



# **President, General Manager, TC & CADS Division Annual Reports**

## **2017-2018**





Annual General  
Meeting  
Calabogie Peaks  
Dec. 15, 2018

# Call to Order

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## **Consent Agenda 1**

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approval of agenda

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approval of minutes of last AGM

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business arising from the minutes

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## **Consent Agenda 2**

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Presidents Report

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Financial Report/ appointment of auditors

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Managing Directors Report

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Technical Committee Report

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Division Report(s)

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## **Bylaw Amendment - Special Resolution on Term of Directors**

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## **Election of Directors/ Executive**

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## **Consent Agenda 3**

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Credentials Report & Destruction of ballots

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Adjournment

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### **Consent Agenda**

- 1) Additions to the Agenda and Approval of the Agenda
- 2) Approval of the Minutes of the Last AGM held at Mont Saint Anne, QC, March 19<sup>th</sup>, 2018

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

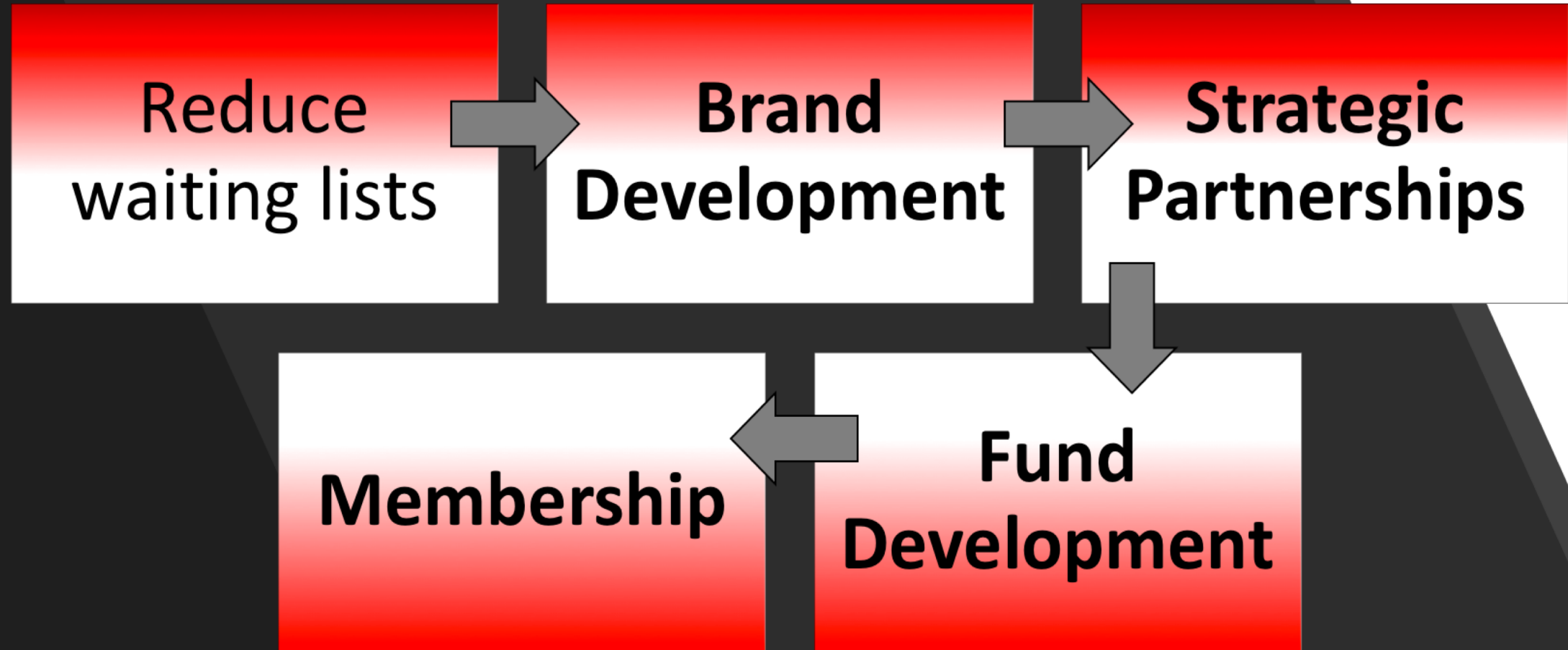




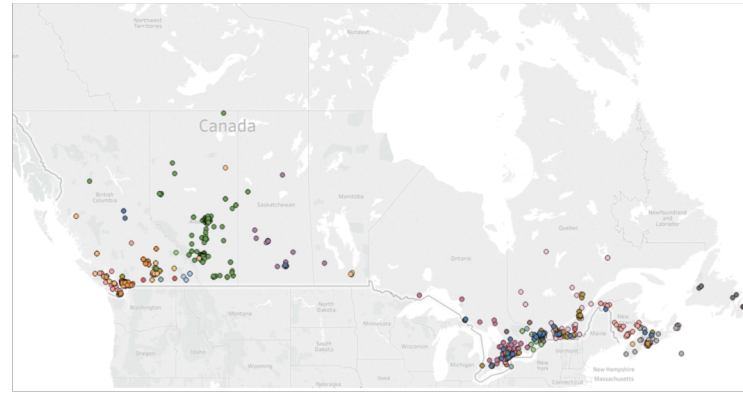
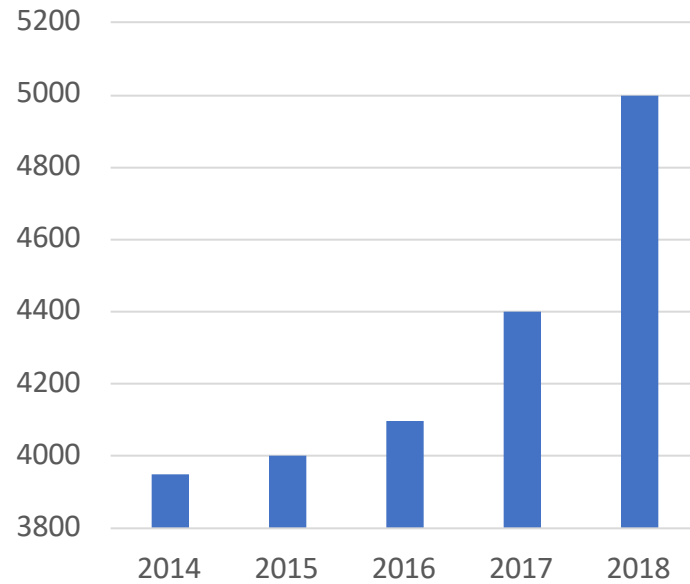
# The BIG PICTURE



# 2020 Vision



## 20% Membership Growth



# Membership Growth



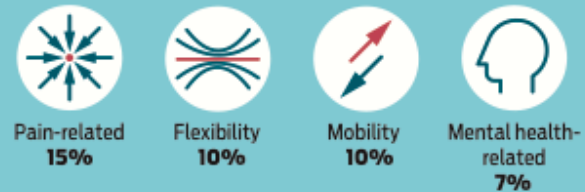
The Canadian Survey on Disability covers Canadians aged 15 years and over whose everyday activities are limited because of a long-term condition or health-related problem.

