






**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<sup>h</sup>, 2024 AGM

 Business arising from the minutes

 Presidents Report


 Executive Director Report


 Financial Report/ Appointment of Auditors

 Committee Reports

 Division Reports

 Election of directors

 Credentials Report & Destruction of Ballots

 Adjournment



## 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>, 2024

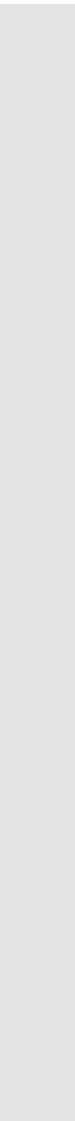
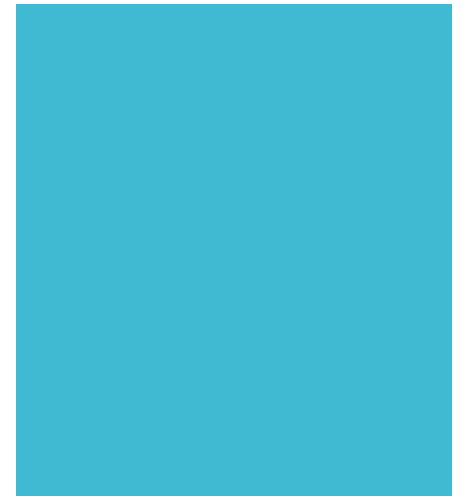
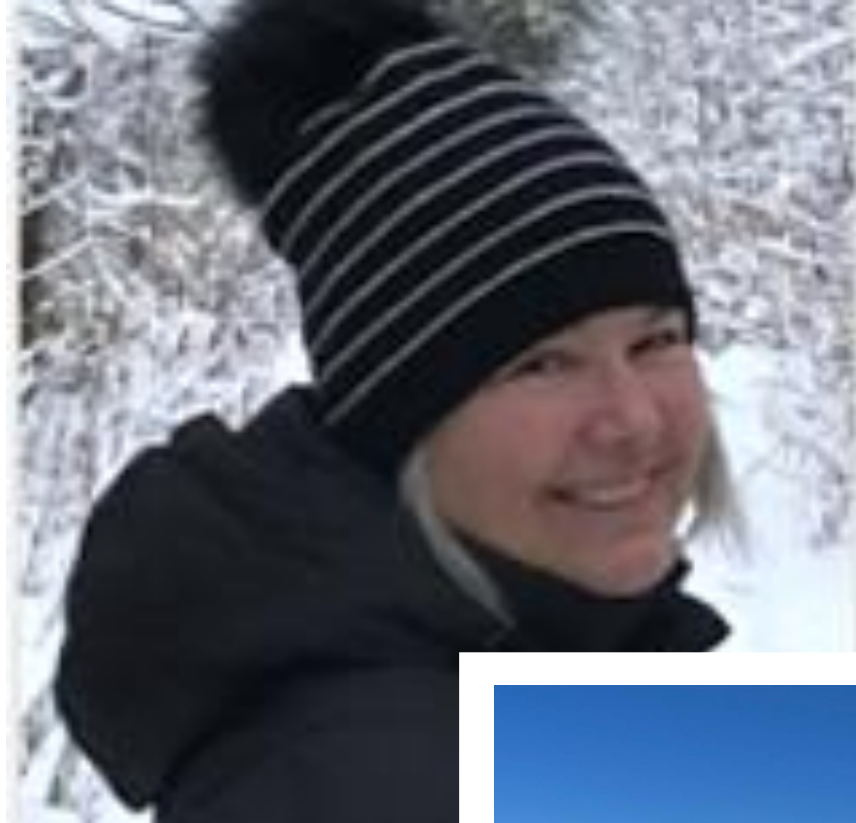
**Motion:** Move to approve the Consent Agenda with respect to Agenda and approval of last AGM Minutes:

Moved: Ozzie Sawicki

Seconded: Gwen Binsfeld

# President's Report

Deb Blimkie



# 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.



# Executive Director Report

Amy Royea



# 23/24 Season CADSNATIONAL DIVISION

## Students

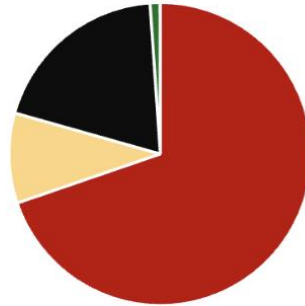
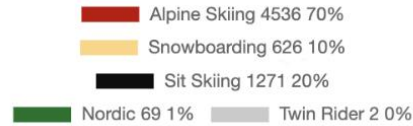
## Instructors



**21,457 Hours**

Was spent on snow by Students

### Lessons



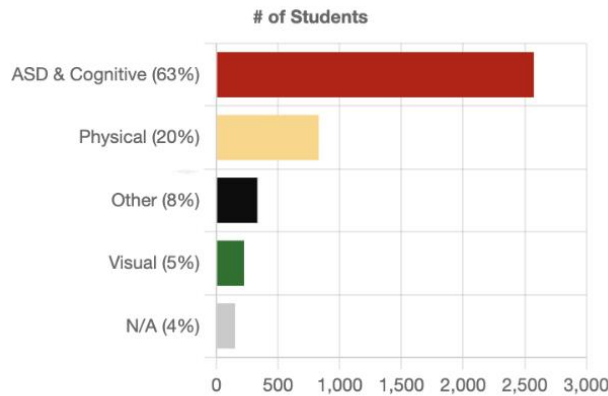
**12 Lessons**

were given by each active Instructor this season on average.

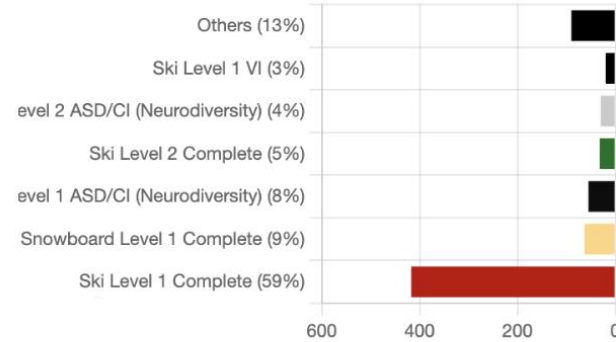


**6,591**

Lessons were given this season through Snowline



# of Instructors



**1 in 3**

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

**559** Instructors took On-Line Courses



**40 Clubs**

Ran adaptive programs this season.

