







2025 Annual General Meeting - Assemblée générale 2025


Agenda Annual General Meeting | January 20th, 2025


 Call to Order/Quorum/ Vote Reminder


 **Consent Agenda 1**

 Approval of agenda


 Approval of minutes of February 15^h, 2024 AGM

 Business arising from the minutes


 Presidents Report


 Financial Report/ Appointment of Auditors


 National Office Report

 Committee Reports

 Division Reports

 Election of directors

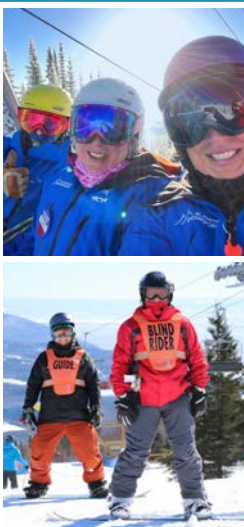
 Credentials Report & Destruction of Ballots

 Adjournment



CANADIAN ADAPTIVE SNOWSPORTS
SPORTS DE GLISSE ADAPTÉS CANADA

2028 STRATEGIC PLAN



OPERATIONAL STRATEGIES



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.

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 the organizational results statement. These pillars inform and guide organizational activities, support the identification of organizational priorities, and outline expectations.

1
PILLAR

**Advance
Participation &
Engagement**

2
PILLAR

**Provide
Education &
Training**

3
PILLAR

**Activate
Advocacy &
Awareness**

4
PILLAR

**Optimize
Governance &
Accountability**

1 PILLAR

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. The national organisation is committed to enhancing operational efficiencies and effectiveness to ensure the long-term success of all CADS organisations across Canada.



To achieve this goal, the national organisation will focus on the following 6 strategic initiatives and its relevant operational strategies:

1. Provide operational services and IT infrastructure to streamline and support efficiencies

- a. Deliver a seamless and efficient user experience with Snowline
- b. Maximise the development of the CADS Learning Academy and eLearning opportunities
- c. Deliver exceptional service to CADS members and organisations from the national office
- d. Maximise the National website & digital reach

2. Provide events that engage and empower all members

- a. Offer accessible training, and instructor & Course Conductor certification programs.
- b. Establish the annual CADS Festival as a premier event and promote community engagement

1 PILLAR

Advance Participation & Engagement

3. Provide insurance coverages and tools to members and organizations for prudent risk management

- a. Provide Insurance & risk management training and tools
- b. Explore personal insurance options
- c. Explore Equipment insurance options
- d. Explore partnerships with other insurance providers

4. Stimulate volunteer engagement in adaptive snowsports through CADS

- a. Expand the current volunteer incentivization (Pro deal) program
- b. Identify the profile of a Volunteer
- c. Provide clarity of requirements to be a volunteer
- d. Create accessible volunteer onboarding programs
- e. Provide grants to offset membership fees

