



2026 Annual General Meeting


Assemblée générale
2026





Agenda Annual General Meeting | February 16th, 2026


 Call to Order/Quorum/Vote Reminder

 **Consent Agenda 1**


 Approval of agenda


 Approval of minutes of January 20th, 2025 AGM


 Business arising from the minutes

 Presidents Report


 Executive Director Report


 Financial Report/ Appointment of Auditors

 Committee Reports

 Insurance Q&A - Equa Specialty Risk

 Division Reports

 Election of director –By Acclimation

 Adjournment



Consent Agenda

1. Additions to the Agenda and Approval of the Agenda
2. Approval of the Minutes of the Last AGM on January 20th, 2025

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

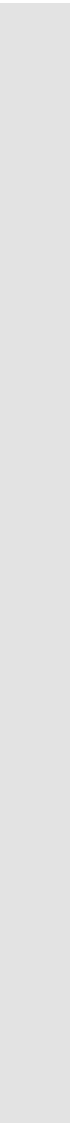
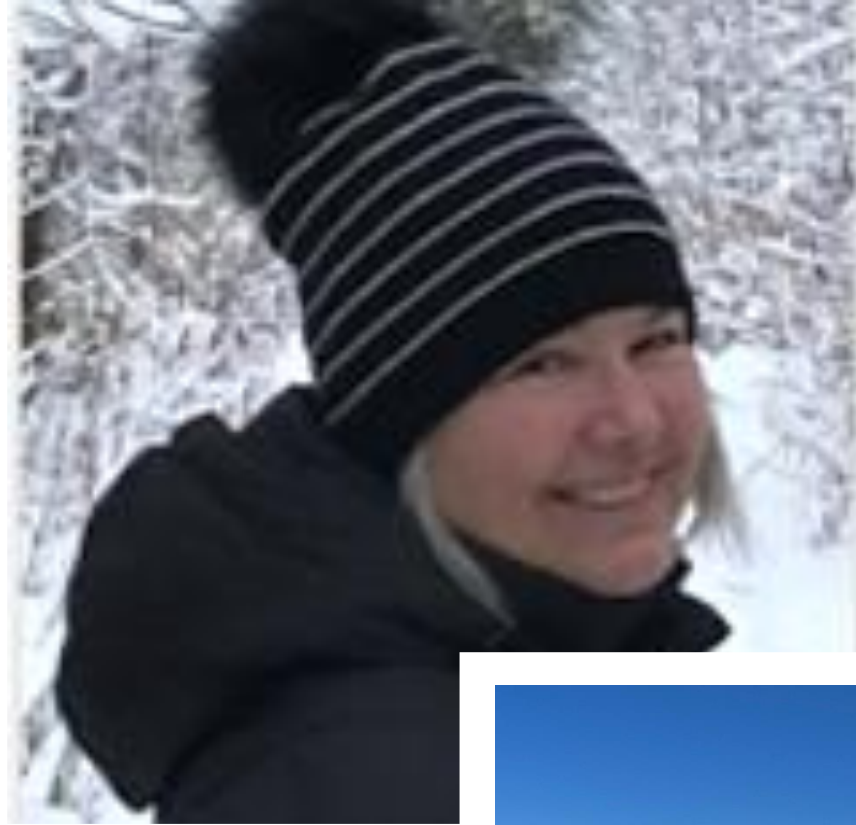
Moved: Deb Blimkie

Seconded: Ed Shaw

Carried

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.



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

1 PILLAR Advance Participation & Engagement
The CADS National organization 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 organization 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 throughout CADS.
5. Empower athletes, and coaches along the path to the Paralympics and Special Olympics.
6. Explore Winter multi-sport strategies.

2 PILLAR Provide Education & Training
The CADS National organization 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.

3 PILLAR Activate Advocacy & Awareness
The CADS National organization 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 organization across multiple sectors.

4 PILLAR Effective Governance & Accountability
The CADS National organization 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. Establish long-term financial sustainability.



Partner with us



Volunteer with us

www.cads.ski ✉ info@cad.ski

@CADSnational   

Join the CADS family and help incredible people do incredible things



Executive Director Report

Amy Royea

Promote Partner Pathways

Funded by the Government of Canada
Financé par le gouvernement du Canada

Canada

Promouvoir les parcours des partenaires

Empower athletes and coaches on their journey to the Paralympics and Special Olympics by promoting and aligning recreational and competitive pathways. Support the Alpine Canada Para-Alpine LTAD, Canada Snowboard Para-Snowboard Park to Podium LTAD, and Special Olympics programs.



Carve the Future Program
Alpine Canada Alpin



Park to Podium
Canada Snowboard



Special Olympics



ALPINE CANADA ALPIN



**Special
Olympics**

Donner aux athlètes et aux entraîneurs les moyens de se réaliser dans leur parcours vers les Jeux paralympiques et les Jeux olympiques spéciaux en promouvant et en harmonisant les parcours récréatifs et compétitifs. Soutenir le programme de développement à long terme de l'athlète de l'Alpine Canada Para-Alpine, le programme de développement à long terme du snowboard para-snowboard Park to Podium de Canada Snowboard et les programmes des Jeux olympiques spéciaux.



Carving the Future and CADS



Canadian Adaptive Snowsports supports and encourages over 2,100 participants living with disabilities to be active for life and to work towards long-term development. CADS also supports over 1,600 certified instructors and over 1,500 volunteers to fully participate and to develop their skills to achieve their personal peak. In 2016 Alpine Canada Signed an Memorandum of Understanding (MOU) with CADS to make them the official provider of development programs for the Canadian Para-Alpine Ski Team.

By working directly with CADS we are able to provide resources and expertise to the entire CADS network for little to no cost. We also offer a five day Learn to Race program that is coached by national team and provincial team coaches at the year-end CADS festival each season, and provide multiple coach education opportunities at different clubs across the country.

Building the Future of Para Sport in Canada

12



1.2 Million

8 Million

.001%

.001% (12)- Athletes are on the National World Cup teams

(5- Canada Snowboard & 7- Alpine Canada)

ACA & CS receive Sport Canada core funding = \$2,473,000.00 25/26 season

.0014%

.0014% - **8** identified Para Snowboard team & **9** identified Para Ski Athletes (Alpine Canada). Each athlete needing to contribute \$20,000 - \$40,000 of their own funds to stay competitive.

.2%

.2% (2275) are CADS athletes 7%- (216) wish to learn to race and build the basic paralympic skills for skiing and snowboarding.

15%

.15% (1.2Milliom) are likely to participate in sports, compared to 21% of persons without disabilities (Statistics Canada, 2022).

27%

27% of the Canadian population (8 Million) aged 15 years or older on reported having a disability that impacts their daily activities (Statistics Canada, 2023).

Promote Partner Pathways

Promouvoir les parcours des partenaires

CADS meets monthly with our partner organizations to collaborate and align pathways, policies, waivers, and processes, and to consult on curriculum and partnerships. Members can participate in offerings from each organization, and we've seen steady year-over-year growth as more volunteers and ski school staff expand their professional development and certifications.

CSIA – Canadian Ski
Instructors Alliance



AMSC – L'Alliance des
moniteurs de ski du
Canada

CASI – Canadian
Association of
Snowboard Instructors



ACMS – l'Association
Canadienne des
Moniteurs de
Snowboard

CANSI – Canadian
Association of Nordic
Instructors



CANSI – moniteurs de
ski de fond et de
télémark au Canada

PSIC - Professional
Ski Instructors of
Canada



PSIC – Moniteurs
de ski
professionnels du
Canada

Nous nous réunissons chaque mois avec nos organisations partenaires afin de collaborer et d'harmoniser les parcours, les politiques, les dérogations et les processus, et de nous consulter sur les programmes et les partenariats. Les membres peuvent participer aux offres de chaque organisation, et nous avons constaté une croissance régulière d'année en année, à mesure que de plus en plus de bénévoles et de membres du personnel des écoles de ski élargissent leur développement professionnel et leurs certifications.