**22%** of Canadians had at least one disability. This represents **6.2 million** people.



### BY DISABILITY TYPE

#### TOP FOUR MOST COMMON



#### OTHER DISABILITY TYPES

Seeing	5%	Learning	5%
Hearing	5%	Memory	5%
Dexterity	5%		

**1.6 million**

Canadians with disabilities were unable to afford required aids, devices, or prescription medications due to cost.



Among youth with disabilities,

**60%** had a mental health-related disability.

**EMPL**  
**WO**

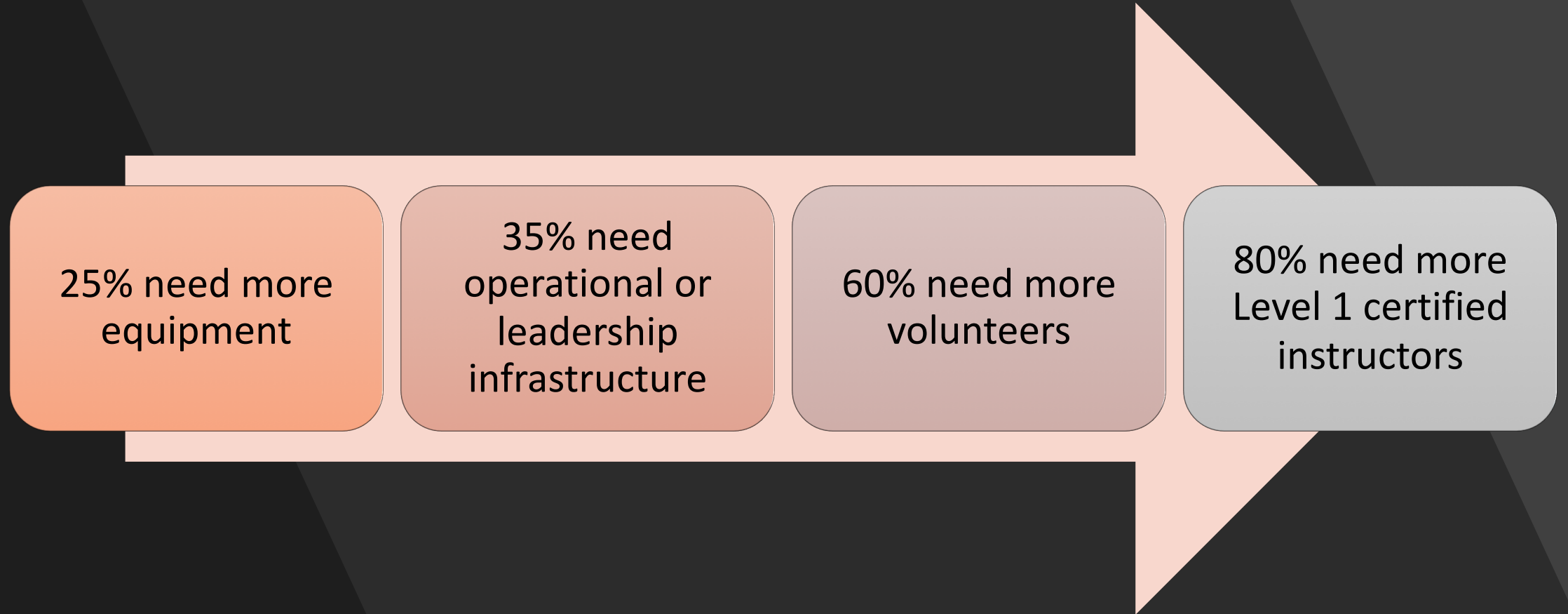
7/10

# Themes towards Vision 2020

- Education
  - Tactics for growth of Lv 4, Lv3 and Lv 1 & 2 Course Conductors
  - Expanded collaboration with CSIA, CASI & Snow Schools
- Development
  - Tactics & tools for supporting Program & Divisional Growth and Operational capacity
  - Minimum standards for organizational governance & risk management
- Sport
  - Tactics & tools to build our national pool of certified Coaches, Para-Coaches and Adaptive or Para-athletes for both Alpine & Snowboard
  - Expanded collaboration with ACA, CS and CS4L so that
- Sponsorship
  - Establishing financial & human resource priorities so we can raise & direct significant \$'s in a meaningful way to Divisions & Programs (the Big Need)
  - Establish key partnerships with National sponsorship groups (the Big Ask)



# The “Big Need”



# The “BIG ASK”

challenge by 2020 : new sponsorships of \$1 million/year for next 3-5 years

01

40% for;  
Pre-Course & Level 1/2/3  
Training costs.

02

20% for;  
Communications,  
Recruitment/Retention ,  
Leadership Training,  
Summits, Organizational  
Capacity Building

03

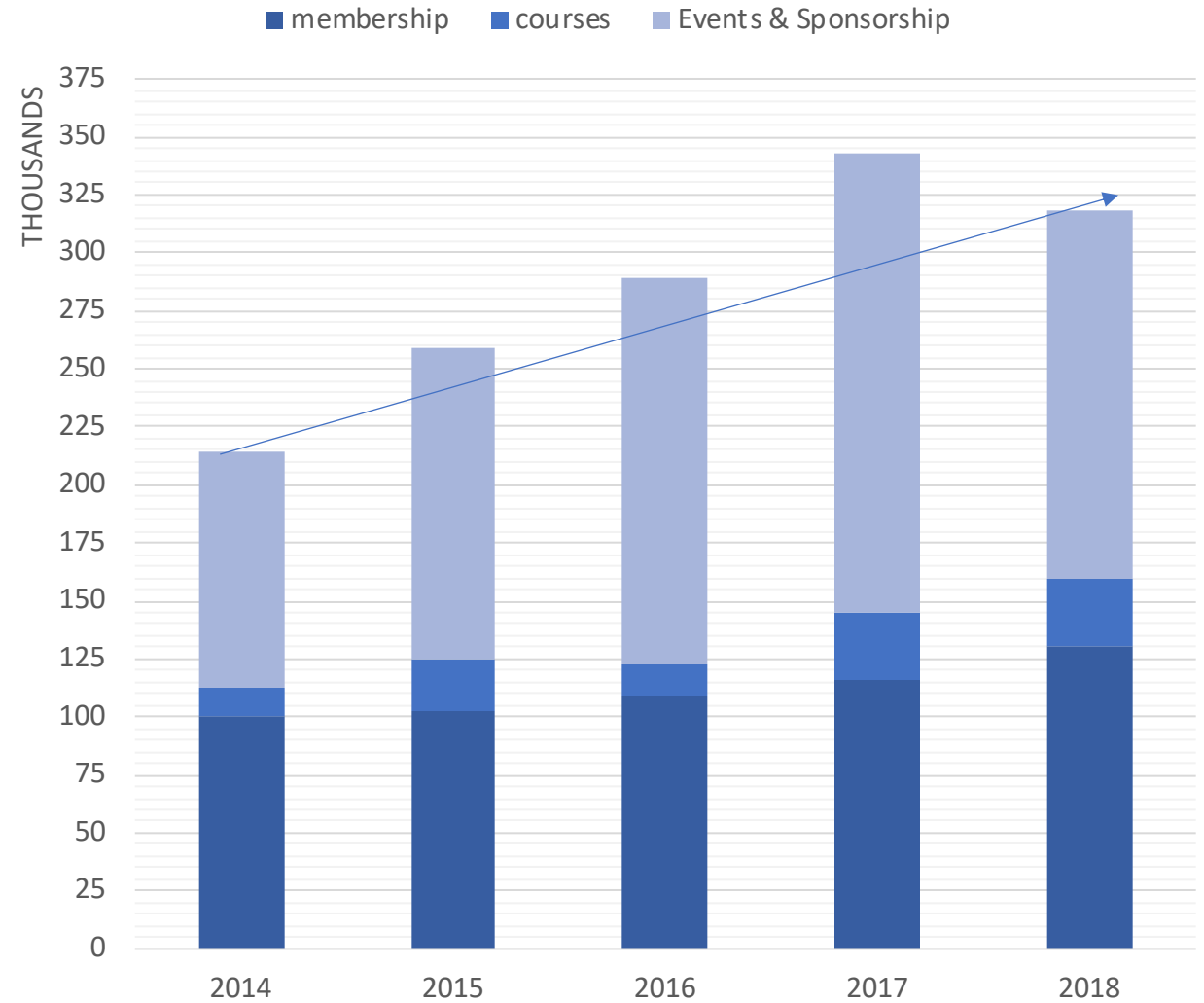
20% to;  
renew our aging fleet of  
Equipment