5. Empower athletes, and coaches along the path to the Paralympics and Special Olympics

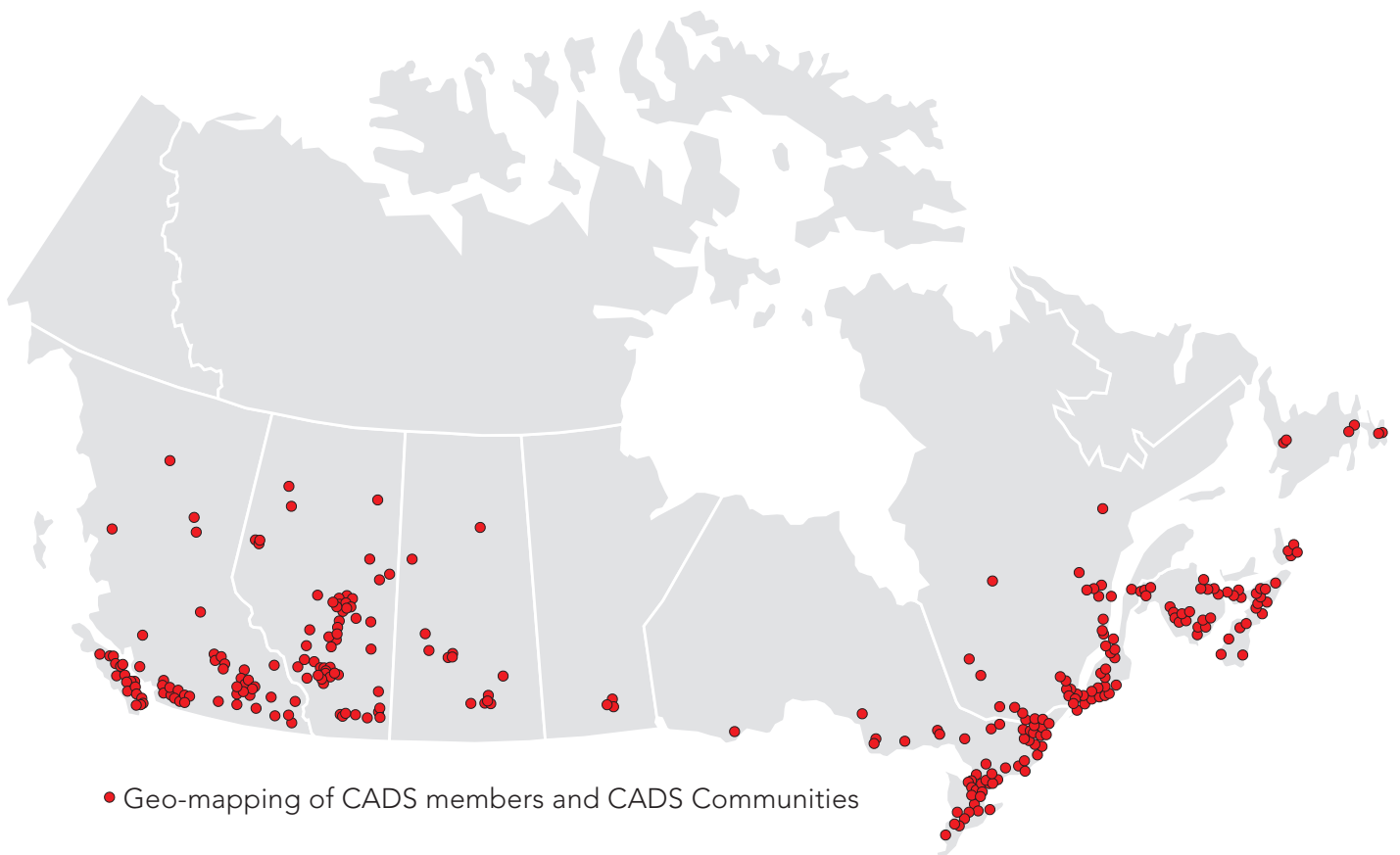
- a. Promote aligned recreational and competitive pathways
- b. Support the Alpine Canada Para-Alpine LTAD
- c. Support the Canada Snowboard Para-Snowboard Park to Podium LTAD
- d. Connect with Special Olympics at all levels

PILLAR 1

Advance Participation & Engagement

6. Explore Winter & Summer multi-sport strategies

- a. Provide Insurance & risk management training and tools
- b. Maximize the volunteer recruitment/retention strategies and the momentum of club operations
- c. Support business planning opportunities for ski areas to develop summer adaptive strategies
- d. Showcase the increased value of the CADS network to funders
- e. Expand the visibility and impact of CADS and its network
- f. Develop and foster new partnerships with new organizations



2 PILLAR

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.



To achieve this goal, the national organisation will focus on the following 3 strategic initiatives and its relevant operational strategies:

1. Increase accessibility to certification

- a. Reduce the amount of time needed for Level 1 certification
- b. Increase the number of course conductors in each division
- c. Develop volunteer retention strategies
- d. Expand the CADS Learning Academy with eLearning options
- e. Increase training & certification of snow school instructors
- f. Provide operational services and IT infrastructure to streamline and support efficiencies
- g. Market competency based training and evaluation methods
- h. Inspire volunteers to be trained

PILLAR 2

Provide Education & Training

2. Create a safe environment for all members

- a. Integrate Safe Sport principles and key messages into all instructor training and professional development
- b. Improve the consistency of standards across all divisions
- c. Develop competency assessments for active instructors
- d. Establish a training review board for active instructors not meeting expectations
- e. Provide professional development opportunities to active instructors needing updates
- f. Market CC statuses per division (Clarity of who is certified at what CC level in each division)
- g. Improve safety culture towards reducing the risk of injury
- h. Create a safety review committee

3. Ensure sustainability of the national Technical Committee work

- a. Review curriculum yearly to ensure quality training and standards.
- b. Create clear leadership and decision-making structures
- c. Provide appropriate resources to achieve all goals
- d. Engage Snowsports resort employees to pursue professional development with CADS training.
- e. Stimulate the International sales of certification

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.

Through our advocacy efforts, the CADS National organisation aims to build partnerships with relevant organizations, increase public awareness of the importance of accessible and inclusive Snowsport opportunities, and expand the reach of our mission to ensure that individuals with disabilities have equal opportunities to participate in winter & summer multi sport sports.