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



Level 3 Training sessions



Race Development Program



Ski Methodology eLearning

In Progress -2026

Chauffeur Module – Update & Translation

In Progress

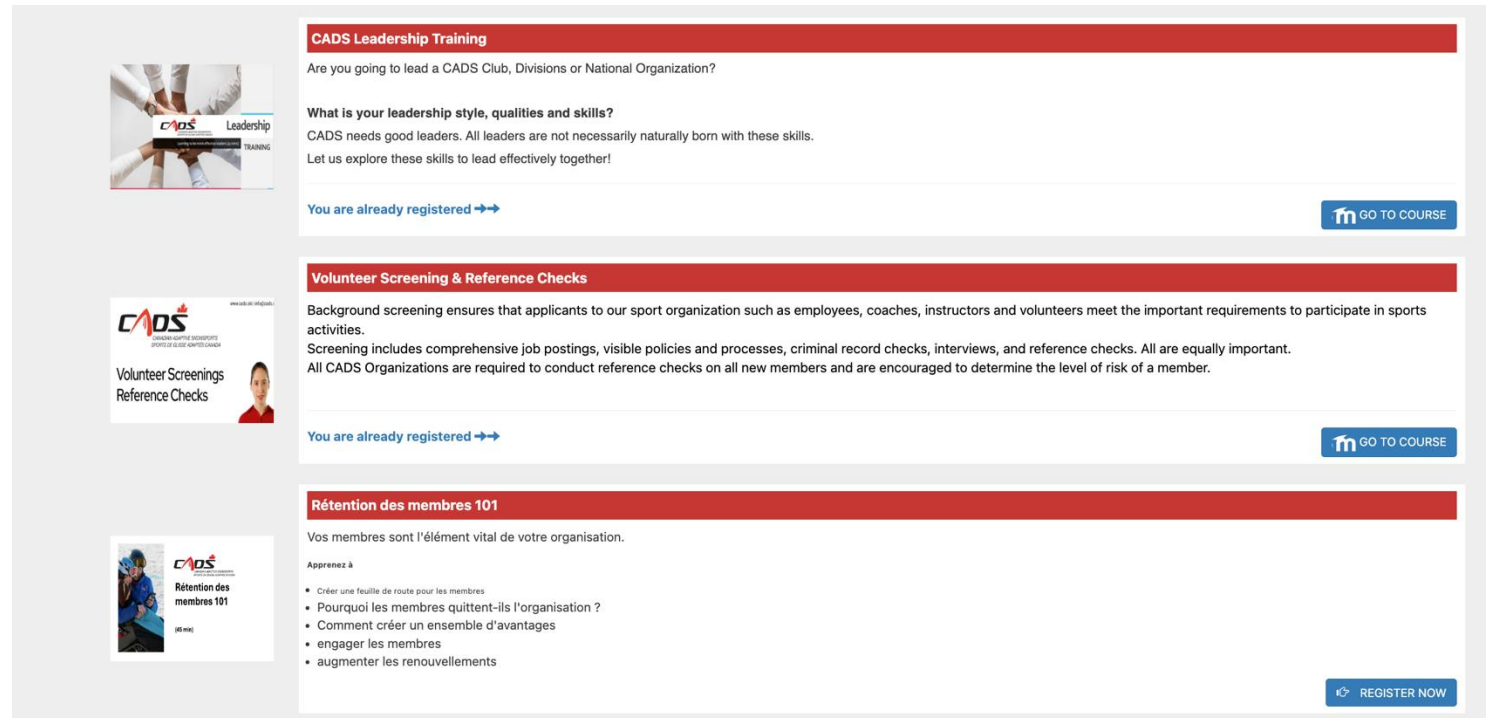
Ski Manual Update

In Progress



Professional development eLearning Modules

Modules d'apprentissage en ligne pour le développement professionnel



The screenshot displays three eLearning modules on the CADS website. Each module has a thumbnail image on the left and a description on the right. The first module, 'CADS Leadership Training', features a thumbnail of hands holding a CADS logo and asks if the user is going to lead a CADS Club, Division, or National Organization. The second module, 'Volunteer Screenings Reference Checks', features a thumbnail of a woman and describes background screening requirements for applicants. The third module, 'Rétention des membres 101', features a thumbnail of a person in a blue uniform and lists learning objectives for member retention.

CADS Leadership Training

Are you going to lead a CADS Club, Divisions or National Organization?

What is your leadership style, qualities and skills?
CADS needs good leaders. All leaders are not necessarily naturally born with these skills. Let us explore these skills to lead effectively together!

You are already registered →→ [GO TO COURSE](#)

Volunteer Screening & Reference Checks

Background screening ensures that applicants to our sport organization such as employees, coaches, instructors and volunteers meet the important requirements to participate in sports activities.
Screening includes comprehensive job postings, visible policies and processes, criminal record checks, interviews, and reference checks. All are equally important. All CADS Organizations are required to conduct reference checks on all new members and are encouraged to determine the level of risk of a member.

You are already registered →→ [GO TO COURSE](#)

Rétention des membres 101

Vos membres sont l'élément vital de votre organisation.

Apprenez à

- Créer une feuille de route pour les membres
- Pourquoi les membres quittent-ils l'organisation ?
- Comment créer un ensemble d'avantages
- engager les membres
- augmenter les renouvellements

[REGISTER NOW](#)



Volunteer Screenings
Reference Checks



CANADIAN ADAPTIVE
SNOWSPORTS

SAFE SPORT



**Member
Retention
101:**

(45 Mins)

CADS National offers a variety of benefits and services to its divisions, clubs and members, including:

Training and Education

- **Instructor and Volunteer Training:** Subsidized Certification programs for volunteers and professional development opportunities.
- **Snow School training:** Certification programs for snow school staff
- **Specialized Curriculum:** Training modules for teaching individuals with physical, visual, and neurodiverse impairments.
- Resources and technical advancements to improve adaptive snowsports education.
- **Pro Deals:** Discounts on equipment and services from partners like Patagonia, HEAD, Perkopolis and Outdoor Pro Link.
- **Membership Perks:** Exclusive offers on insurance, courses, and outdoor gear.
- **Membership discounts:** Multi-Membership discounts with CSIA/CASI/ACA/PSIC

CADS National offers a variety of benefits and services to its divisions, clubs and members, including:

Membership and Registration

- **Membership Portal:** A centralized system for members to register for programs, renew memberships, and manage profiles, lessons, courses, fundraising etc.
- **Membership services:** Over 700 hours in membership services for member registrations help, club training, program setup
- **Administration Support :** Training and support for snowline, Safesport verifications, CSIA member imports, governance, policies, reports, data entry, payment batch processing, etc.
- **Merchant support :** Collecting and dispersing funds for courses/lessons/fundraising/donations/merchandise sales etc.

CADS National offers a variety of benefits and services to its divisions, clubs and members, including:

Community and Advocacy

- **Inclusive Environment:** Programs designed to reduce barriers for individuals with disabilities, fostering respect and diversity.
- **Events and Festivals:** Opportunities for members to participate in annual ski and snowboard festivals , CADS pre-course event, courses, shoulder 2 shoulder camps and other events.
- **Advocacy and Support:** Promoting accessibility and inclusion in snowsports across Canada and with partner organizations.

CADS National offers a variety of benefits and services to its divisions, clubs and members, including:

Organizational Support

- **Risk Management:** Tools and resources to ensure safe and effective program delivery.
- **Insurance:**
 - Commercial General Liability coverage for sanctioned divisions/clubs/events/courses
 - Cyber security coverage
 - Directors and Officers Liability Insurance for sanctioned divisions/clubs
 - Accident and Disability Insurance for course conductors and members participating in sanctioned lessons/camps/events/programs/courses
- **SafeSport :** Complaint process and Third Party Legal council
- **Partnerships:** Collaborations with snow resorts, sponsors, and other organizations to enhance member experiences.