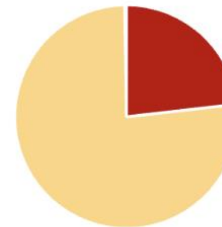
**54%**

Of students are between the ages of 13-59.



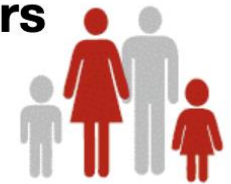
**77%**

Of Instructors are between the age of 13-59.



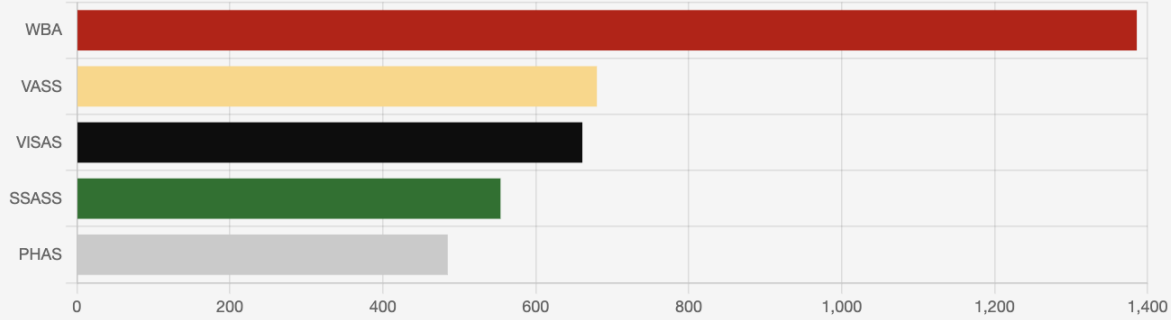
**38,073 Hours**

Was spent by Instructors & Volunteers giving adaptive lessons



\* All data is based on data collected within snowline

Clubs - Most Lessons Taught



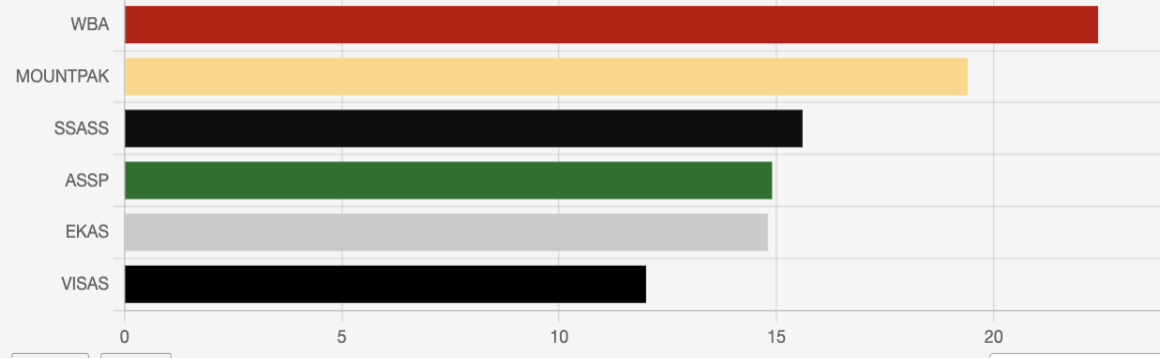
Excel CSV Search:

23/24 Clubs - Most Lessons Taught (CADSNational Division)

This report counts all lessons with at least one student

Position	Name	Number
1	WBA	1386
2	VASS	680
3	VISAS	661
4	SSASS	554
5	PHAS	485
6	CADSED	466
7	EDELWEISS	461
8	MOUNTPAK	424

Clubs - Average Lessons per Instructor



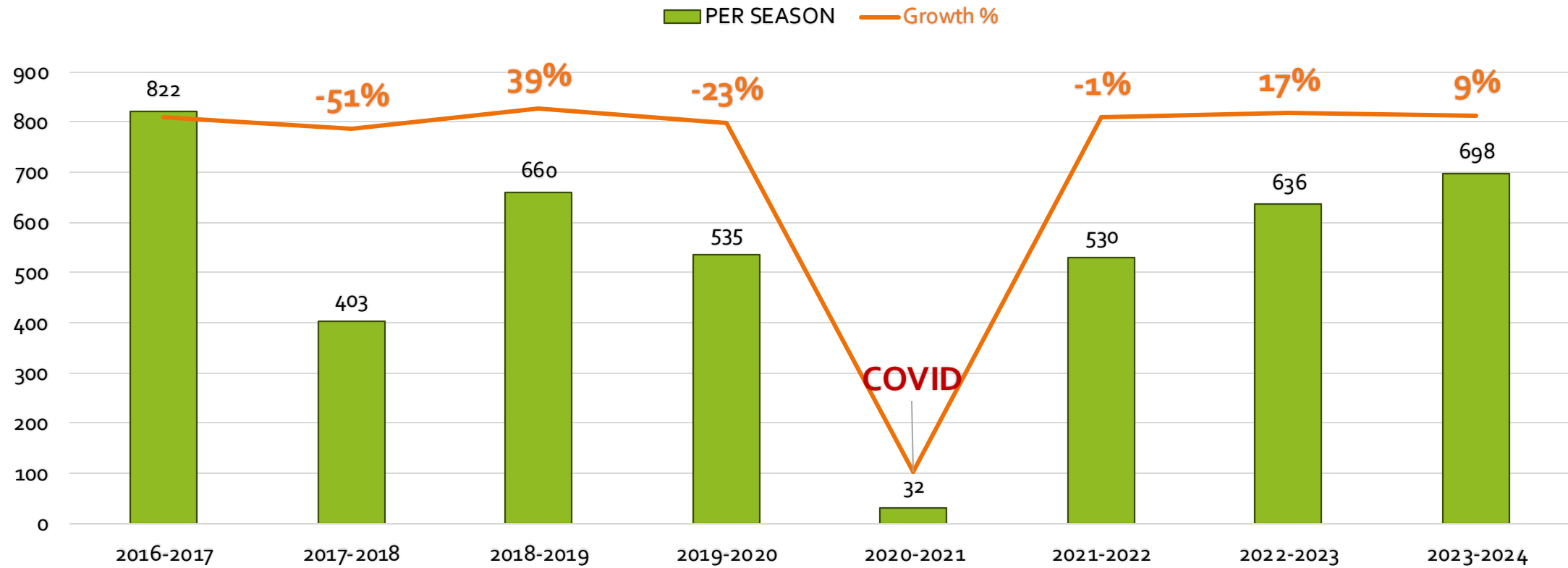
Excel CSV Search:

23/24 Clubs - Average Lessons per Instructor (CADSNational Division)

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

Position	Name	Number
1	WBA	22.4
2	MOUNTPAK	19.4
3	SSASS	15.6
4	ASSP	14.9
4	EKAS	14.8
5	VISAS	12

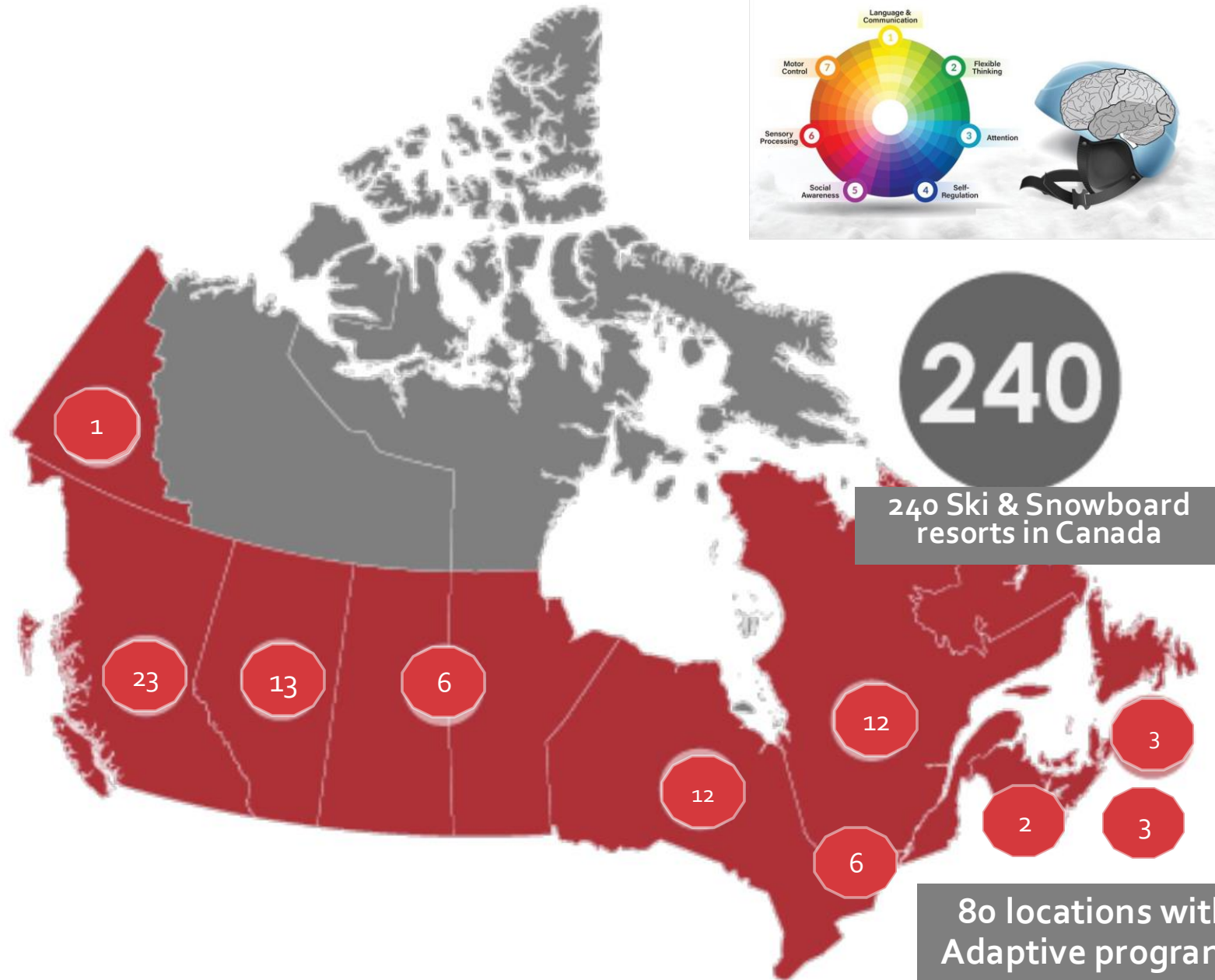




# Certification stats

We are starting the 2024- 2025 Season with 65 locations across Canada have adaptive programs