04

20% for;  
All-Mountain Race  
Camps, SheCan Camps,  
Recruitment Camps and  
Participation Bursaries

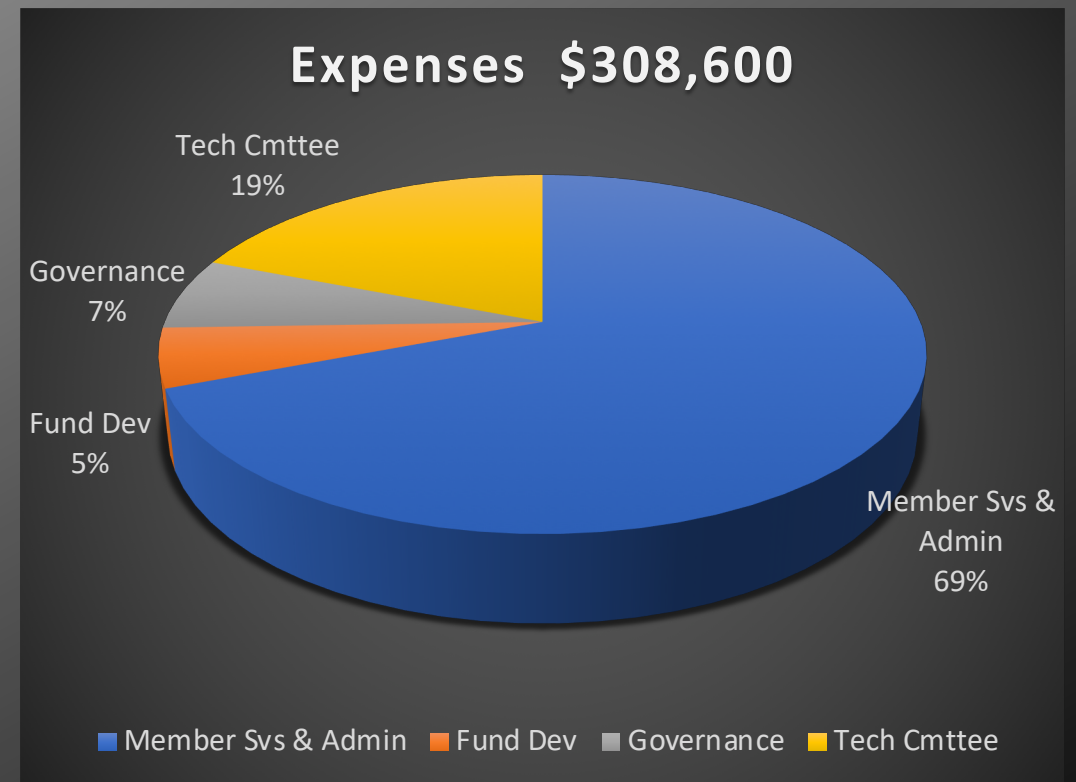
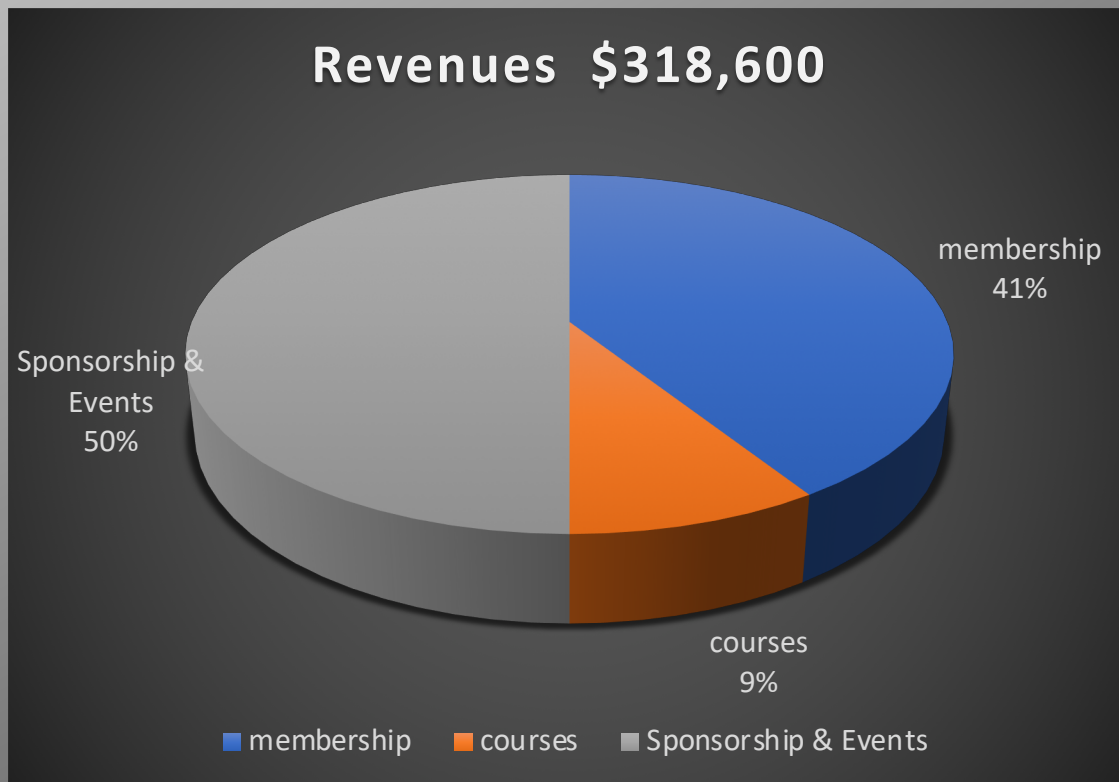
# Financial Report

