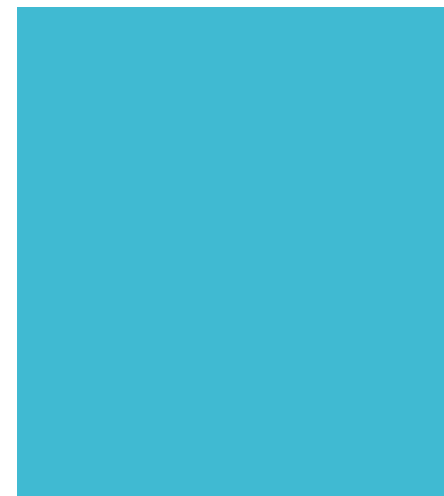
- ❑ **Karl Hilzinger Award:** This award is given to the person who has given exceptional service to CADS and to their division/program/club for a number of years.

Award winner is – Gord Mackenzie, CADS AB – Red Deer

- ❑ **Bob Gilmour Inspirational Leader Award:** This is an award *In memory of Bob Gilmour* who dedicated his life to enriching other people's lives, especially through skiing for people with disabilities. This award is presented to an individual who demonstrates inspirational commitment and dedication.

Award winner is – Allan Watson, BCAS

# Festival & Events





# Festival & Events Committee Report

Upcoming Events:

## 46<sup>th</sup> annual Ski & Snowboard Festival

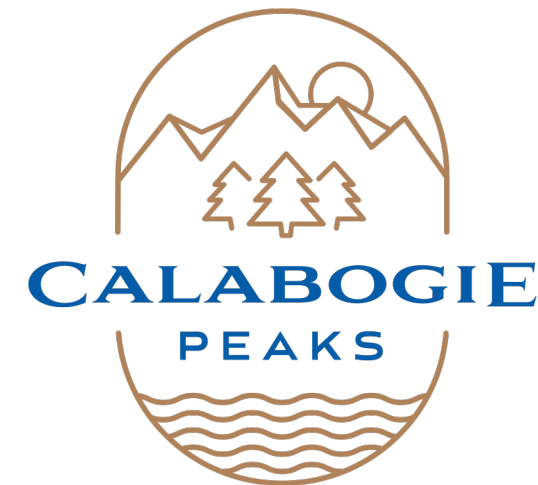
Calabogie Peaks, Ontario

Date: March 17<sup>th</sup> – 22<sup>nd</sup>, 2024

Students Registered : 23

Instructors Registered: 41

Family & Friends Registered: 4



<https://www.calabogie.com/>

After a 4-year hiatus, the Silent Auction & Banquet is back!

If you're planning to join the banquet, make sure to purchase your tickets online via your Festival profile.

And don't forget to dress up in your finest Great Gatsby roaring 20's attire!



Throughout the week, we have a variety of exciting activities lined up. You can register for them by selecting the *schedule > training / events calendar* in your Festival profile.

We've got Gentle Yoga, Groomer Rides, Sugar on Snow, Pizza and Bingo night, and more to come.

If you have any questions, please reach out to the festival team

Amy- [amy@cads.ski](mailto:amy@cads.ski)

Elisa – [elisa@cads.ski](mailto:elisa@cads.ski)

Jamie – [jamiespencer@cads.ski](mailto:jamiespencer@cads.ski)



DAILY WEATHER FORECAST   PRÉVISIONS MÉTÉOROLOGIQUES		
TEMPERATURE	SNOW   NEIGE	WIND   VENT
CELCIUS	LAST 24H.   DERNIER 24H	KM/H
<b>SUNDAY - DIMANCHE</b>		
4-6 PM	APRÈS-SKI OPENING CEREMONY   CÉRÉMONIE D'OUVERTURE	APRÈS-SKI PRESENTED BY
<b>MONDAY - LUNDI</b>		
2-2:30 PM	YOGA IN CADS ROOM   DANS LA SALLE CADS*	APRÈS-SKI PRESENTED BY
4-6 PM	APRÈS-SKI SILEN AUCTION   ENCAN SILENCIEUX	
5-10 PM	GROOMING HIGH   PROMENADE EN DAMEUSE*	
<b>TUESDAY - MARDI</b>		
ALL DAY	RIBBON RACE   LA CHASSE AU RUBAN	APRÈS-SKI PRESENTED BY
4-6 PM	APRÈS-SKI SILEN AUCTION   ENCAN SILENCIEUX (END   FIN)	
6:30-8 PM	BINGO&PIZZA IN CADS ROOM   DANS LA SALLE CADS*	
<b>WEDNESDAY - MERCREDI</b>		
ALL DAY	RIBBON RACE   LA CHASSE AU RUBAN	APRÈS-SKI PRESENTED BY
2-2:30 PM	YOGA IN THE CADS ROOM   DANS LA SALLE CADS*	
4-6 PM	APRÈS-SKI	
<b>THURSDAY - JEUDI</b>		
4-5:30 PM	APRÈS-SKI WELCOMING COCKTAIL   COCKTAIL DE BIENVENUE	APRÈS-SKI PRESENTED BY
6-6:30 PM	BANQUET & AWARDS CEREMONY   CÉRÉMONIE DE REMISE DE PRIX	
6:30-9 PM	BANQUET & AWARDS CEREMONY   CÉRÉMONIE DE REMISE DE PRIX	