FORMATION SECURITE SPORT


CANADIAN ADAPTIVE SNOWSPORTS
SPORTS DE GLISSE ADAPTÉS CANADA

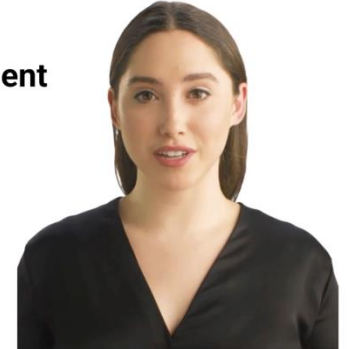
www.cads.ski | info@cads.ski

Sélection des bénévoles et Vérification des références



Respect et dignité

Processus de traitement des plaintes et de résolution




CANADIAN ADAPTIVE SNOWSPORTS
SPORTS DE GLISSE ADAPTÉS CANADA

www.cads.ski | info@cad

Volunteer Screenings Reference Checks



Respect and Dignity

Complaints & Resolutions Process



We recognize that challenges may arise, and when they do, our Complaints and Resolutions process is



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

AVALANCHE 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

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®

24/25 Season CADSNATIONAL DIVISION

Students

Instructors

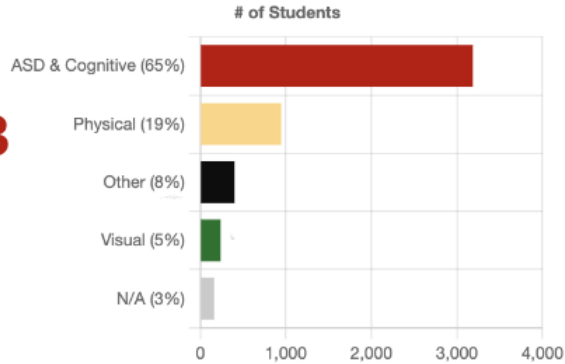


26,048 Hours

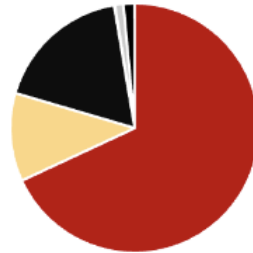
Was spent on snow by Students

8,583

Lessons were given this season through Snowline



Lessons

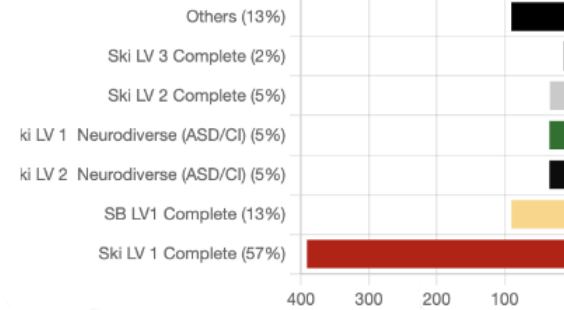


13 Lessons

were given by each active Instructor this season on average.



of Instructors



1 in 3

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

527 Instructors took On-Line Courses

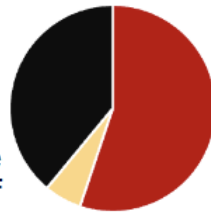
46 Clubs



Ran adaptive programs this season.

55%

Of students are between the ages of 13-59.



77%

Of Instructors are between the age of 13-59.



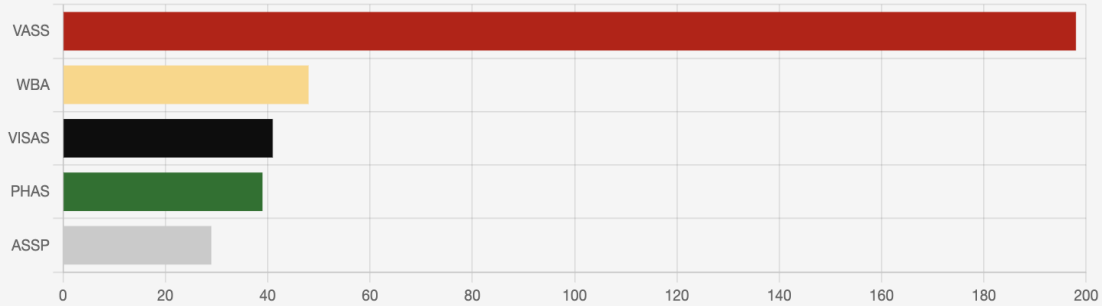
46,392 Hours

Was spent by Instructors & Volunteers giving adaptive lessons



* All data is based on data collected within snowline

Clubs - CADS Instructors Certified



Excel

CSV

Search:

24/25 Clubs - CADS Instructors Certified (CADSNational Division)

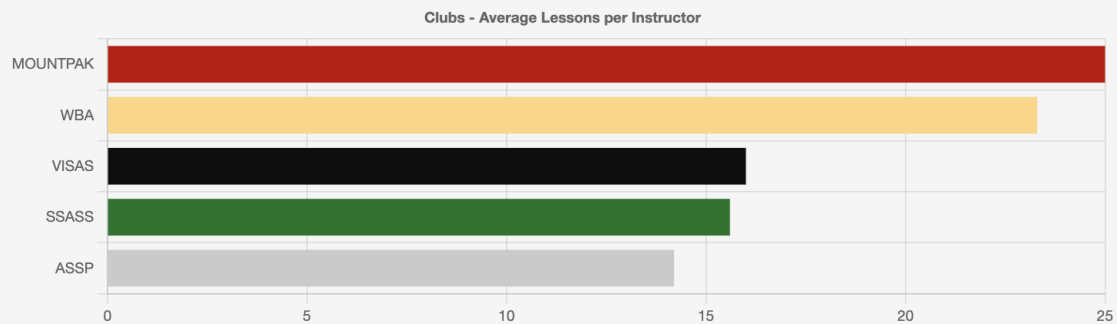
This report counts all instructors who passed a CADS Certification course

Position	Name	Number
1	VASS	198
2	WBA	48
3	VISAS	41
4	PHAS	39
5	ASSP	29
6	CADSNational	27
7	SSASS	26
8	WAS	21
9	CADSQC	19
10	CADSNCD	18

24/25 Clubs - Instructors Returning (CADSNational Division)

This report looks at instructors who taught the prior season and also this season.

Position	Name	Number
1	SSASS	81% 56 of 69
2	EDELWEISS	79% 58 of 73
3	CADSNS	79% 15 of 19
4	Brimacombe	78% 49 of 63
5	CALAB	76% 32 of 42
6	MONTCAS	76% 19 of 25
7	VISAS	74% 78 of 106
8	Fernie Adaptive	74% 23 of 31
9	MOUNTPAK	72% 34 of 47
10	ASSP	69% 35 of 51
11	CADSED	67% 85 of 127
12	PHAS	66% 73 of 110
13	VASS	64% 307 of 476
14	WBA	61% 65 of 107

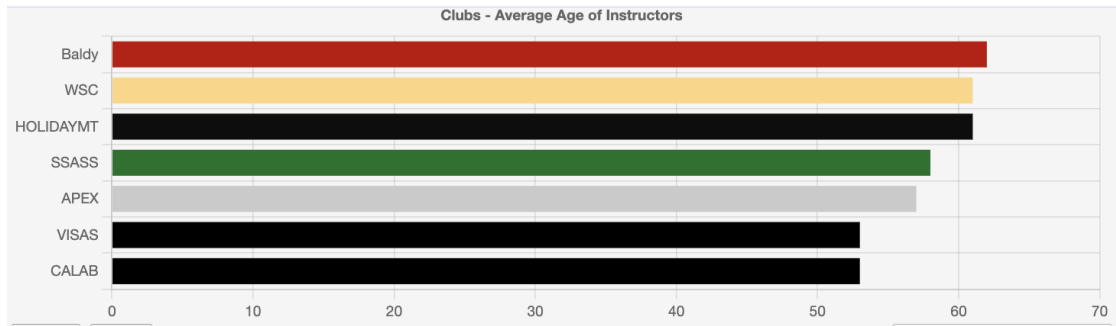


Excel CSV Search:

24/25 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	MOUNTPAK	25
2	WBA	23.3
3	VISAS	16
4	SSASS	15.6
5	ASSP	14.2
6	PHAS	12.4
6	EDELWEISS	12.1
7	EKAS	11.9
8	CALAB	10.9
9	CADSAB	8.4
10	Brimacombe	7.9



Excel CSV Search:

24/25 Clubs - Average Age of Instructors (CADSNational Division)

Counts instructors who gave lessons and calculates the average age of this set.