## CADS Total Annual Revenues



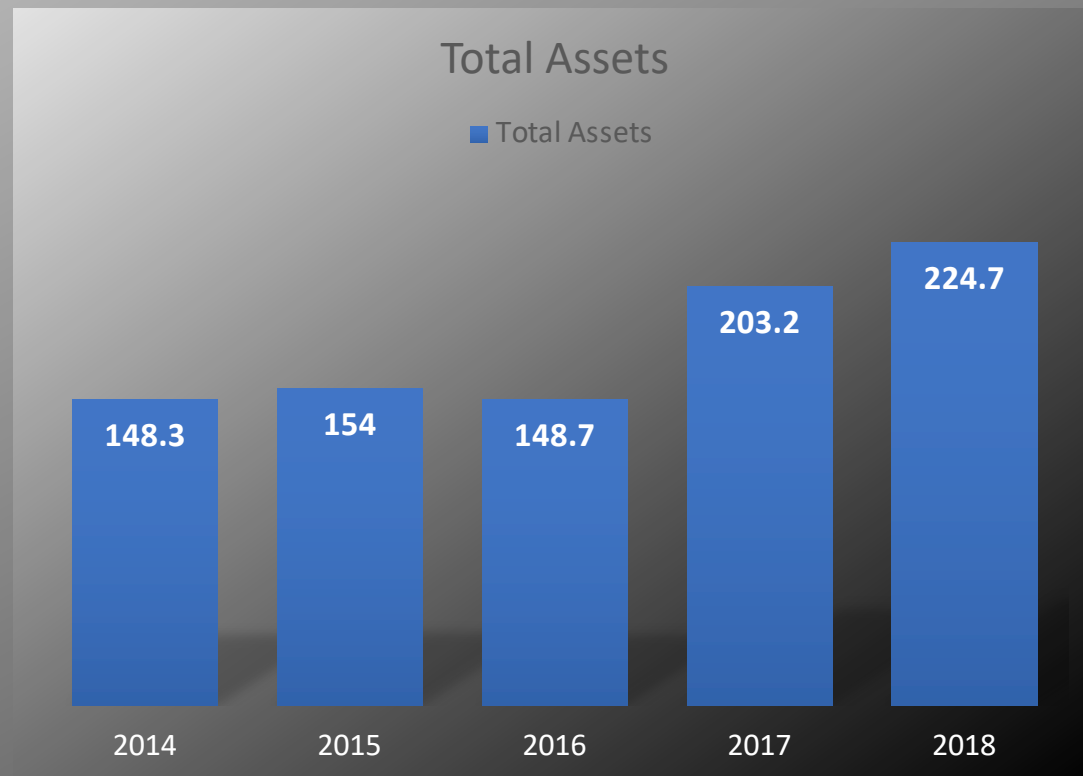


# 2018 Financial Performance

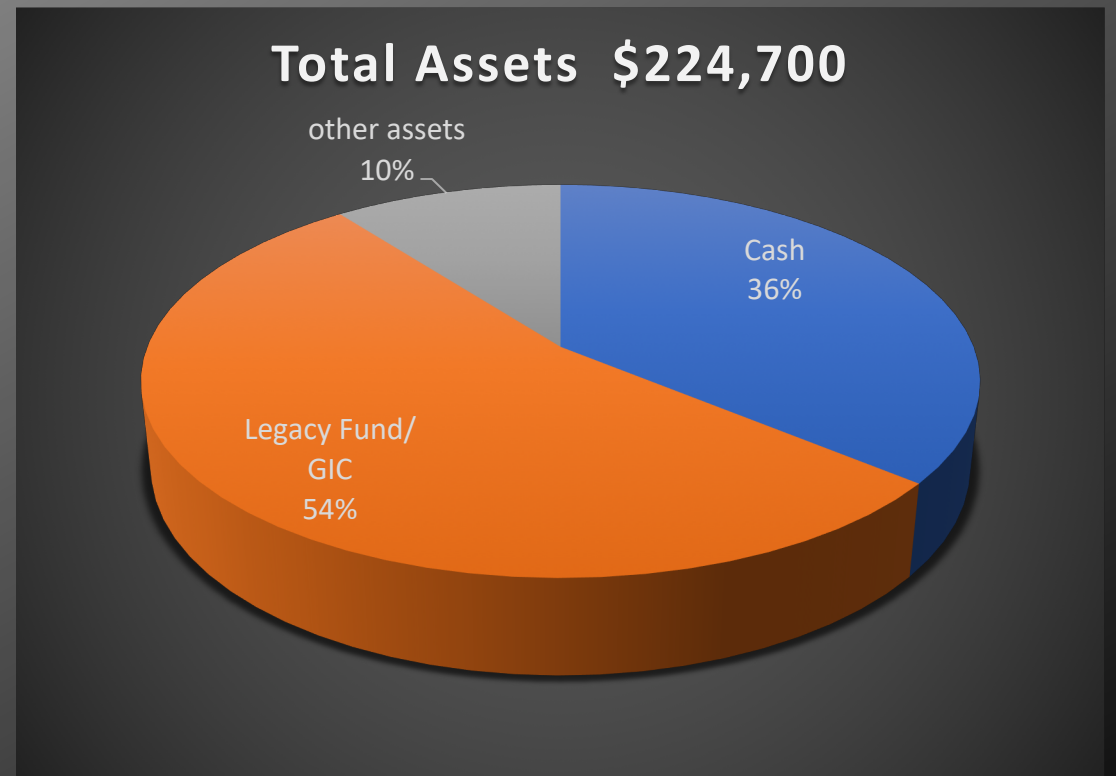


# Assets

## Building Working Capital



## Legacy Fund – making it work for CADS



# Reports

## Consent Agenda

- A) President's Report
- B) Financial Report & Approval of Financial Statements
- C) Appointment of Hryciuk Gallinger as auditors for 2018-2019
- D) Managing Director's Report
- E) Technical Committee Report
- F) Division Report(s)

**Motion:** Move to approve the Consent Agenda with respect to Reports, Financial Statements and the Appointment of Hryciuk Gallinger as auditors of the Association.



# Amendment to By-Laws

Special Resolution  
to extend the Term  
of Office of  
Directors from 2  
years to 3 years.



## Election of Directors

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Glenn Janes	(NFLD)
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Omer Melanson	(QC)
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John Shaw	(BC)
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John Stone	(AB)
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# 2019 CADS Board of Directors

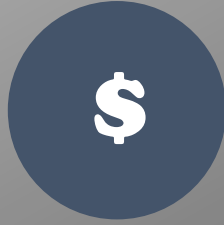


- **John Shaw** (BC) **President** & Responsible Executive for **Risk Mgmt.**
- **John Ross** (ON) **Vice-Chair** & Director responsible for **Sport**
- **Omer Melanson** (QC) **Secretary**
- **Glenn Janes** (NFLD) **Treasurer**
- **Jamie Spenser** (ON) Director responsible for **Education**
- **Scott Nicols** (AB) Director responsible for **Sponsorship**
- **John Stone** (AB) Director responsible for **Development**

# Board Committees



TECHNICAL COMMITTEE  
(CHAIR - JAMIE MCCULLOCH)



FINANCE & AUDIT  
COMMITTEE  
(CHAIR – JOHN SHAW)



HR & POLICIES COMMITTEE  
(CHAIR – OMER MELANSON)



SPONSORSHIP &  
PARTNERSHIPS COMMITTEE  
(CHAIR – JOHN ROSS)



NOMINATING  
COMMITTEE



MEMBER RECOGNITION &  
AWARDS COMMITTEE



CANADA SKI COUNCIL  
(CADS REPRESENTATIVE – JOSH DUECK)



New Business



Adjournment

### **Consent Agenda**

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

**Motion:** Moved to approve the Consent Agenda with respect to approval of the Credentials Report, destruction of ballots and adjournment of the meeting.