To achieve this goal, the national organisation will focus on the following 3 strategic initiatives and its relevant operational strategies:

1. Develop and foster alignment within the CADS network

- a. Connect the CADS network of approximately 70 different CADS organisations in Canada
- b. Share information amongst Divisions and clubs on best practices & grant opportunities

PILLAR 3

Activate Advocacy & Awareness



2. Develop and foster strategic partnerships with organizations to support the CADS Mission

- a. With the Ski and Snowboard industry
- b. With organisations who support ill and injured veterans
- c. With Disability Organizations (disability service agencies)
- d. With Organizations to recruit volunteers
- e. With Government agencies at all levels
- f. With Foundations who share our mission and values
- g. With Corporations who share our mission and values

3. Increase awareness of the CADS National organisation across multiple sectors

- a. Define clear messaging and clear asks thru a CADS advocacy action team
- b. Develop a government relations strategy
- c. Utilize signage and swag to increase interest/knowledge of CADS (brochure, cards) through national campaign
- d. Use world disability day to create a national campaign to highlight accessibility in ski and snowboard resorts
- e. Contribute to a national strategy to facilitate club development, instructor certification events and granting opportunities
- f. Develop a CADS top ten things a ski area and hotel owners can do for accessibility
- g. Leveraging younger generation values through youth (16 +) volunteer instructor programs (help with rule of two)

4 PILLAR

Optimize 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.

The CADS National organisation is equally committed to long-term financial sustainability and revenue growth to serve and support the community.

To achieve this goal, the national organisation will focus on the following 4 strategic initiatives and its relevant operational strategies:

1. Implement best practices in governance, transparency, and accountability

- a. Establish clear policies and procedures
- b. Conduct regular assessments
- c. Provide eLearning governance and directors training for national/div/ club level
- d. Build trust through open communication & collaborative approach to leadership
- e. Ensure staff capacity to support the growth of the organisation

4 PILLAR

Optimize Governance & Accountability

2. Implement best practices in safe sport, equity, diversity, inclusion, and environmental sustainability

- a. Implement Safe Sport principles
- b. Establish process for reporting issues
- c. Provide Education and Training



3. Strengthen and align policies & processes with our partner provincial divisions

- a. Ensure members are not governed by 2 different policies regimes
- b. Create policies and procedures for overlapping jurisdiction
- c. Establish a collaborative approach to policy development
- d. Develop national policies that allows regional characteristic need for Divisions
- e. Review policies to ensure consistencies with Safe sport

4. Establish long-term financial sustainability

- a. Achieve Sport Canada' National Multisport Services Organization status
- b. Develop and leverage CADS assets for business development opportunities
- c. Leveraging the CADS story into new opportunities
- d. Establish a legacy fund for investing in the future
- e. Refine donor stewarding and management programs



*CANADIAN ADAPTIVE SNOWSPORTS
SPORTS DE GLISSE ADAPTÉS CANADA*

Join the CADS family and help
incredible people do incredible things.



Partner with us



Volunteer with us

www.cads.ski  info@cad.ski

@CADSnational   

CANADIAN ADAPTIVE SNOWSPORTS

FINANCIAL STATEMENTS

August 31, 2024

(Unaudited)

CANADIAN ADAPTIVE SNOWSPORTS

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August 31, 2024

(Unaudited)

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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, 2024, 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 for many charitable organizations, the Association generates revenue from donations. The completeness of these donations is such that we were unable to obtain the evidence we would normally consider necessary for our review. Consequently, the evidence we did acquire pertaining to these revenues was restricted to the figures as recorded in the Association's financial records. We were unable to ascertain whether any adjustments might have been required for contributions, the surplus of revenues over expenses, current assets, and net assets. As a result of this limitation in scope, our conclusion on the financial statements for the year ending August 31, 2024, was adjusted to account for the potential impacts of this limitation.

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, 2024, 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.

A handwritten signature in black ink that reads 'Reid Hurst Nagy Inc.' in a cursive script.

REID HURST NAGY INC.
CHARTERED PROFESSIONAL ACCOUNTANTS

VANCOUVER, B.C.
NOVEMBER 21, 2024

CANADIAN ADAPTIVE SNOWSPORTS

STATEMENT OF OPERATIONS

For the year ended August 31, 2024

(Unaudited)

	2024	2023
	\$	\$
REVENUES		
Certification courses	35,914	37,510
Donations	46,275	113,891
Grant revenue (Note 3)	91,853	35,599
Interest income	5,057	5,087
Memberships	260,190	239,638
Other income	-	898
Outreach donations to transfer	16,098	6,319
Sales and special events	21,533	11,609
Sponsorships	4,200	3,250
	481,120	453,801
EXPENSES		
Accommodations, meals and travel	83,606	75,076
Awards and gifts	11,186	7,796
Bursaries	-	3,002
Committee expenses	4,940	30
Contract fees	36,304	115,855
Donations	-	5,289
Dues and registration	2,532	1,715
Equipment rentals, meeting rooms and lift tickets	10,081	47,141
Festival expenses	45	6,373
Grant expenses	12,912	28,650
Graphic design	2,718	-
Insurance	28,163	19,460
Interest and bank charges	8,186	7,493
Membership transfers	80,802	66,013
Office and postage	5,721	4,661
Outreach donation transfers	16,098	6,319
Printing	-	497
Professional fees	18,182	6,702
Public relations	6,097	1,625
Skimp grant	8,000	9,749
Supplies	10,798	14,330
Telephone, fax and internet	1,877	1,200
Wages and benefits	121,796	-
Website software fees	24,516	20,618
	494,560	449,594
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	(13,440)	4,207