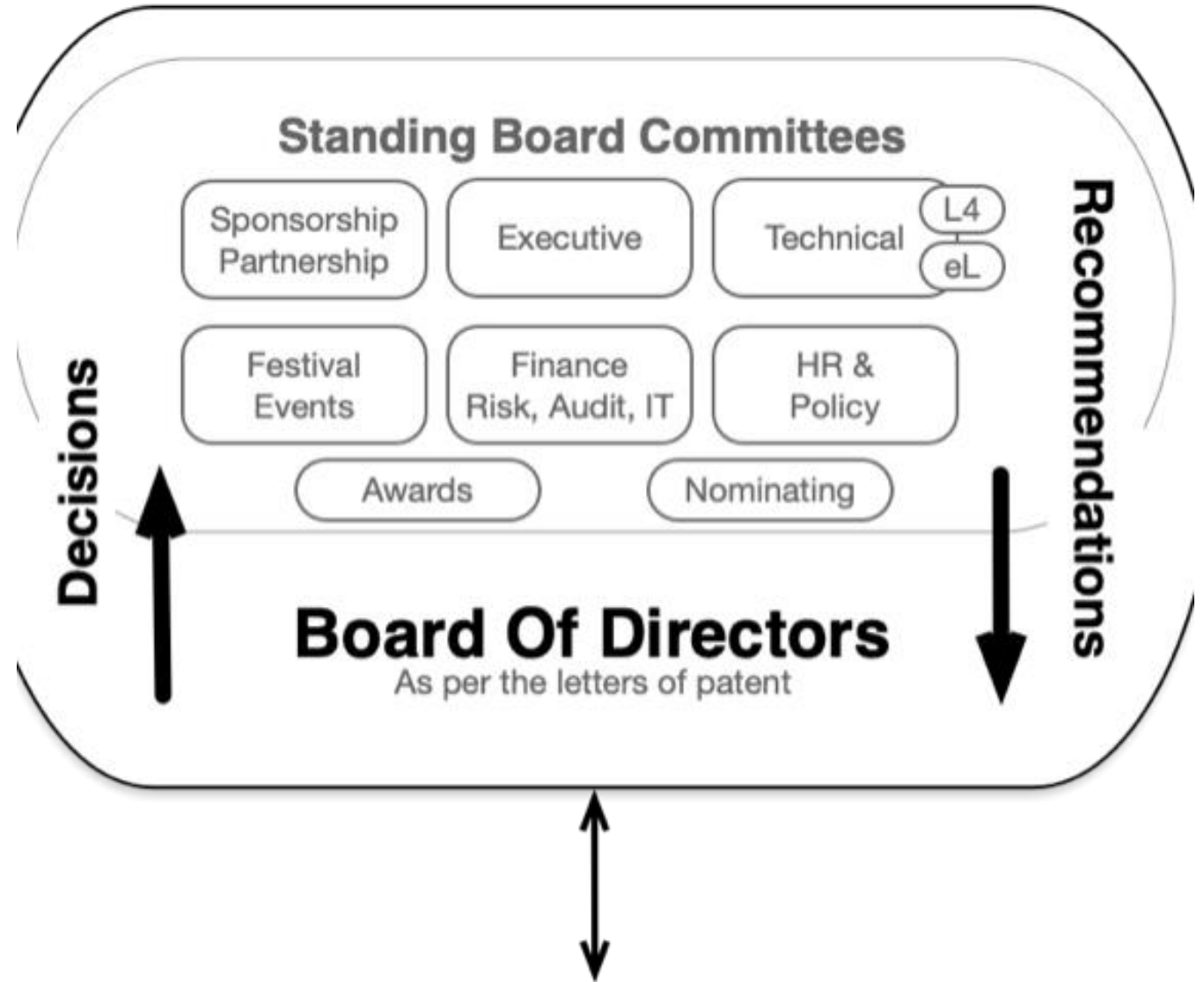
Position	Name	Number
1	Baldy	62
2	WSC	61
2	HOLIDAYMT	61
3	SSASS	58
4	APEX	57
5	VISAS	53
5	CALAB	53
6	MOUNTPAK	51
7	EKAS	50
8	EDELWEISS	49
9	Brimacombe	48
10	ASSP	46

Long-Term Goals



- **Leadership in Adaptive Snowsports:** CADS is the national certifying body for adaptive snowsports.
- **Adaptive Curriculum and Certifications:** Continuously improve our training programs to ensure safe and quality of instruction.
- **Increased Visibility:** Promote adaptive snowsports nationally to ensure CADS is 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, (CADS AB) Director & Chair
- Amy Royea, Executive Director
- Colette Laplante, (BCAS) member
- Spencer Allan, (CADS AB) member
- Brenda Brulotte, (CADS NCD) 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