December 14<sup>th</sup>, 2018

What if.... What if, CADS could raise 1 million dollars annually to provide opportunities for people with disabilities to experience the joy of participating and competing in adaptive Snowsports? even if it was 1 million dollars over 4 years? I suspect that, collectively, CADS does exactly that. CADS is comprised of 61 community programs, 10 divisions and 1 national organization totalling 3,000 volunteers supporting 2,000 participants annually. The sum of everyone's fundraising efforts likely amounts to funding of that level, not even counting the countless hours volunteered which are, quite frankly, priceless.

Yet, many motivated participants, and their families, are still excluded, sitting, waiting, not skiing or not snowboarding because current funding and volunteer hours are still not enough. A recent internal study of reasons why CADS programs have students on waiting lists concluded that 58% of programs do not have enough volunteers, 52% reported not having enough Certified Instructors and 23% reported not having enough equipment. The need for volunteers, and to fund their professional development and the equipment needed remains constant. As a collective, CADS must at least double its current fundraising and recruitment results to enable all CADS organization's capacity to meet the needs of people wishing to enjoy Snowsports.

At CADS National, we see our responsibility to strategically lead to provide greater impact on the development system of fostering opportunities for persons with a physical and/or cognitive disability. We want students & athletes with disabilities at all LTAD stages to access and experience the joy and freedom that skiing and snowboarding provides. We strive to leave no skier or snowboarding waiting to get his or her chance to experience those great sports.

Yours in snow,

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**Christian**

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## **Technical Committee Annual Report December 2018**

### **Introduction**

The Technical Committee (TC) has been working on a number of projects this year, including finishing the Snowboard Instructor Manual, creating supporting documents for Snowboard Level 1 and 2, Ski Level 1, 2 and 3, and further refine Ski Level 4 certification. The TC received grant money from CPC to develop advanced material that will be used to support the certification process for both ski and Snowboard with the Video resource that has been developed being introduced at both East and West Pre-Course 2018. Additionally, the official term for participation on the TC has been changed to May 1<sup>st</sup> to April 30<sup>th</sup>.

### **Manuals**

The TC is happy to present the CADS Snowboard Instructor Manual for 2018. The Manual is the reference guide for the CADS Snowboard Certification system and is complete with information on the QuickRide system. This information is thanks to our partnership with CASI and CS. With the manual, the TC has also produced a work book for Snowboard Level 1 candidates and a guide for Snowboard Course Conductors. CADS Snowboard Level 2 marking grid has been completed and supporting materials are in process. Plans for CADS Snowboard Level 3 are in the works. For more information refer to the CADS website under 'Resources'. I would like to highlight and give special thanks to the extensive and detailed work of Michelle Schaefer and Thom Griffith on this project and the support of Hiro Ozawa.

The review of the Ski Instructor Manual is continuing, preparing for the updated version in 2020. To support this process, the TC has posted updates on the website and created supporting documents that instructors can use to study for their certification.

Work is underway with the development of the CADS Intermediate Ski Manual and teaching resource for presentation at 2020 Pre-Course. This will form a great resource for instructors to build their skills and knowledge of intermediate adaptive skiing, while also forming the base of the standards expected in CADS Ski Level 3 Certification.



### **Pre-Course East and West**

The focus for 2017 was Level 1 & 2 standards in all disciplines. We also organized two optional courses during the pre-course weekend: 1) CSIA and CASI training development sessions on Thursday and 2) Introduction to para racing offered by ACA. The pre-course format for the Course Conductor Training was modified by inviting Level 3 and Level 1 Course Conductors to the event and making it optional for Ski Level 2 Course Conductors to attend. The aim was to better prepare each Course Conductor to use the new material using workshop sessions that include elements of pedagogy, knowledge of disabilities, assessment of abilities, teaching techniques and safety. A direct impact of this training is to have better trained Course Conductors to deliver the material to candidates who will then deliver the highest quality ski and snowboard lessons to persons with disabilities.

Last season there were 10 Snowboard Course Conductor Candidates and 8 successfully completed the updated Snowboard Level 1 Course Conductor training. There were 10 Ski Candidates who successfully completed the Ski Level 2 Course Conductor and 3 Candidates who obtained their Ski Level 1 Course Conductor training.

Pre-Course 2018/19 has seen a good mix of New Ski Level 3's and Ski Level 1 Course Conductors coming to learn to be CADS Course Conductors, while welcoming back present Ski Level 2 Course Conductors for a session topic format to help with their personal development and knowledge. For snowboarding, there has been a mix of both new and returning course conductors, and a snowboard skills session in the west for those instructors who need to build skills but are not yet ready to be course conductors.

### **Certification**

With the review of the manual and creation of supporting documents, CADS is starting to get world-wide recognition for our certification process and knowledge. This was affirmed by a request to offer a CADS Ski Level 1 Complete Certification in Andorra where multiple European countries were represented. CADS national is also in discussions for CADS certifications to be run in China and Japan in the coming seasons while as always, the main focus is to support the many CADS programs within our own shores.

CADS Snowboard Level 1 is now offered as modules or complete certifications for all disciplines (Outriggers, Visual Impairments, ASD/CI and SitSki). We are also working on



finalizing the Ski Level 3 and 4 Certification requirements. Last spring there was approximately 3 separate Ski Level 3 Certifications offered across the country and there are 4 candidates working through the Ski Level 4 Certification process.

Within the last year we are incredibly proud to introduce the CADS family to your two new CADS Ski Level 4's, James Peters (Vancouver Adaptive SnowSports, VASS) and Kim Cosman (Rocky Mountain Adaptive).

### **Conclusion**

Finally, I would like to highlight the impressive work and dedication of all TC members. Without their support, commitment and hard work we would not be so well positioned as a professional organization. Thank you, Jamie Spencer, Thomas Griffith, Clare Logan, Michelle Schaefer and Hiro Ozawa. While the TC works as a group and shares in our collective successes and challenges, I would like to give a special mention and thanks to Clare Logan for the sheer amount of time and efforts she has put in to keep moving us forward. I would also like to mention the support of the CADS Board in these endeavours, thank you as well.

Respectfully submitted:

Jamie McCulloch

Chair person on behalf of the Technical Committee

## **BC DIVISIONAL REPORT TO CADS AGM 2018**

### **Education & Training**

- Summit December 7-9 at Sun Peaks.
- Developing a course organisers guide for volunteers.

### **Development**

- Conducting a review of our gender equity policy. This has been a major initiative by ViaSport and we want to ensure our policies exceed the standards.  
The next step is to ensure the policies are being implemented and that local clubs are aware of the new standards.
- Workshop to be delivered at Summit on “safe spaces”. An introduction on ways to be more inclusive to gender, LGBTQI2S & new arrivals communities.