\* REGISTRATION MUST BE COMPLET IN SNOWLINE PRIOR TO EVERY ACTIVITY  
\* LES INSCRIPTIONS DOIVENT ÊTRE FAITES DANS SNOWLINE AVANT LA TENUE DES ACTIVITÉS

# Festival & Events Committee Report



## In the works:

### WESTERN & EASTERN PRE-COURSES

We are currently in the process of organizing Western & Eastern Pre-courses for the upcoming season. We are exploring potential locations to host these events. If your club and resort are interested in hosting, please contact [amy@cad.ski](mailto:amy@cad.ski) for more information.

### SKI & SNOWBOARD FESTIVAL 2025

Planning is on its way, and we will announce the location at the annual ski & snowboard festival in March.

### SKI & SNOWBOARD FESTIVAL 2026

We are exploring potential locations to host this event. If your club and resort are interested in hosting, please contact [amy@cad.ski](mailto:amy@cad.ski) for more information.



## Consent Agenda

- A) President's Report
- B) Financial Report & Approval of Financial Statements
- C) Appointment of RHN CPA as the accounting firm for the review engagement for 2023-2024
- D) National Office Report
- E) Board Committee 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.



# Candidate Natasha Martin CADS Alberta



Pursuant to the CADS Bylaws 5.2  
Number & Election - There shall be a maximum of seven (7)  
directors to be chosen from the active membership as  
follows: a) **No more than two (2) elected Directors from any  
one Division shall hold office at the same time.**



Currently, there is only one seat available for nominations,  
and no other names were presented for nomination. As a  
result, Natasha Martin from CADS Alberta is uncontested for  
this seat and therefore elected by acclamation.

# New Business



# Adjournment



## Consent Agenda

Credentials Report  
Adjournment



**Motion:** Moved to adjourn the annual general meeting.

- **Safe Sport Presentation.....**



## Meeting Summary for National AGM -2024

Feb 15, 2024 12:53 PM Eastern Time (US and Canada) ID: 820 4799 2715

### Quick recap

The meeting discussed the challenges of providing quality subtitles for French-speaking participants in online meetings. The CADS annual general meeting was held, led by Christian Hrab, with Dan Cook presenting his president's report. The meeting also covered updates on the strategic plan, financial report, and the importance of volunteer recruitment and retention. The significance of maintaining a safe environment in sports training was also emphasized.

### Summary

**CADS AGM Report** The meeting was held by Zoom with 35 participants, exceeding expectations. The annual general meeting of CADS was held, led by Christian Hrab, the executive director. The agenda included a consent agenda, approval of the minutes from the previous year, a president's report by Dan Cook, a financial report, a national office report, committee reports, and an election or nomination. Dan Cook, the outgoing president, presented his report, highlighting his time with the organization and the strategic plan moving forward, while Deb Blimkie, the newly appointed interim president, was also in attendance.

**CADS Strategic Plan and Financial Update** Dan Cook expressed sadness over the loss of Past President John Ross and then shared the CADS strategic plan. The CADS treasurer, Ed Shaw, is working on key performance indicators and updates to the technical committee and CADS curriculum. Dan Cook discussed modifications in the adaptive snowsports training program, including new marking grids. He highlighted the importance of increasing awareness and training for adaptive snowboarding and mentioned plans for e-learning opportunities, safe sport protocols, and leadership training. Dan shared plans for a strategic partnership with a professional fund developer for long-term financial sustainability. Despite challenges due to poor snow conditions, the technical committee successfully ran precourses and a training camp. Dan expressed gratitude towards the CADS staff and various committees, members, and volunteers. The treasurer, Ed, presented a financial report, noting a profit but a shortfall from the original forecast. He emphasized the need for volunteer recruitment and retention. Dan also mentioned a strategic plan and the Cochrane protocol, which involved bringing divisions together for meetings.