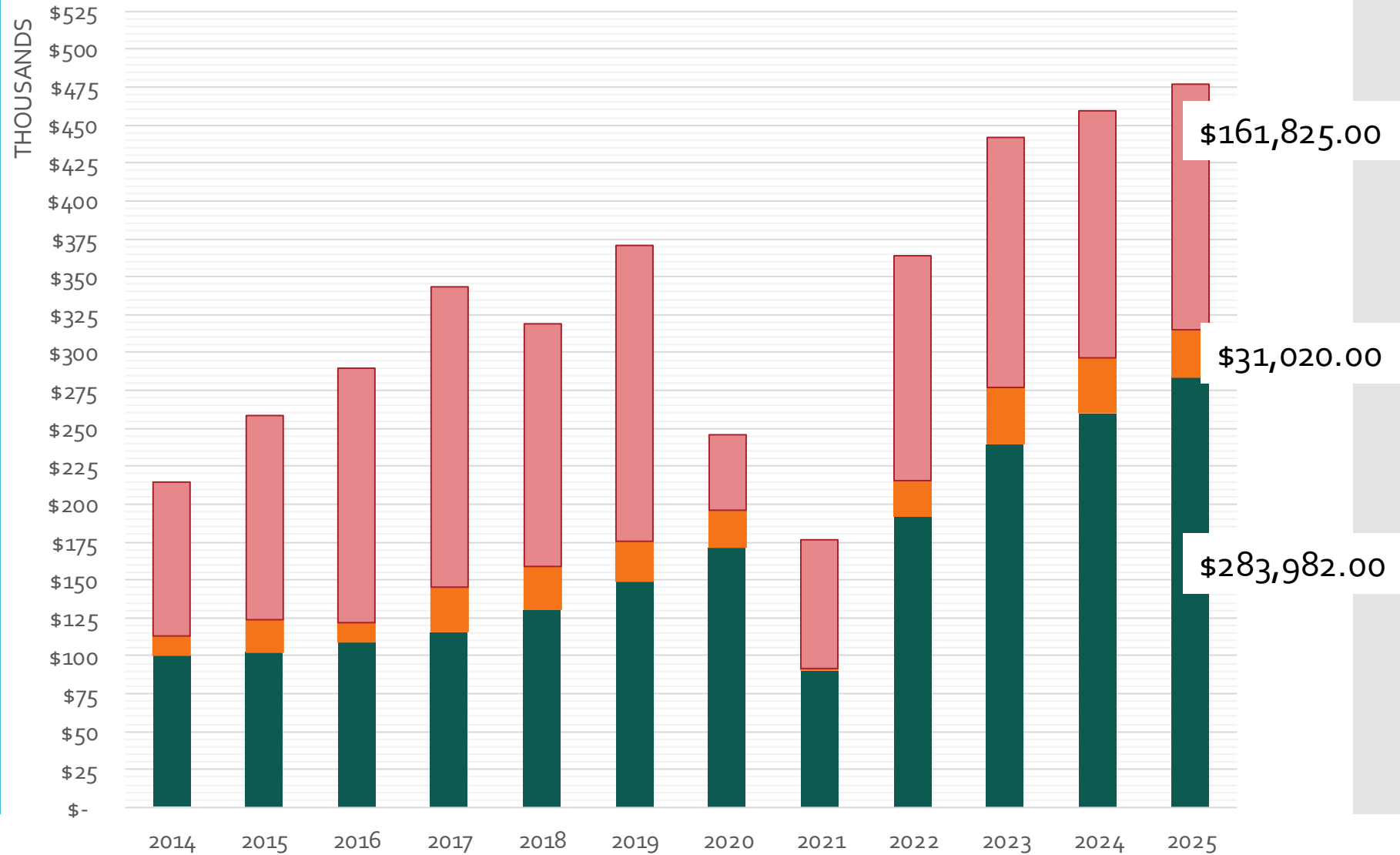
Finance Audit & Risk Committee

Financial Report

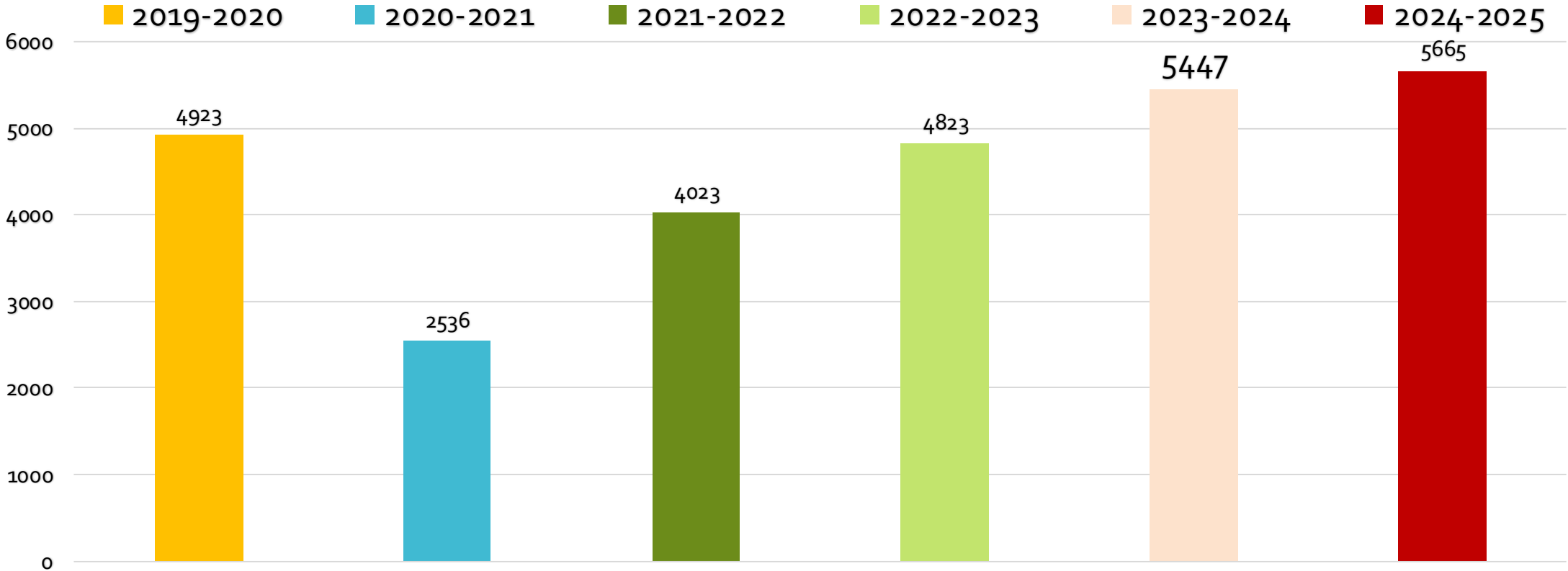
2024-2025

CADS Total Annual Revenues

■ membership ■ courses ■ Donation/Sponsorship/Events



PER SEASON



Membership per season



A) Financial Report & Approval of Financial Statements

B) Appointment of RHN CPA as the accounting firm for the review engagement for 2025-2026

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: ED Shaw

Seconded: Natasha Martin Carried



ALLAN WATSON
TC CHAIR
Level 4



JAMES COONEY
VICE CHAIR
Level 4



CORINNE RISLER
Level 4



JEFF BOUCHER
Level 2 Course Conductor



IAN DUFF
Level 2 Course Conductor



MICHELE SCHAEFER
Level 2 Course
Conductor
Snowboard



LAURA MACKIE
Level 1 Course
Conductor
Snowboard



RAYMOND BLIMKIE
Level 1 Course
Conductor

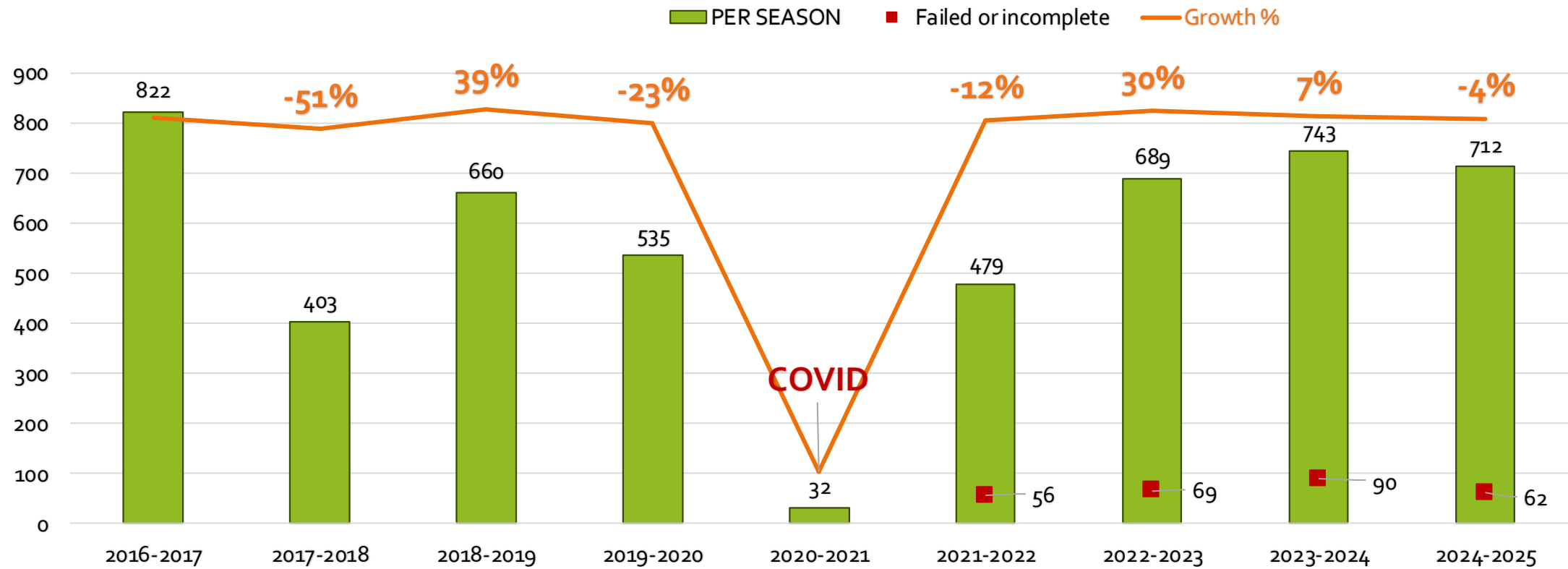


CORMAC WHELAN
Level 2

Committee Members:

- Allan Watson, (BCAS) Director & Chair
- James Cooney, (BCAS) member
- Corinne Risler, (BCAS) member
- Ian Duff, (CADS ON) member
- Jeff Boucher, (NCD) member
- Cormac Whelan, (BCAS) member
- Michelle Schaefer, (BCAS) member
- Laura Mackie, (BCAS) member
- Raymond Blimkie, (CADS NCD) member

Technical Committee



Certification stats

Committee Report

- Committee Members:
- Natasha Martin, (CADS AB) Chair
- Amy Royea, Executive Director
- Dave Burnham, (BCAS) 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



Sponsorship Committee

HR & Policy Committee

Committee Members:

James Dicks, (CADS NCD) Chair

Neale Gillespie, (CADS MB) Director

Amy Royea, Executive Director

Deb Blimkie, (CADS NCD) 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	VIEW DOC		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	VIEW DOC	VIEW DOC	2024	yes	done	done	Address Change
CADS National Criminal Record Check Policy	This policy affirms CADS' belief in the provisi...	2022	Active	VIEW DOC	VIEW DOC	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	VIEW DOC	VIEW DOC	2023	yes	No	done	
CADS Operations Processes	CADS National operational and board processes	2022	Active	VIEW DOC		2023		yes	yes	Address, review CADS Process to verify if correct
COVID Free Declaration	Complete your COVID Free Declaration prior to a...	2022	Inactive	VIEW DOC		2023		done	done	Address Change
Risk Management Manual	This document is to CADS Divisions and Clubs for risk management requirements	2024	Active	VIEW DOC	done	2024		yes	yes	Change and move away from CSA requirements
COVID Training & Evaluation Considerations	COVID Training & Evaluation Considerations for ...	2020	Inactive	VIEW DOC		2025		no	no	
Capital amortization policy	Capital amortization policy	2020	Active	VIEW DOC	VIEW DOC	2023		no	yes	Review for any changes needed
Concussion Policy	Concussion policy	22-08-2024	Active	VIEW DOC	VIEW DOC	2026	No		done	
Anti-doping policy & Waiver	Anti-doping policy	22-08-2024	Active	VIEW DOC	VIEW DOC	2026	No		done	
Code of conduct	CADS Code of Conduct	2021	Active	VIEW DOC	VIEW DOC	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, (CADS NCD) President

Elisa Marin Couture, (CADS QC) Member

Rosalie Morin, (CADS QC) Member

Jamie Spencer, (CADS ON) Member

Colette Laplante, (BCAS) Member

Unstoppable Tracy, (CADS ON) Director



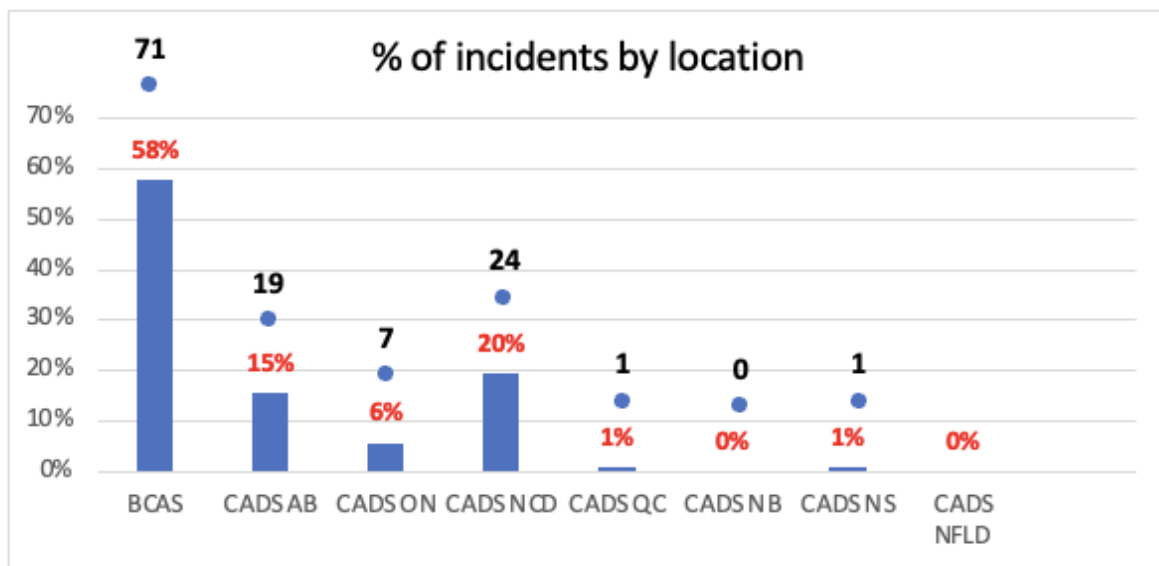
Insurance
Discussion

Sandy Millar

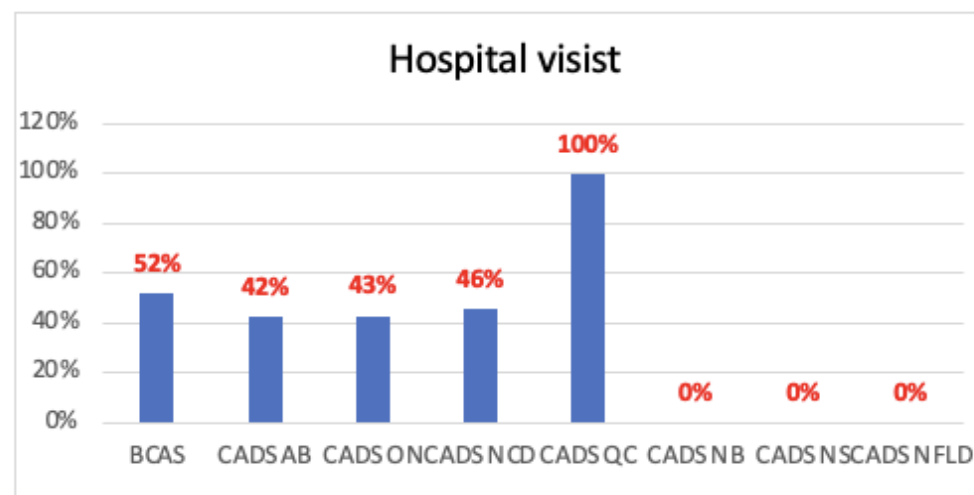
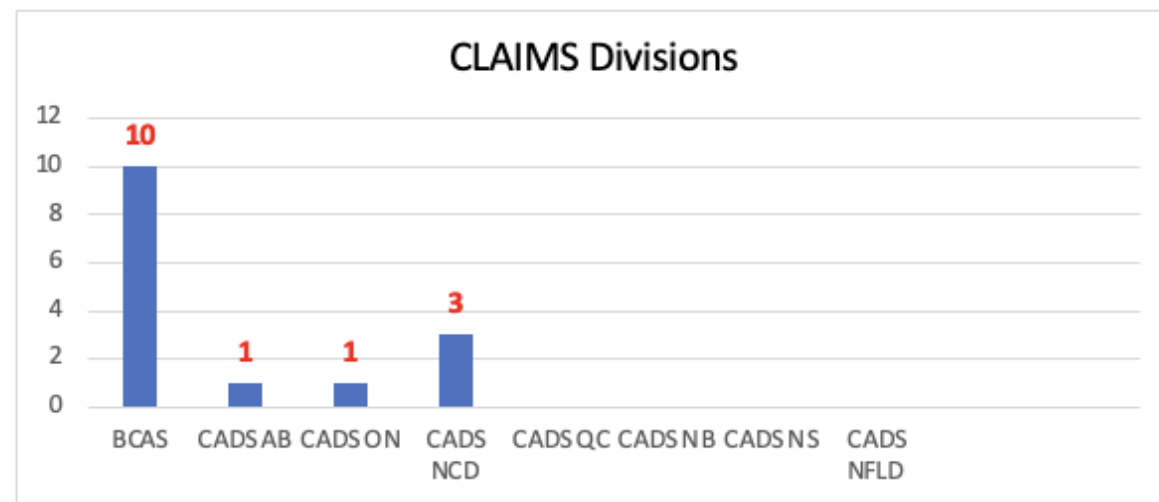