### **Sport / Competition**

- All Mountain Camps - in partnership with RMA - January 25-28 at Sun Peaks with 25 people already registered, with Josh Dueck as guest coach. April 12-15 at Sunshine Village, Banff. DynAccess will be there to demo mono-skis.
- She Can Camp March 8-10 at Silver Star with Lauren Wolstencroft , Andrea Brousseau and Kimberley Joines as guest coaches.
- Canada Games confirmed athletes are Logan Leach and his guide Caele Kassa (VI skier from Silver Star) and Justin Johnson (sit-skier from VASS/RMA).

### **Other activities / Key events**

- Secured a \$8,900 grant from Jumpstart (Canadian Tire) for the All Mountain Camps
- Secured a \$10,000 from CKNW Orphans Fund for Child and Youth Equipment Grant and Volunteer Training.
- Signed on as a collaborator with Spinal Cord Injury for a potentially large UBC Medical School grant.
- Submitted a nomination for Mollie Jepsen to be Sport BC’s Athlete with a Disability of the year.
- We were the beneficiaries from the Sun Peaks 4th Annual Golf Tournament.
- Our Black Diamond Gala was held on November 16th at the Westin Bayshore in Vancouver with MC Craig McMorris.
- In attendance were Paralympians Josh Dueck, Lauren Woolstencroft, Marni Abbott-Peter, Richard Peter, Donovan Tildesley and John Leslie, together with Olympian Robbie Dixon and two representatives from the US Consulate.
- We unveiled a new video, produced by WorkSafeBC, that showcases the work of volunteers <https://www.bcadaptive.com/content/freedom>
- Once again, the Gala was a huge hit with 195 people in attendance; good food and wine, thrilling live auction with competitive bidding, rounded off with dancing the night away.

Respectfully submitted,

Kay Fulford

BC Representative to CADS National

604 992 1213

[kay@bcadaptive.com](mailto:kay@bcadaptive.com)

# **CADS Alberta ANNUAL REPORT. 2018**

- As of June 26, 2017 we are now Canadian Adaptive Snowsports - Alberta Association (CADS Alberta);
- We have moved our fiscal year to parallel the provincial government, who is a key primary partner, hence April 1 to March 31. Our annual report will be available online as of June 2018;
- CADS Alberta saw an increase from 850 members in 2015-16 to 994 members in 2016-17, with a total including 115 one day Slide & Ride memberships for a total of 1109 members;
- For 2017-18 our season and membership totals are not yet complete, but as of March 15, 2018 stand at 914 members, while still determining one day CADS Alberta Zone memberships;
- Our 2016-17 Slide & Ride Awareness and Try It events captured 157 participants/volunteers; while in our 2017-18 second year offering of the program, we had 304 participants/volunteers (107 participants/197 volunteers);
- So at this point a total membership exceeding 1100 will once again be reached for the 2017-18 season.
- In 2017-18 we ran Slide & Ride Events in:
  - Calgary
  - Cold Lake
  - Crowsnest Pass
  - Edmonton
  - Grande Prairie
  - Medicine Hat
  - Red Deer
- For 2017-18, CADS Alberta provided funding support to four(4) CADS Alberta Zones towards the creation of CADS Alberta Zone-Club competition programs. The Zones include Calgary, Cold Lake, Edmonton and Red Deer.
- As of April 2018, CADS Alberta will formalize its 2020-2023 Strategic Plan, as our 2016-2019 Strategic Plan will be completed following the 2019 Canada Winter Games, hosted in Alberta.

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Ozzie Sawicki  
**Program Director**  
**CADS Alberta**  
11759 Groat Road (Percy Page office)

Steve Bell  
Saskatchewan Division Rep  
[stevebellrealtor@sasktel.net](mailto:stevebellrealtor@sasktel.net)  
306-566-9362



Saskatchewan under the guidance of Saski has had a successful year

We have run courses in

**Mission Ridge Winter Park**

- 10 people for our updates
- 5 New LV 1 Cads Instructors
- 4 New Lv 2 Cads Instructors

**Table Mountain Regional Ski Resort**

- 16 people for our update
- 2 New LV 1 Cads Instructors
- 6 New Lv 2 Cads Instructors

**Assissipi**

- 6 New LV 1 Cads Instructors

**Wapiti**

- 3 people for our update
- 5 New LV 1 Cads Instructors

**12<sup>Th</sup> Annual Sasktel Classic Challenge Cup race Huge success**

- Great Press
- Great video
- 2018 Gold Medal Paralympian Kurt Oatway was in Attendance
- 123 People Registered – 70 Racers – 17 Adaptive Racers – 14 CADS Instructors
- Saskatchewan expects to have 4-5 instructors for Level 3 course next year



## CADS Ontario Division Report 2018

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2018 was another busy and successful ski season throughout Ontario. All programs ran at capacity, and had waiting lists.

Highlights for this year were;

- Toronto Snow Show Volunteer Recruitment
- Eastern Pre Course was well attended
- Volunteer Orientation at Horseshoe Valley
- Level 1 Course at Brimicombe
- Para Racing Training Camp at Sunshine with Jamie and Mark
- WPAS at Panorama attended by 6 Ontario paras
- Rising Star Camp in January at Kimberley, 5 Ontario athletes invited
- Annual Ontario Spinal Cord Injury day, 20 individuals introduced to sit skiing.
- Annual Fun Race at Craigleith, open invitational to all independent adapted skiers.
- Carving the Future, at Mt. St. Louis, Mansfield and Craigleith
- Ontario Winter Games, 7 entries, to integrated U19.
- School ski trips were supported wherever possible
- Requests from schools continue to be more than we can accommodate.
- Pete's Ride Funding paid for a new HOC
- Volunteer Appreciation Ski Day and BBQ at Mansfield, well received.
- Division Newsletters have improved communication for our members.
- AGM and Summit planned for April.



Canadian Adaptive Snowsports -  
National Capital Division

Sports de Glisse Adaptés Canada -  
Division de la Capitale Nationale

**CADS – NCD Submission for the CADS President’s Report and  
CADS Annual General Meeting on December 15, 2018**

CADS – NCD is pleased to submit the below for the CADS annual President’s Report and Annual General Meeting on December 15, 2018.

**Education & Training:** CADS – NCD Technical Committee and instructors have just completed writing a Sit Ski Tethering Training Manual including a workbook and facilitator’s manual for conducting courses. As of November 7, 2018, it is in final amendments and will be shared with to CADS National Technical Committee in the next couple weeks. CADS - NCD programs and Technical Committee provided volunteers and instructors with significant pre-season training. Our Technical Committee conducted instructor certification training throughout the season focusing on instructors upgrading their Level 1 & 2 of certification to CADS new system at both levels. At the end of November 2017, we ran our annual two day tethering course that is open to all CADS - NCD volunteers. As in past years, we continued to have in place weekly Tuesday evening training sessions to prepare our people for their CADS level training. Each season all of our programs conduct pre-season orientation to among other things run new volunteers through a one day training program including a classroom portion of how we operate adaptive equipment. This is followed by on-snow session to get introduced to the hill and the adaptive equipment we use. We offered various CADS certification modules training sessions throughout the season and full level 1 and 2 courses in March. Going forward we continue to emphasize certification training as a means to mitigate risk, adopt new teaching techniques and equipment, promote safety, and evolve our already great on-snow product.