An increase of 15 clubs



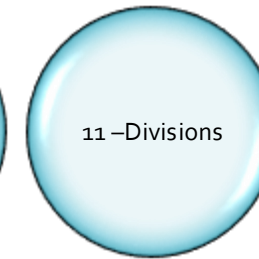
# CADS Network

## Yukon

- FMSS - Friends of Mount Sima Society

## BCAS - BC Adaptive Snowsports

- ASSP- Adaptive Sports at Sun Peaks
- APEX – Adaptive Snow Sports at Apex
- BALDY - Baldy Blue Jays \*People in Motion
- CASS - Caledonia Adaptive Snowsports Society
- EKAS - East Kootenays Adaptive Snowsports
- Fernie Adaptive Snowsports
- NASP- Northern Adaptive Sports Program Smithers
- PASS - Panorama Adaptive Snowsports
- PHAS - Powderhounds Adaptive Snowsports (Big White)
- RASP -Red Mountain Adaptive Snowsports
- RADS - Revelstoke Adaptive Sports Program
- SASQ - Sasquatch Mountain Resort
- SSASS - Silver Star Adaptive Snow Sports
- S2S – Shoulder 2 Shoulder
- VASS - Vancouver Adaptive Snow Sports
  - Grouse
  - Seymour
  - Cypress
- VISAS- Vancouver Island Society for Adaptive Snowsports
- Whistler
- WAS - Whistler Adaptive Sports Society
- WBA – Whistler Blackcomb Adaptive Ski & Ride
- WWSR – Whitewater Ski Resort



## CADS Alberta

- CADS - Calgary
- CADS - Cold Lake
- CADS – Medicine Hat
- CADS - Edmonton
- CADS - Grande Prairie
- CADS – Lethbridge
- CADS - Red Deer
- CADS – Tawatinaw Valley
- CADS - Alliance
- Rocky Mountain Adaptive Sports Center

## CADS Saskatchewan

- RAASP - Regina Alpine Adaptive Ski Program
- SASKI- SASKI PASS
- SASSC – Saskatchewan Adaptive Snow Ski Club
- WVASK –Wapiti Valley Adaptive Ski Club

## CADS Manitoba

- Assissippi
- Holiday Mountain

## **CADS National Capital Division**

- CADS.- Calabogie Peaks
- CADS - Mont Cascades
- CADS - Mont Pakenham
- CADS - Ski Hawks
- Sommet Edelweiss
- CADS - Winter Sport Clinic

## **CADS New Brunswick**

- CRADS (Capital Region)
- SEF (Southeast Fundy)

## **CADS Nova Scotia**

- Ben Eoin
- Martlock
- Wentworth

## **CADS Newfoundland & Labrador**

- St. John's Disabled Skiing
- Marble Mountain

## **CADS Ontario**

- Brimacombe/Durham
- BRIMSS – Brimacombe Resort
- Horseshoe Resort
- No Limits
- PDP – Performance Development Program
- ADDS - Mansfield
- Searchmont
- Sir Sam's
- Snow Valley
- Thunder Bay
- The Heights
- Para Team Alumnae OPAST (Provincial Team)

## **CADS Quebec**

- ARPHL - Saint Adolphe d'Howard
- FSA – Fondation des Sports Adaptes
  - Owls Head
  - Bromont
  - Sutton
  - Le Massif
  - Stoneham
- FUSGA - Formation universitaire en sport de glisse adapté
- FSHQ - Fondation des Skieurs Handicapes du Quebec
- Parc du Mont -St- Mathieu



# Member Deals

Starting at September 1st, 2024

Membership fees support CADS in developing curriculum, training, and leading adaptive snowsports globally to make snowsports accessible nationwide.

## Additional benefits of becoming a CADS member



### Discounted rates at select resorts

Access special discounted lift pass rates at specific resorts nationwide by participating or volunteering with a CADS Club.



### Discounted CADS Certification Courses

Volunteers with CADS are eligible for a significantly reduced rate of \$50 per certification, as opposed to the regular \$400 fee.



### Dual Membership Discounts

Instructors affiliated with CADS receive dual membership discounts with CSIA, ACA, CS, CASI, and CANSI. Certified CADS instructors can avail of discounts on their annual renewals.



### Accident & Disability Coverage

CADS members receive exclusive coverage when taking part in CADS Sanctioned clubs lessons and events. Remember to check with your club to confirm your coverage.

**\*special restrictions apply**



For all Members

01

### PERKOPOLIS

Each season you have the chance to have over 2000 exclusive discounts, rewards and benefits programs.

02

### PATAGONIA PRO

This Pro Program is a membership program for CADS Certified Instructors. Discounts vary depending on certification level

03

For CADS Instructors

### OUTDOOR PROLINK

Provides CADS Instructors with access to deep discounts (up to 50% off MSRP!) on many outdoor brands

04

For all Members

### AVA LANCHE SKI WEAR

Get your CADS branded gear. This company has been specializing in the design and manufacturing of winter clothing since 1986



# CADS

## 24-25 Pro-Program

To receive your discount code and get access to our pro website, please send an email with your Full Name, City and Province to:  
[amy@cads.ski](mailto:amy@cads.ski)

Limits per category are as follow:




- One (1) Pairs of Skis or One (1) Snowboards
- One (1) Set of Bindings
- One (1) Pair of Ski Boots or Snowboard Boots
- One (1) Helmet
- One (1) Goggle
- Two (2) Bags/Ski Poles combined

No minimum purchase required, however once you have reached the maximum quantity per category any supplementary item will not be added to your cart.

Red check marks below the product's size grid indicates that the product is currently available to order.

Envelopes below the product's size grid indicates that the product is currently unavailable to purchase but will be in the future. By selecting the envelope, you can register to receive an email notification when the product will be replenished and available to purchase. Once you have received the notification email, you have 1 week to log back in with your code to purchase that product.

Note regarding the 3 icons to the right of all products:

-  This one will give you a full description of the product to the left.
-  This one will give you details on size and color
-  The calendar will let you know approximately when the product will be arriving.

# HEAD®



Volunteer Screenings  
Reference Checks



CANADIAN ADAPTIVE  
SNOWSPORTS

**SAFE SPORT**



**Member  
Retention  
101:**

**(45 Mins)**

# Development of New Curriculum and Training

We are committed to continuously evolving our curriculum to ensure it remains current with the latest training methodologies, and the specific requirements of our members and clubs.



