

**Canadian Adaptive Snowsports (CADS)
Annual General Meeting (AGM) Minutes
Mont Ste-Anne, QC
Monday, March 19, 2018**

Agenda Item	Comments Action
1. Call to Order	John Stone, President by interim called the meeting to order at 7:23 pm EDT
2. Additions to Agenda Approval of the Agenda	MOTION That the Agenda be accepted as circulated. Moved by Debra Blimkie, seconded by Marie Hren. CARRIED
3. Minutes of the last AGM Business Arising from the Minutes	MOTION That the minutes of the 2017 AGM held in Sun Peaks BC be approved as circulated. Moved By James Dicks, seconded by Lloyd Gagnon. CARRIED
4. Annual Reports President's report John Stone, President by interim	The President's report was submitted and filed in the Annual Report. Key features of the report: <ul style="list-style-type: none"> • The joy of skiing and snowboarding; this is what CADS delivers to its students and partners. • Mentioned the new CADS' Values of FUN - INCLUSION - RESPECT with an ultimate goal of becoming the leader in adaptive sports in Canada. • Highlights of the CADS's Strategic Plan:

WAITING LISTS - Reduce waiting lists of skiers/snowboarders with disabilities who cannot enjoy snowsports because of lack of instructors. CADS is in the business of recruiting and training instructors.

CADS needs to grow its capacity of instructors in order to reach its target of year 2020 of having 720 instructors with CADS Level 1, 500 Level 2, 260 Level 3 and 19 Level 4. Another target for 2020 is to increase the para-coaching capacity in order to have no less than 90% of athletes who make it to paralympics to have received their training through CADS programs. Also, CADS supports the development of para-snowboard program at all levels, across Canada.

BRANDING - CADS has a new name, a new logo. It needs to address the issue of aging instructors by attracting younger instructors - targeting those less than 40 years old. CADS has a new facebook page and plans to become increasingly active on social media, reaching out to the younger generation. CADS also plans to attract new partners, as described in the paragraph below.

PARTNERSHIPS - Partnerships have been created with Alpine Canada (ACA). ACA helps with the CADS racing program; Canada Sports for Life helps with the Long Term Athlete Development Program (LTAD) and quality sport; Other partners include Canada Snowboard (CS); Canada Ski Instructors Alliance (CSIA); Canadian Association of Snowboard Instructors (CASI). CS, CASI and CSIA were instrumental in the development of the CADS Ski and Snowboard Manuals.

NEXT STEPS - CADS now needs to:

- take action to implement the MOU's and MOA's that are in place;
- build more partnerships with other organisations i.e. services clubs, community organizations, rehabilitation centres.

FUND DEVELOPMENT INITIATIVES - CADS received funding from Mountain Equipment Coop (MEC), the Canadian Paralympics Committee (CPC) and from the Jumpstart Program. These are 'one time' grants. Funding is also received from the Binnion Foundation to help with the annual Ski & Snowboard Festival; from CIBC and from Mackenzie Investments.

NEXT STEPS - CADS needs to move to a more durable, longer term funding.

MEMBERSHIP - CADS has two types of members:

- 1) People
- 2) Organisations

Membership is on the increase year after year. There is a need to continuously improve member services. The focus is on:

- A) Establishing a user friendly IT System (Goaline) and CRM Database;
- B) Becoming active on Social Media;
- C) Having a Web Site that provides useful information that is up to date and that is fully bilingual and that is accessible to all users.

Phase 1: kick-starting the new IT Framework was more challenging than expected. CADS will refine the system to be user friendly and that will meet the needs of Divisions.

Report on Governance

CADS Governance consists of:

- Board of Directors - 7 members - 6 elected, 1 appointed;
- Staff team;
- Technical Committee (TC);
- Division Representatives;
- Course Conductors.

Technical Committee's Report (TC)

Jamie Spencer - Director

- Division TC reports presented and filed in the Annual Report;
- New Snowboard Manual is completed and has been released;
- Ten Snowboard instructors successfully completed their certification;
- International scene: eleven students completed their CADS Certification in Andorra. This provides an opportunity for CADS to certify instructors on the international scene;
- CADS new certification system has been in place since 2015. Instructors can become certified by taking a specific level and can also be certified by taking a specific module, dealing with a specific disability.
- In fiscal year 2016 -17, a total of 692 instructors received a certification

Financial Report

- For many years, CADS income came solely from membership dues. Although this source of income remains important, other sources are now contributing to CADS:
- Alpine Canada and the Canada Paralympic Committee have provided a grant to CADS;
- Partners and other donors (corporate donors) have contributed funding to CADS.
- A list of the donors, partners and sponsors was presented to the members.

Words of appreciation and thanks was extended to the members, to the Binnion Foundation and to partners for their support and their donation towards the CADS Festival and CADS Programs.

5. Resolutions

Be it resolved that Hrycuik Gallinger of Cranbrook, B.C. be appointed Auditor for the 2018-2019 fiscal year.

Moved by Lloyd Gagnon, seconded by James Dicks **CARRIED**

Division reports Managing Director's (MD) report Christian Hrab

As submitted and filed in the Annual Report. For a long time, CADS has been a 'one staff' organization. The team has been growing over the past two years. Christian Hrab, Managing Director, introduced his staff team - Amy Royea, Administrative Manager; Eric Chernushenko, Communications Manager (leaving in March 2018); and Heather Stewart, Fund Development Manager.

6. Elections of board members and results

CONTEXT

- Three persons on the board have completed their two year term; John Ross (ON), John Stone (Alberta) and Tony Lenarcic (BC). Therefore, three positions needed to be filled. All three have expressed interest to serve for another two years. Two other persons have shown interest to serve on the board: Michelle Salt (Alberta) and Scott Nicol (Alberta). A total of five persons are interested to serve and only three positions are available, therefore an election was necessary. Given only two persons from one Division can serve on the board and that three from Alberta are interested to serve, should the three be selected as board members, the one with the least vote would not be able to serve on the board.

PROCESS

- An e-voting system has been introduced this year. Members could vote on line using this new system, prior to the election;
- Those who did not cast their vote had the opportunity to do so in person at the AGM;
- Amy Royea has been nominated to serve as election scrutineer;
- CADS members aged 18 years and over are eligible to vote.

ELECTION RESULTS - The three Board Directors-at-Large elected:

- John Ross (ON);
- Michelle Salt (Alberta);
- Scott Nicol (Alberta).

MOTION That election ballots be destroyed.
Moved by Susan Hughes
Seconded by Jamie Spencer **CARRIED**

- 7. Old Business** No old business to report.
- 8. Credentials Report** Approximately 50 members attended the AGM. A total of 819 members have voted - 786 voted on line and 33 voted in person at the AGM.
- 9. Announcement of Executive** The new Board will meet soon to establish the new 2018-19 Board Executive.
- 10. New Business** No new business to report.
- 11. Location of next AGM** Date and location to be announced at a later date.
- 12. Adjournment** Meeting adjourned at 8:30 pm EDT