**Development:** CADS – NCD had a very successful 2017-2018 ski and snowboard season. Enrolment of 593 members was among the highest in our 39 years. We continued promoting safe fun learning inclusive snowsports environments focusing on ability, inclusion, and diversity of all members. This success was made possible by 335 dedicated volunteers or instructors who through our programs delivered snowsports opportunities to 258 student skiers and snowboarders who have various physical, cognitive, and other challenges. About 43% of the students were children and youth under the age of 20. During the 2017-18 season, CADS - NCD student skiers and snowboarders enjoyed eight to ten weeks of great snowsports in all of our seven programs. In addition, CADS – NCD conducted a number of individual "Give 'er a Go" opportunities so that people with physical, cognitive and other challenges can come to the hill to see if they would enjoy adaptive skiing prior to signing up for a program. This is mainly for sit skiers but we now have some families that want to learn to ski with their children so we give them a good sense of what would be attainable. We encourage this more and more as it is sometimes better to be able to ski as a family and enjoy skiing that way. CADS - NCD also conducted a few ski in school days to introduce children to adaptive snowsports at two of the resorts that host our programs. In addition, we brought about 10 children from the Ottawa Children’s Treatment Center to Edelweiss for a day of introductory adaptive skiing to see if any of them would be interested to join our programs. Another 20 participants from local communities enjoyed a day of adaptive skiing at our Community Living Day hosted at Calabogie Peaks in February 2017. Over 50 injured Veterans enjoyed a week of adaptive snowsports during CADS – NCD’s ninth annual Canadian Veteran’s Winter Sports Clinic at Calabogie in February 2018

**Sport & Competition:** CADS – NCD continues to seek and support students from within our programs who wish to pursue competitive racing. Two students from the Division competed in a few local races and worked with the Ontario Para Team. Two members of the current National Paralympic team started out racing with CADS - NCD namely Alexis Guimond on the Para Alpine Team and John Leslie on the Para Snowboard Team.



Canadian Adaptive Snowsports -  
National Capital Division

Sports de Glisse Adaptés Canada -  
Division de la Capitale Nationale

**Advocacy & Division Sports Organization Outreach:** We do year round CADS – NCD Public Displays whenever and wherever we can get space. The goal is three-fold; to spread the word of what CADS - NCD does, to recruit volunteers and students, and to inform people of the benefits of snowsports for persons with various physical, cognitive and other challenges. Our main booth shows are at the local Rehabilitation Hospital, Ottawa Ski and Travel Show and other ski shows, Fairs, Home Town Hockey events, International Person with disabilities day events (normally a couple locations in Ottawa or Gatineau). We ran a Spinal Cord Injury Give er a Go day in January 2018 and an Ottawa Children's Treatment Centre/ CHEO Give er a go day in February 2018 on the Ontario Family Day holiday. Throughout the year, CADS – NCD modernized its brand. On June 27, 2018, membership overwhelmingly supported CADS - NCD bylaws changes that reflect current Division and National organizational values. Our new name is Canadian Adaptive Snowsports – National Capital Division. The CADS - NCD Technical Committee and Canadian Veterans' Winter Sports Clinic are now formally recognized as programs. The CADS – NCD division registration fee will in 2019-2020 increase from \$5 to \$10 with a review for change no earlier than ever fifth year, the first being 2024-2025. Quorum for Meetings of the Members is modernized to 20 participants. In September, our new CADS – NCD logo was approved. In September our public accountant BDO Canada once again confirmed that CADS - NCD financial affairs are in good standing order. As we look towards next year CADS – NCD's 40th Anniversary, our Board and programs aim to ensure continued excellence, good governance, and solid leadership providing further opportunities for our existing members and new participants to enjoy snowsports as a means to integrate fulsomely in society.

The 2018-19 ski and snowboard season will be a **Happy 40<sup>th</sup> Birthday for CADS – NCD. Forty great years. Many more to come. Let's keep carving and shredding the POW. Snowsports are for everyone!!!**

Respectfully submitted

James Dicks  
President,  
CADS - NCD



**CADS-NCD**

Website: [www.cads-ncd.ca](http://www.cads-ncd.ca)

A Division of Canadian Adaptive Snowsports (CADS)

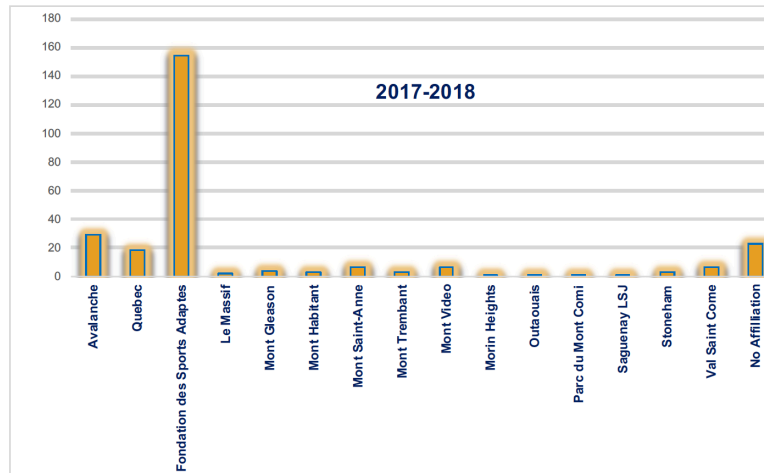
## CADS-Québec

Rapport déposé par Francine Masson (*English version follows*)

2017-2018 a été une saison active avec 16 programmes et 264 membres participants et bénévoles

2017-2018

### CADS QUEBEC MEMBERSHIP



Avec un historique constant, CADS-Qc fait peau neuve en mars 2017. Avec de nouveaux administrateurs, la jeune équipe s'est activé à amorcer un virage pour développer un plan de relance avec une vision d'avenir.

- **Gestion** : Les premières actions administratives ont dû être menées de front simultanément avec la planification stratégique et l'implantation du système d'inscription en ligne, tout juste à temps pour la nouvelle saison.
- **Collaboration** : Soutenu par la Fondation des Sports Adaptés (FSA), nous avons établi nos quartiers généraux et procédé à l'embauche partagée d'une aide administrative, ce qui s'imposait pour faire la gestion du nouveau système d'inscriptions en ligne et la perception des membres actifs, et pour offrir du service aux membres.
- **Initiative** : Un répertoire (expertises, équipements et stations) de l'ensemble des ressources disponibles sur le territoire a été complété par une prise de contact individualisé des stations membres, dans le but de s'introduire, de connaître l'état des lieux et de préparer l'avenir.
- **Tandem-ski** : Des formations non certifiées CADS sont réalisées sur le territoire pour répondre à une demande de la part de certaines stations au cours de la saison. Étant donné que ces équipements exigent une formation technique spécifique, un comité se penche activement sur l'adaptabilité du programme Tandem-ski Tessier pour le rendre admissible aux normes de certification CADS et amender le manuel de formation. Une démarche de coopération est mise en œuvre entre le TC national et CADS-Qc qui inclue l'implication des formateurs du Québec. L'objectif pour le lancement du module est 2020.
- **L'absence de soutien financier gouvernemental** est une source de préoccupations pour les administrateurs et limite les ressources financières de CADS-Qc. Les membres se penchent sur ce sujet activement.