Translation of  
Countdown

Train to Train Module

Advanced Terrain  
Module

Level 2 & Level 3  
Training sessions  
- 7 sessions each with  
4 Level 4 Facilitators

Adaptive Nordic  
Module

Adaptive Terrain Park  
Module

Club Risk  
Management Module

Sit Snowboard  
Module

Level 3 Snowboard  
Module



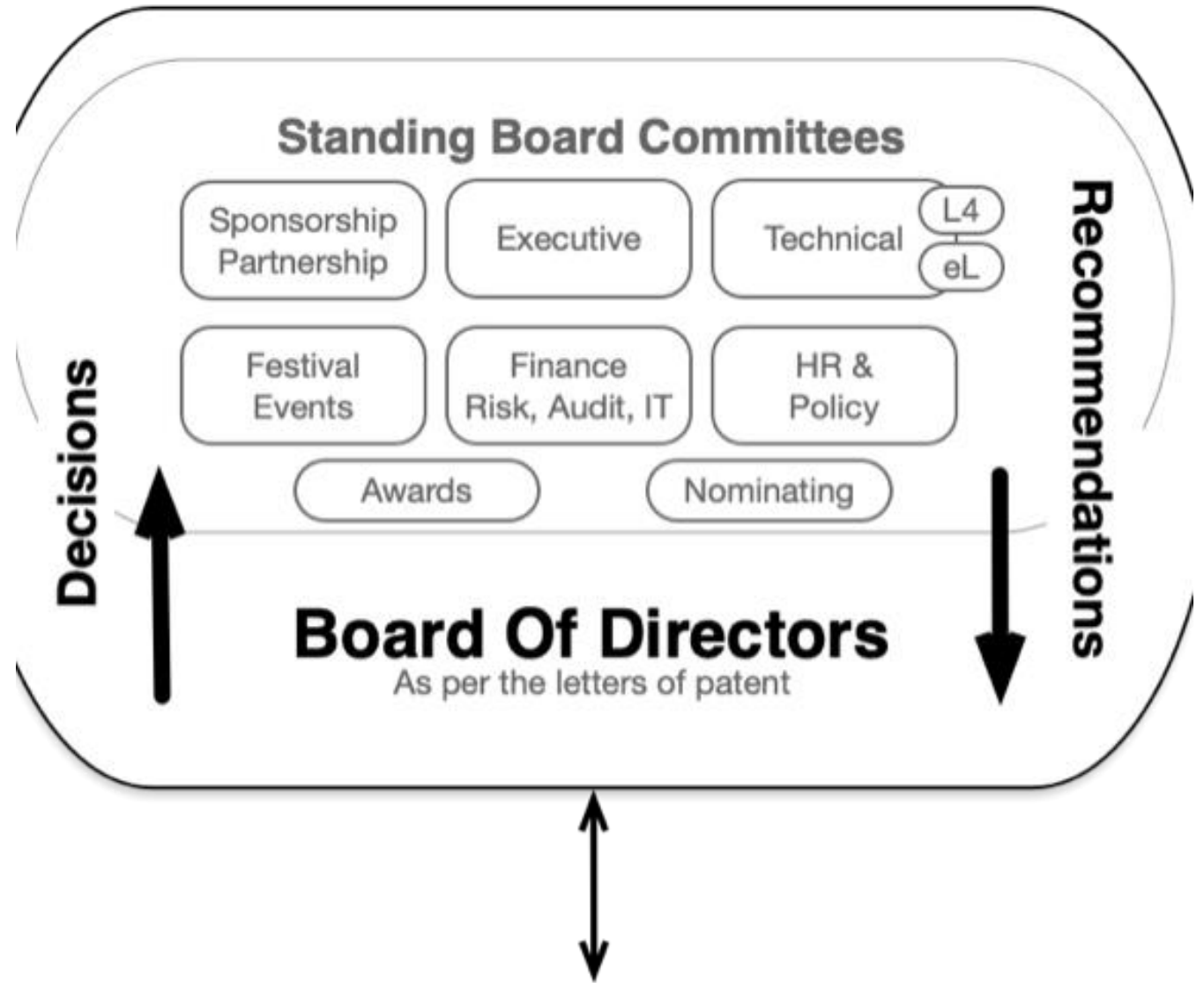
# Long-Term Goals



- **Leadership in Adaptive Snowsports:** CADS is the premier authority and is nationally recognized as the certifying body for adaptive snowsports.
- **Enhanced Curriculum and Certifications:** Continuously improve our training programs to ensure the highest quality of instruction.
- **Increased Visibility:** Promote adaptive snowsports nationally and internationally, ensuring CADS becomes a recognized and respected name in the industry.
- **Community Impact:** Expand our reach and impact within the community, making a meaningful difference in the lives of individuals with disabilities.
- Together, these elements reflect our dedication to making the exhilarating world of snowsports accessible to everyone and solidifying CADS's position as the leader in adaptive snowsports.



# Committee Reports



# Committee Report

- Committee Members:
- Ed Shaw, Director & Chair
- Amy Royea, Executive Director
- Dan Nicholson , member
- Colette Laplante, member
- Spencer Allan, member
- Brenda Brulotte, member

## Sponsorship & Partnership Committee Report

CADS AGM - FEBRUARY 2025 (REPORTING PERIOD: SEPTEMBER 2023 - AUGUST 2024)

### 1. Introduction

This committee plays a role in ensuring the long-term sustainability of CADS by fostering mutually beneficial relationships with organizations aligned with CADS' values. The committee is responsible for raising funds, increasing awareness, and supporting CADS' operational and strategic initiatives at the national, provincial, and regional levels.

I assumed the role of Chair in October 2024 following a period of limited activity by the committee. My focus has been on re-establishing regular meetings, re-engaging committee members, and pursuing funding opportunities that align with CADS' strategic plan and objectives.

### 2. Activities and Achievements

#### Fiscal Year 2023:24

CADS has secured \$95,000 in funding to support CADS' initiatives:

- Festival Sponsorship: \$5,000 to support après ski activities during the CADS Ski & Snowboard Festival.
- Sport Canada EDI Funding: \$12,000 for program design and delivery, with a focus on certifying 661 instructors and leaders who will collectively deliver over 6,700 adaptive snowsport lessons nationwide.
- Sage Roots Foundation: \$25,000 to ensure accessibility and participation at the CADS Ski & Snowboard Festival, providing bursaries, volunteer training, equipment procurement, and event logistics.
- ACA CSAI Grant: \$53,000 to support the Inclusive Ski Instruction Program, promoting recruitment, awareness, and adaptive snowsport activities for underrepresented communities.