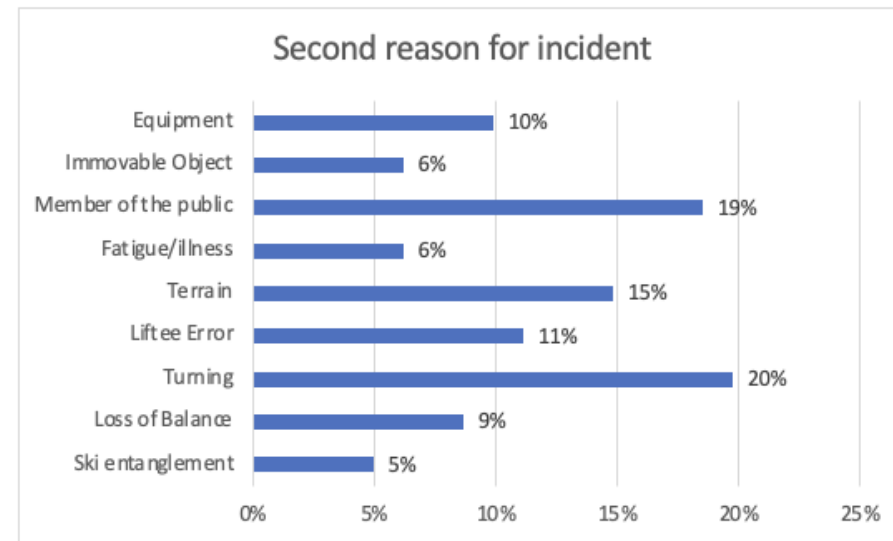
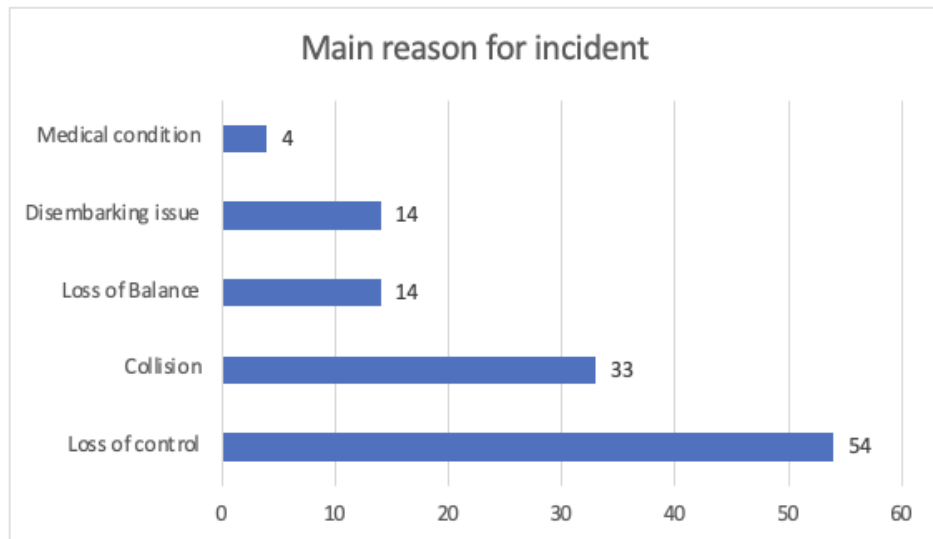
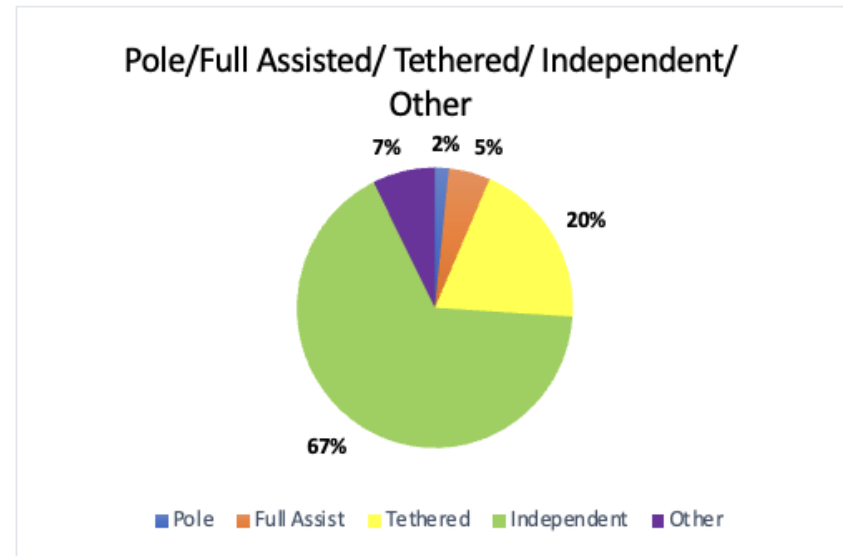
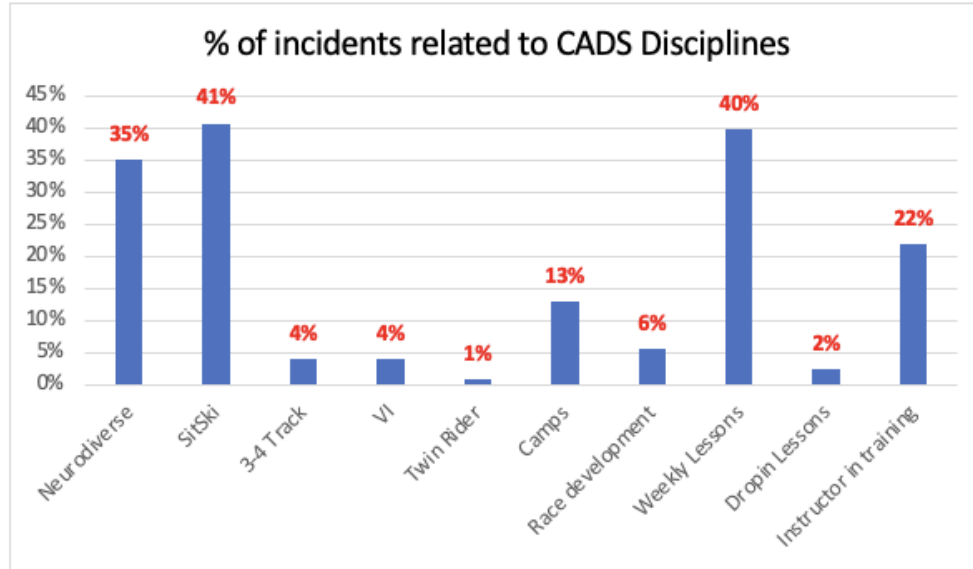
Incident Review Dashboard

123 incidents were reported between 2016-2026

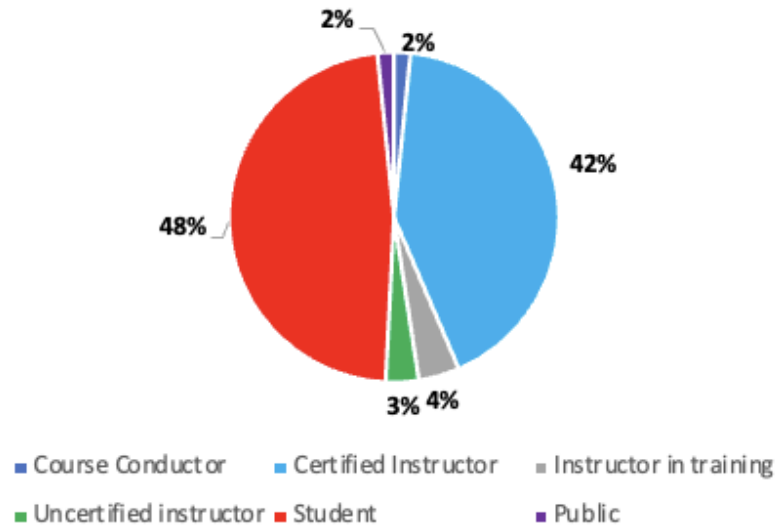


Divisions	Sum of # of incidents	Average of % of accidents	# of Clubs
BCAS	71	58%	11
CADS NCD	24	20%	8
CADS AB	19	15%	8
CADS ON	7	6%	10
CADS NS	1	1%	1
CADS QC	1	1%	7
CADS NB	0	0%	2
CADS NFLD	0	0%	1
Grand Total	123	13%	48