**CADS: Increasing Ski Instructor Qualifications and Experiences** CADS discussed their work ensuring ski instructors are qualified and provide quality experiences for participants. They presented data showing a significant increase in instructor and student memberships since 2021, highlighting the adaptive lessons offered and the number of hours spent on snow by instructors. Amy Royea noted the exceptional dedication of volunteers and CADS' collaborations with various organizations to make skiing and snowboarding more accessible. The discussion also emphasized the role of industry partnerships and the importance of government collaborations. Lastly, CADS acknowledged the contributions of the Technical Committee and Level 4 subcommittee, Certification Pathway, Steering Committee, and Revenue

Streams James Cooney provided an update on the certification pathway developed by CADS, highlighting updates to the teaching methodology and various certifications. He announced the creation of a steering committee to address challenges and ensure student success. James also shared statistics from the previous two seasons and thanked the CADS Technical Committee for their support. The Sponsorship and Partnership Committee Chairman James Dicks, discussed the committee's focus on building revenue streams beyond membership fees and their success in securing funding for various projects and events. Deb, the HR and Policy Committee Lead, shared that the committee has been working on updating and writing policies, with a focus on safe sport. She encouraged everyone to participate in the safe sport training and welcomed new members to join the committee.

Awards, Festival, and Board Changes The Awards Committee announced the recipients of various awards including Administrator of the Year, Volunteer of the Year, Adoptive Skier of the Year, Instructor of the Year, Skier of the Year, Division Sponsor of the Year, President's Award, Car Hills Award, Bob Gilmore Inspirational Leader Award, and Recognition Award. The 46th Annual Festival is being planned with a silent auction and banquet, tickets for which can be purchased online. The festival dates for 2025 will be announced at the upcoming banquet and locations for the 2026 festival are being sought. The President's report and financial report were accepted at the Annual General Meeting, with the financial package for the fiscal year ending on August 31st being made available for review. RHN CPA was appointed as the accounting firm for the review engagement for the season. Natasha Martin was welcomed as the newest board member and the first board meeting under her tenure was announced to be the following Monday.

Division Reports: Canada's West Ski Areas Association Trade Show and Youth Forum Will Davis, BCAS executive director discussed the upcoming Trade and Convention show for Canada's West Ski Areas Association, where the association will have a presence and sponsor the Awards dinner. She also invited everyone to "Ramp it Up", a national youth forum funded by Heritage Canada, which will focus on advocacy, empowerment, education, and will include skiing and snowboarding events. Will also acknowledged James Cooney and Russ Vida for their work with the "Shoulder to Shoulder" event, which supports veterans, first responders, and their caregivers. Will stressed the importance of giving veterans priority in the Invictus games and ensuring all clubs have a fair opportunity to participate. James Dicks, National Capital Division discussed their annual winter sports clinic and the importance of respite for veterans. Jamie Spencer, CADS Ontario mentioned that it was spinal cord injury day in Ontario Doug Copp, CADS NFLD shared that they received snow and were working on rebuilding programs. He announced that the team had doubled the number of instructors by adding three new volunteers. The AGM then shifted their focus to a town hall meeting where Dan Cook was acknowledged for his leadership in implementing the safe sport initiative. Dan discussed the implementation of a sport training program for cads, designed to eliminate maltreatment, and mentioned the completion of the education phase by several clubs. Dan also shared about the

availability of additional training resources and the process of conducting reference checks, intake interviews, and follow-ups. The meeting, however, was extended due to its length and the busy time of the day. Safety, Transparency, and Learning Strategies in Sports Organizations CADS, a representative from a national sport organization, discussed the importance of maintaining a safe environment through quick responses. CADS highlighted their successful efforts in creating a preventive and response framework. Dan emphasized the importance of adhering to the 'rule of 2' when working with students, particularly in isolated situations, highlighting the need for transparency and visibility in all interactions. Dan further explained the rule's importance in preventing situations that predators might exploit. James Peters proposed strategies to optimize the learning and development processes in their program, suggesting the idea of stationing extra people in high-visibility areas and pairing students with similar abilities for interaction and development. Safety, Education, and Inclusion in Sports Training CADS discussed the challenges of ensuring safety in sports training, with a focus on the balance between minimum requirements and creating barriers for volunteers. They also discussed insurance coverage, the 'rule of 2', and the importance of awareness and inclusion. CADS reaffirmed their commitment to safety and emphasized the role of education and awareness in preventing legal issues. They also signed a contract with Nickel Law for an independent third-party triage and investigation process. The meeting also covered the topic of intake interviews and reference checks, with concerns raised about non-verbal communication and the proactive nature of safe sport. Will Davis from BCAS shared about their relationship with BC legislation, funding criteria, and the importance of inclusivity and honesty. CADS agreed on the need for preventative measures and the importance of training and education for instructors and volunteers.

#### Next steps

Follow up on the Safe Sport training and awareness program with a town hall meeting once the snow melts.

Consider hosting a live and virtual event during the club Leaders Conference in BC.