This funding reflects a combination of festival sponsorships, foundation support, and government grants aimed at enhancing program delivery, fostering inclusion, and expanding leadership capacity.

#### Fiscal Year 2024:25

Since October 2024, two committee meetings have taken place (November 6 and December 4), primarily addressing operational matters and the review/submission of grant applications. These meetings marked the beginning of renewed activity and alignment with CADS' broader goals.

CADS has applied for two significant grants during this period:

- National Multisport Service Organization (NMSO) Grant  
Purpose: To increase participation and enhance technical leadership within CADS.  
Status: Application submitted (December 2024) – Awaiting decision
- Community Sport for All Initiative (CSAI) Grant  
Purpose: To increase sport participation among underrepresented groups, particularly persons with disabilities.  
Status: Application submitted (December 2024) – Awaiting decision

In addition to these major applications, CADS secured \$73,000 in funding during the 2024-25 fiscal year through:

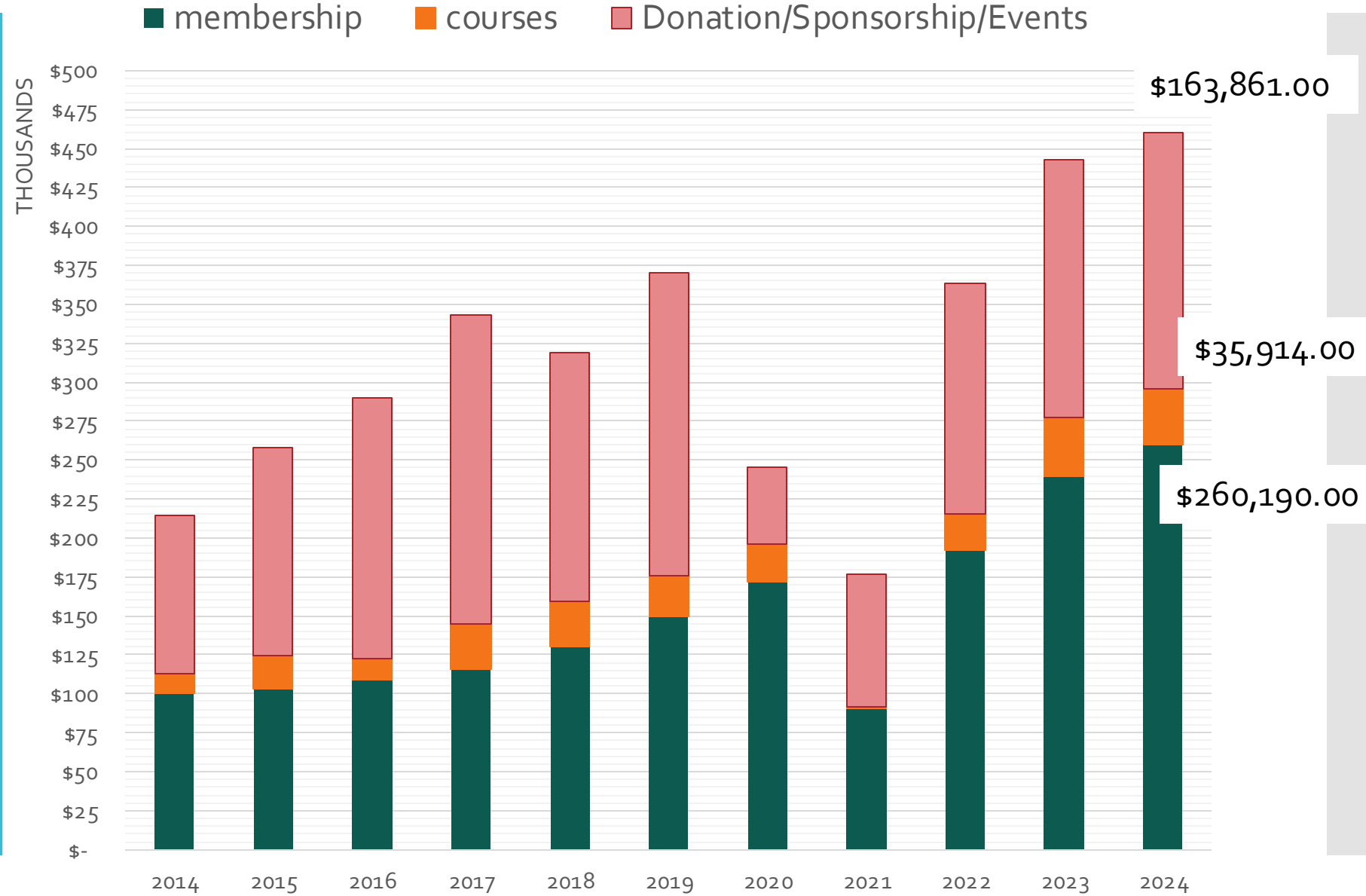
- EDI Funding (Sport Canada): \$58,000 for instructor certification and leadership development
- Paralympic Sport Development Fund (CPC): \$15,000 for coach development and bursaries