### Reconnaissance envers la FSA

Le travail d'équipe avec la FSA contribue largement à accroître la visibilité du programme CADS au Québec. Avec son leadership et son système mobile, la FSA avec ses équipes de bénévoles représente près de 60% du membership du Québec. Elle propose le programme dans plusieurs stations, ce qui contribue à la visibilité et augmente la participation d'élèves. Depuis 2017, à elle seule la FSA a offert un nombre d'activités sans précédent dans les stations suivantes :

Owl's Head (chef-lieu FSA)  
Gleason (2)  
Saint-Bruno (2)  
Orford (3)  
Bromont (12) Nouveau programme sit-ski pour Élites  
Chanteclair (2)

Au nom de CADS-Qc et de ses administrateurs, je souhaite souligner les efforts et féliciter la FSA qui se démarque à rendre accessibles les sports adaptés auprès d'un bassin de population élargi.

Bonne continuité à tous les membres de CADS-Québec et bon festival à tous !

**Francine Masson**  
**Présidente CADS Québec**

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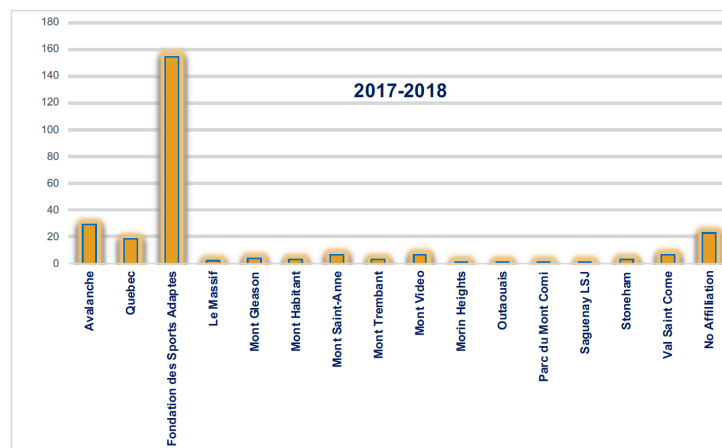
### CADS Quebec

Report submitted by Francine Masson

2017-2018 has been an active season with 16 programs, 264 members participants and volunteers

2017-2018

#### CADS QUEBEC MEMBERSHIP



With a stable history, CADS-Qc takes a new turn in March 2017. With new administrators, the young team started a strategic shift to develop a vision for the future.

- **Management:** The first administrative actions had to be carried out simultaneously with the strategic planning and implementation of the online registration system, just in time for the new season.

- **Collaboration:** Supported by the Adapted Sports Foundation (ASF), we have established our headquarters there and proceeded to the shared hiring of administrative help, which was necessary to manage the new registration system. online and the perception of active members, and to offer service to members.
- **Initiative:** A directory (expertise, equipment and stations) of all the resources available on the territory has been completed by an individualized contact with member stations, in order to introduce themselves, to know the state of play and prepare for the future.
- **Tandem-ski:** Non-certified CADS trainings are conducted in the territory to meet a demand from some stations during the season. Since this equipment requires specific technical training, a committee is actively looking into the adaptability of the Tandem-ski Tessier program to make it eligible for CADS certification standards and to amendment of the training manual is underway between the national TC and CADS-Qc.
- **The absence of government financial support** is a source of concern for directors and limits the financial resources of CADS-Qc and members are actively addressing this issue.

### **Special recognition to ASF**

Teamwork with the ASF contributes significantly to increasing the visibility of the CADS program in Quebec. With its leadership and mobile system, the ASF with its volunteer teams represents close to 60% of the Quebec membership. It offers programs in several stations, which contributes to the visibility and increases the participation of students. Since 2017, the ASF alone has offered an unprecedented number of activities at the following stations:

Owl's Head (base of operations ASF)  
 Gleason (2)  
 Saint-Bruno (2)  
 Orford (3)  
 Bromont (12) New sit-ski program for Elite  
 Chanteclair (2)

On behalf of CADS Quebec and its administrators, I would like to acknowledge the efforts and congratulate the ASF, which stands out in making accessible adaptive sports to a larger population base.

Good continuity to all members of CADS-Quebec and good festival to all!

**Francine Masson**  
**President CADS Québec**

## **CADS -Newfoundland ANNUAL REPORT 2018**

Three areas open:

Marble Mountain,-Steady Brook, NL  
White Hills Ski Resort, Clarenville,NI  
Smoky Mountain, Labrador City, NL.

This has been a tough year weather wise, we experienced abnormally high temperatures mid January through mid February, helpless to watch the snowmaking progress run off the hills. Attendance has been down significantly, both with students and volunteers/Instructors. The season will be extra short as the snow base is thin once spring rises.

New interest is building with the Para Olympic Games. Training courses are in the plan for the coming season.

Doug Copp

CADS NB Report 2018

CADS NB had their AGM on November 17,2018

Here are the new members of the Executive: President-Lloyd Gagnon, Vice President-Karen Kilpatrik,

Treasurer- Samuel Mersereau, Secretary- Jodi Ravn

CADS NB is planning 2 level 1, 1 level 2 and a level 3 prep for this season.

South East Fundy; Sussex:

Mother nature was not kind this year. We had snow followed with rain all season long.

Every time we planned an activity, it was rained out. We also tried to have a level 1 or 2 even a level 3

Prep with the same results.. So this was our season.

CRADS ; Fredericton:

This season was our worst. We were not active due to lack of interest except for 2 instructors who tried very hard to keep it going.

We are currently working to get it back up and going.

CADS WASKA SKI; Edmundston:

Our region is in good health. We had more students than last year.

We have a level 2 course in progress right now and next year is looking very promising.

We have a very good rapport with the owners of the mountain. They love seeing our students on the hill.

Submitted by:

Lloyd Gagnon

President CADS NB  
Course Conductor



## CADS NOVA SCOTIA

### **Education & Training**

Here in Nova Scotia we have 3 hills, Ben Eion, Martock and Wentworth. CADS NS has a program at each hill. All hills have equipment and certified instructors. Nova Scotia is also fortunate to have course conductors to certify people who would like to become instructors and this is working well for us. Nova Scotia has been able to steadily increase our instructor base. Nova Scotia has been able to steadily increase our instructor base. We plan to host a another Level 1 instructor course this coming winter.

### **Development**

Nova Scotia has been able to steadily increase our instructor base. Our sitskis have been updated with the purchase of new Mountain Man units and we are always trying to expand our equipment. We provide lessons and ski/snowboard time with our CADS members as often as possible during the season. Our hope is to develop our programs, recruit volunteers and continue to train instructors so that programs will grow. CADS Nova Scotia is a small core group of individuals who are working on maintaining out programs. We are also fortunate to have Andrew Hayes as our Executive Director at Ski NS, Freestyle NS, CADS-NS, Snowboard NS. Andrew is employed by Sport Nova Scotia and is a great help and resource for us. Paul Tingley, who also works at Sport Nova Scotia as their Parasport Coordinator, is a great resource and in helping to continue to developing Parasport in Nova Scotia and with Para Ski/Snowboard sports.

### **Sport / Competition**

N/A

### **Other activities / Key events**

Nothing planned for this season to date.

We here in Nova Scotia hope you will all have an awesome year on the snow wherever you are and wherever you go!

All the best!

Edward McQuillan

CADS NS

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