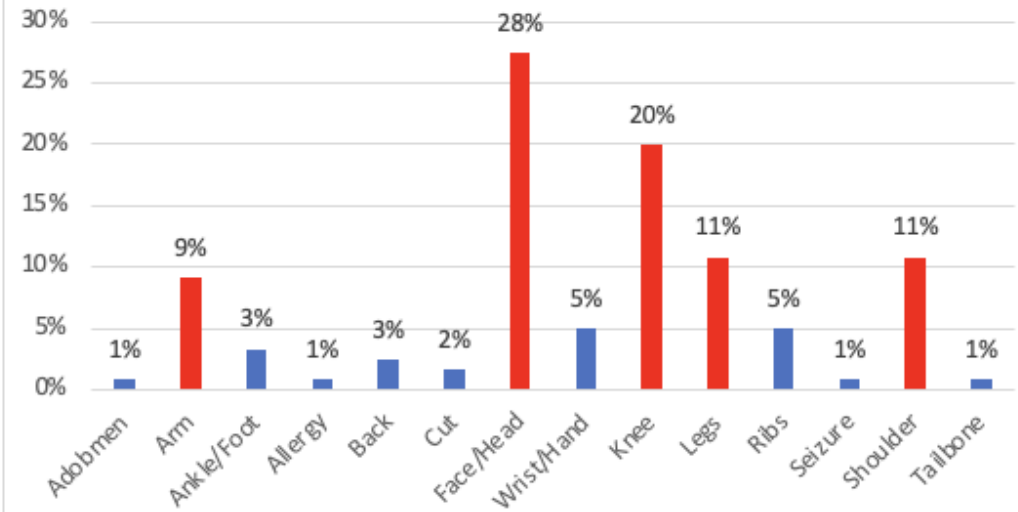




Member type involved in incident



Injury Areas

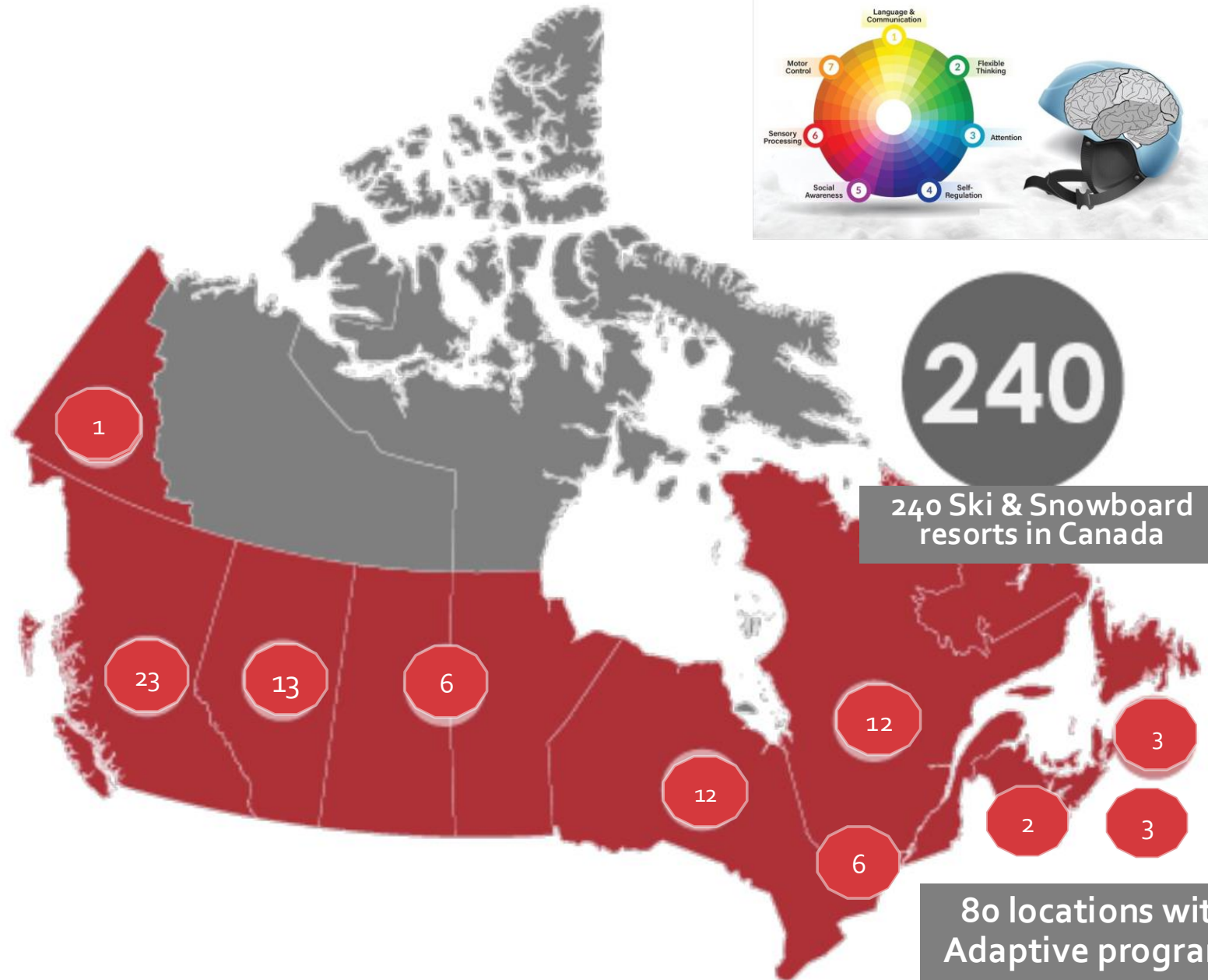
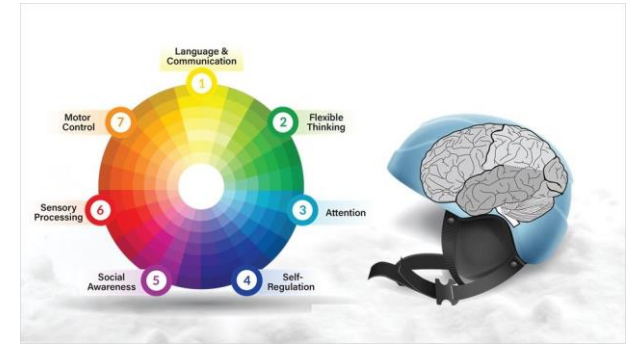


Insurance
Discussion

EQUA
Specialty Risk
Partners
Corporation



Division Reports



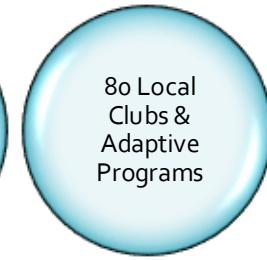
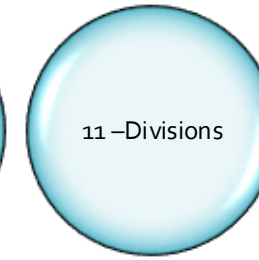
CADS Network

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
- 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

Special Events

- S2S – Shoulder 2 Shoulder
- CADS Annual Ski & Snowboard Festival
- CADS Pre-Course

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 Handicapés du Québec
- Parc du Mont -St- Mathieu

Election of Director By Acclamation

Deb Blimkie
CADS NCD



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 was 1 seat available and this candidate has been elected by acclamation.





DEB BLIMKIE
President

Deb Blimkie is a seasoned leader with over 30 years in HR and Labour Relations and a degree from McGill University. She has made lasting contributions to adaptive sports as a board member and instructor with CADS and Calabogie, earning the Bob Gilmour Inspirational Leadership Award. Deb is dedicated to fostering inclusion, fun, and respect in skiing programs.



NEALE GILLESPIE
Vice President

Neale Gillespie is an experienced leader in sport and coaching, with 15+ years at the Coaching Association of Canada. As a Master Coach Developer and instructor at the University of Manitoba, he has helped shape national coaching programs and delivered training across Canada. Certified in multiple sports, he currently serves as Vice-President and Interim Executive Director of Rugby Manitoba and is committed to advancing adaptive snow sports.



NATASHA MARTIN
Secretary



EDWARD SHAW
Treasurer



JAMES DICKS
Director



UNSTOPPABLE TRACY
Director



ALLAN WATSON
TC CHAIR



2026 Board of Directors

Deb Blimkie – CADS NCD

Natasha Martin – CADS AB

Allan Watson – BCAS

James Dicks - CADS NCD

Edward Shaw - CADS AB

Neale Gillespie - CADS MB

Tracy Schmitt – CADS ON

Adjournment



Motion: Moved to adjourn the annual general meeting.

Moved: Keith Blimkie

Seconded: Anne Bethune