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, 2024

(Unaudited)

	2024	2023
	\$	\$
BALANCE, beginning of the year	210,870	206,663
Excess (deficiency) of revenues over expenses	(13,440)	4,207
BALANCE, end of the year	197,430	210,870


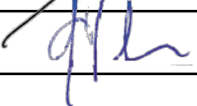
The accompanying notes are an integral part of these financial statements

CANADIAN ADAPTIVE SNOWSPORTS

STATEMENT OF FINANCIAL POSITION As at August 31, 2024 (Unaudited)

	2024 \$	2023 \$
ASSETS		
CURRENT ASSETS		
Cash	111,743	87,280
Marketable securities (Note 4)	117,456	112,410
Accounts receivable	1,100	3,406
GST/QST receivable	1,316	4,603
Inventory	7,888	5,853
Prepaid expenses (Note 5)	38,281	13,541
	277,784	227,093
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	27,563	6,404
Wages and benefits payable	4,464	-
Deferred income (Note 6)	48,327	9,819
	80,354	16,223
NET ASSETS		
UNRESTRICTED NET ASSETS	197,430	210,870
	277,784	227,093

Approved on behalf of the Board:


 _____ Director

 _____ Director

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CANADIAN ADAPTIVE SNOWSPORTS

STATEMENT OF CASH FLOWS

For the year ended August 31, 2024

(Unaudited)

	2024 \$	2023 \$
OPERATING ACTIVITIES		
Excess (deficiency) of revenues over expenses	(13,440)	4,207
Net changes in non-cash working capital		
Marketable securities	(5,046)	18,732
Accounts receivable	2,306	(3,406)
GST/QST receivable	3,287	1,787
Inventory	(2,035)	(305)
Prepaid expenses	(24,740)	(389)
Accounts payable and accrued liabilities	21,159	(2,382)
Wages and benefits payable	4,464	-
Deferred income	38,508	7,575
NET INCREASE IN CASH	24,463	25,819
CASH, beginning of the year	87,280	61,461
CASH, end of the year	111,743	87,280

The accompanying notes are an integral part of these financial statements

CANADIAN ADAPTIVE SNOWSPORTS

NOTES TO THE FINANCIAL STATEMENTS

August 31, 2024

(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, 2024

(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

	2024	2023
	\$	\$
4imprint One by One	-	600
Alpine Canada Alpin	58,400	-
Canadian Tire Jumpstart	-	34,999
EDI Sport Canada	33,453	-
	91,853	35,599

CANADIAN ADAPTIVE SNOWSPORTS

NOTES TO THE FINANCIAL STATEMENTS

August 31, 2024

(Unaudited)

4: MARKETABLE SECURITIES

Marketable securities which consist of various guaranteed investment certificates and mutual funds are reported at market value.

	Maturity	Rate	2024	2023
			\$	\$
GIC, Equitable Bank	Jul 15, 2024	4.39%	-	43,254
GIC, Fairstone Bank	Jul 14, 2025	4.47%	43,253	43,258
GIC, Laurentian Bank	Jul 16, 2026	4.71%	46,267	-
Mutual funds, RBC			27,936	25,898
			117,456	112,410

5: PREPAID EXPENSES

	2024	2023
	\$	\$
Insurance	17,495	4,762
Deposits	20,786	8,779
	38,281	13,541

6: DEFERRED INCOME

Deferred income consists of grant funds received for costs to be incurred in subsequent periods.

	2024	2023
	\$	\$
Autism Speaks Canada	1,644	1,644
BC Adaptive Snowsports	9,205	-
EDI Sport Canada	34,117	-
Poppy Fund Donation	3,186	8,000
Snowline Merchant	10	10
Transferred Membership Fees	165	165
	48,327	9,819

CANADIAN ADAPTIVE SNOWSPORTS

NOTES TO THE FINANCIAL STATEMENTS

August 31, 2024

(Unaudited)

7: 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) 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.

(c) Liquidity risk

The Association does have a liquidity risk in the accounts payable and accrued liabilities of \$27,563 (2023 - \$6,404). 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.