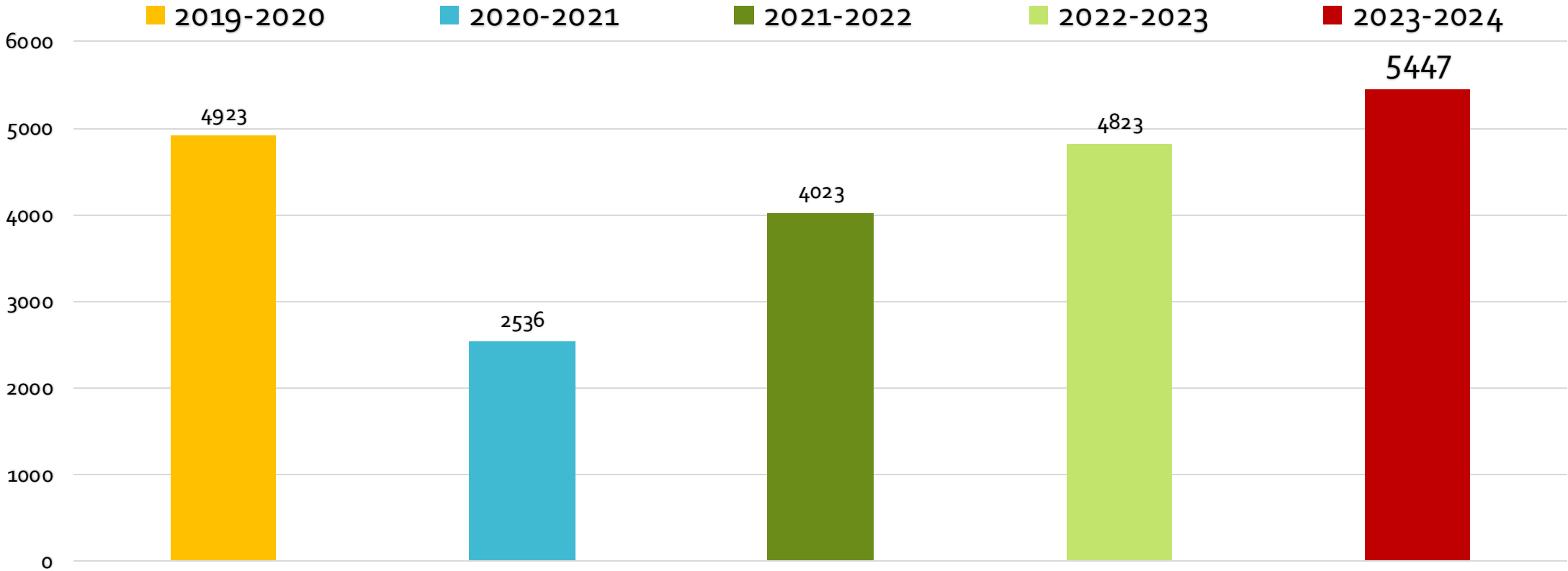
# Finance Audit & Risk Committee

# Financial Report 2023-2024

## CADS Total Annual Revenues

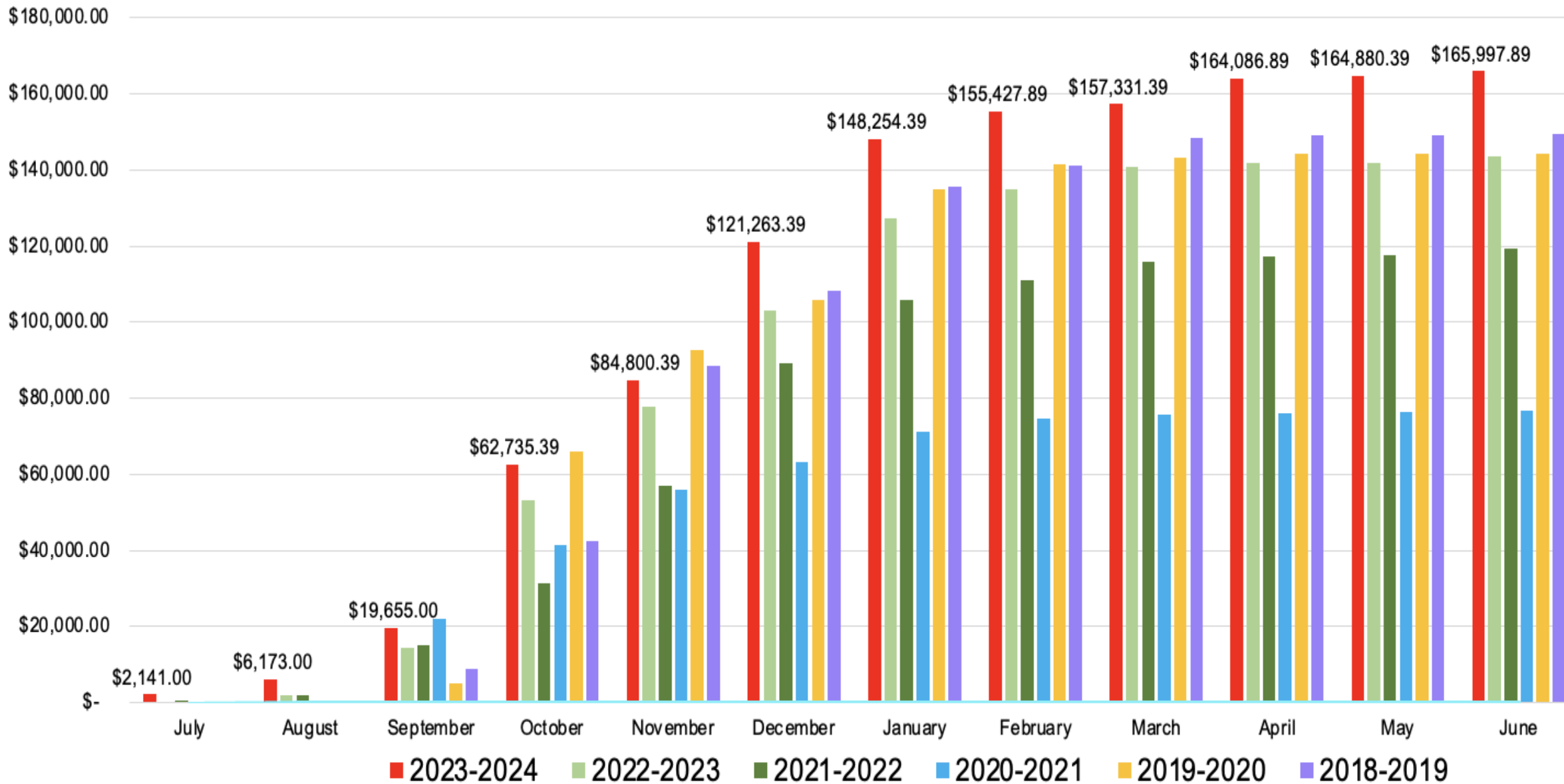


PER SEASON



Membership per season

Monthly Membership Cumulative Comparison





A) Financial Report & Approval [of Financial Statements](#)

B) Appointment of RHN CPA as the accounting firm for the review engagement for 2024-2025

**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.

Moved: Ian Duff

Seconded: James Cooney

## Committee Report

- Committee Members:
- Allan Watson, Director & Chair
- James Cooney, member
- Corinne Risler, member
- Ian Duff, member
- Jeff Boucher, member
- Al McLarty, member
- Michelle Schaefer, member
- Laura Mackie, member
- Raymond Blimkie, member

## Technical Committee

# Committee Report

- Committee Members:
- Natasha Martin, Chair
- Amy Royea, Executive Director
- Dave Burnham, member
- Jessica Moffat, member

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# Sponsorship Committee



# HR & Policy Committee

## Committee Members:

James Dicks, Chair

Neale Gillespie, Director

Amy Royea, Executive Director

Deb Blimkie, President



Tracker

Last Updated: 23-08-2023

Policy	Description	Date Approved by BOD	Active / InActive	Doc English	Doc French	Date of review	Annual Review	Edits needed?	Translation needed?	Description of edits
CADS By-Laws	The exclusive purposes of the Corporation are: ...	2020	Active	<a href="#">VIEW DOC</a>		2023	yes	yes	yes	CADS address change & amendment for motion passed at AGM for Membership fees/ All edits from Omers & Jim's review
CADS Membership Waivers	This agreement must be completed in full, initi...	2020	Active	<a href="#">VIEW DOC</a>	<a href="#">VIEW DOC</a>	2024	yes	done	done	Address Change
CADS National Criminal Record Check Policy	This policy affirms CADS' belief in the provisi...	2022	Active	<a href="#">VIEW DOC</a>	<a href="#">VIEW DOC</a>	2024	yes	No	done	Review if any changes are needed - None required at this time. Minor suggestions sent to Amy via email June 6, 2023
Criminal Record Check Attestation	Annual attestation confirming member is not under investigation	2022	Active	<a href="#">VIEW DOC</a>	<a href="#">VIEW DOC</a>	2023	yes	No	done	
CADS Operations Processes	CADS National operational and board processes	2022	Active	<a href="#">VIEW DOC</a>		2023		yes	yes	Address, review CADS Process to verify if correct
COVID Free Declaration	Complete your COVID Free Declaration prior to a...	2022	Inactive	<a href="#">VIEW DOC</a>		2023		done	done	Address Change
Risk Management Manual	This document is to CADS Divisions and Clubs for risk management requirements	2024	Active	<a href="#">VIEW DOC</a>	done	2024		yes	yes	Change and move away from CSA requirements
COVID Training & Evaluation Considerations	COVID Training & Evaluation Considerations for ...	2020	Inactive	<a href="#">VIEW DOC</a>		2025		no	no	
Capital amortization policy	Capital amortization policy	2020	Active	<a href="#">VIEW DOC</a>	<a href="#">VIEW DOC</a>	2023		no	yes	Review for any changes needed
Concussion Policy	Concussion policy	22-08-2024	Active	<a href="#">VIEW DOC</a>	<a href="#">VIEW DOC</a>	2026	No		done	
Anti-doping policy & Waiver	Anti-doping policy	22-08-2024	Active	<a href="#">VIEW DOC</a>	<a href="#">VIEW DOC</a>	2026	No		done	
Code of conduct	CADS Code of Conduct	2021	Active	<a href="#">VIEW DOC</a>	<a href="#">VIEW DOC</a>	2024	yes	no	done	Updated review date
										Include Safe Sport language

## Committee Report

# Festival & Events Committee

Committee Members:

Amy Royea, Executive Director, Chair

Deb Blimkie, President

Elisa Marin Couture, Member

Rosalie Morin, Member

Jamie Spencer, Member

Colette Laplante, Member



# Division Reports

[BC Adaptive Report](#)

[CADS Alberta Report](#)

[CADS Ontario Report](#)

[CADS National Capital Division Report](#)

[CADS Quebec Report](#)

[CADS New Brunswick Report](#)

[CADS Nova Scotia Report](#)

CADS Newfoundland Report



# National Board of Directors and Office

## 2023-2024 Directors

Our well rounded support team!



**Allan Watson**

Technical Committee Board Rep



**Amy Royea**

Executive Director

BIO



**Deb Blimkie**

President

BIO



**Edward Shaw**

Treasurer

BIO



**James Dicks**

Vice-President

BIO



**James Peters**

Director

BIO



**Natasha Martin**

Secretary

BIO



**Neale Gillespie**

Director

BIO



**Sarah Milligan**

Membership, Certification and  
Communication Clerk

# Election of Directors By Acclamation



Tracy Schmitt  
CADS Ontario



Edward Shaw  
CADS Alberta



Neale Gillespie  
CADS Manitoba



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 were four seats available and these candidates have been elected by acclamation.



James Dicks  
CADS National Capital  
Division



# 2025 Board of Directors

*Deb Blimkie – CADS NCD*

*Natasha Martin – CADS AB*

*Allan Watson – BCAS (TC Chair)*

*James Dicks - CADS NCD*

*Edward Shaw - CADS AB*

*Neale Gillespie - CADS MB*

*Tracy Schmitt – CADS ON*



*Deb Blimkie  
CADS NCD*



*Natasha Martin  
CADS Alberta*



*Allan Watson  
TC Board Rep  
BCAS*



*Tracy Schmitt  
CADS Ontario*



*James Dicks  
CADS NCD*



*Edward Shaw  
CADS Alberta*



*Neale Gillespie  
CADS Manitoba*

# New Business



# Adjournment



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

Moved: Gwen Binsfeld      Seconded: Ian Duff

MINUTES from the 2025 AGM Meeting