**President’s Report**



**Annual General Meeting**

**October 16, 2019**

**Table of Contents**

[CADS – NCD President’s Report 3](#_Toc18659132)

[CADS – NCD Mount Pakenham Adaptive Snowsports Program 5](#_Toc18659133)

[CADS – NCD Calabogie Adaptive Snowsports Program 7](#_Toc18659134)

[Canadian Veterans’ CADS - NCD Winter Sports Clinic 8](#_Toc18659135)

[CADS – NCD Somet Edelweiss 9](#_Toc18659136)

[CADS – NCD Mont Cascades Program 11](#_Toc18659137)

[**CADS – NCD Ski Hawks Ottawa** 12](#_Toc18659138)

[CADS – NCD Technical Committee 13](#_Toc18659139)

# CADS – NCD President’s Report

**CADS – NCD forty great years and many more to come. Let’s keep carving and shredding the POW. Snowsports are for everyone!!!**

I am so pleased to submit my President’s Report for the CADS – NCD 2018-2019 fiscal year from July 1, 2018 to June 30, 2019.

CADS – NCD had a very successful 2018-2019 ski and snowboard season. Enrolment of 598 members was among the highest in our 40 years. We continued promoting safe fun learning in an inclusive snowsports environments focusing on ability and diversity of all members. This success was made possible by 332 dedicated volunteers or instructors who through our programs delivered snowsports opportunities to 266 student skiers and snowboarders who have various physical, cognitive, and other challenges. About 44% of the students were children and youth under the age of 20.

In Fall 2018 we introduced our new and amazing CADS – NCD logo. Thank you to our Branding and Swag Committee and to Rachel Simpson for designing it. National and all other CADS Divisions were highly complementary of it. The new CADS – NCD Carbon Ambassador Jackets debuted at Eastern Pre-Course and throughout the season. I have heard only positive complements about them. Thanks to Deb Blimkie and again to the Swag Committee.

In fall 2018, CADS – NCD members participated in several community events in the national capital area to inform the public by promoting the programs and services that we offers, and recruit volunteers and persons with various challenges into adaptive snowsports. CADS - NCD programs and Technical Committee provided volunteers and instructors with significant pre-season training.

Our student skiers and snowboarders enjoyed eight to ten weeks of great snowsports. I heard many positive comments from those participating in the “Give er a Go” days, Canadian Veterans’ Winter Sports Clinic, Spinal Cord Injury Day at Edelweiss, the Children’s Hospital Day at Edelweiss, the Mont Avilla trip, and 2019 CADS Ski and Snowboard Festival and Snowmass.

I appreciate and acknowledge all the support provided by the resorts hosting our programs; Camp Fortune, Mont Cascades, Somet Edelweiss, Mount Pakenham and Calabogie Peaks.

I sincerely thank all new and recurring sponsors who donated financially to CADS - NCD and our programs. Put simply, we could not do what we do without your generosity. Fundraising provided a solid financial backbone for our programs and services. Your efforts and generosity helped us operate all our programs, train instructors, support travel to our annual Mont Avila trip, CADS Festival, and Snowmass events, and purchase expensive adaptive equipment necessary to make it all happen.

Thank you to our external partners, volunteers, program leadership groups, and the CADS - NCD Board of Directors for your continuing support, dedication, passion and for the time you give to enrich lives of our participants. I appreciate the strategic advice provided by the CADS – NCD Board of Directors and CADS National. All your efforts enable our programs to remain dynamic and nation leading. You all enabled CADS – NCD to conduct our affairs on and off the hills in effective and efficient manner. This makes CADS – NCD a most successful and dynamic Division within CADS. We are the best. Your program year-end reports highlight the many successes we all had. You all assisted greatly to make my second year as your CADS - NCD President a fun, interesting, enjoyable, learning experience.

In September 2019, 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 41st year of operation, the 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 safe fun learning in adaptive snowsports as a means to integrate fulsomely in society.

Thanks to all our members for making this a very successful year, for all you do to participate in and support CADS – NCD vision, mission, programs, services, and activities. I look forward to even more successes in the upcoming 2019-2020 season.

Respectfully submitted

James Dicks

President,



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

A Division of Canadian Adaptive Snowsports (CADS)

# CADS – NCD Mount Pakenham Adaptive Snowsports Program

**2019 Report to CADS – NCD Board, March 2019**

My report to the Board is an interim report since our Management Committee has not had its End of Season wrap up meeting yet. That meeting is scheduled for after the March Break. Since I have not been personally involved in the day-to-day operations of our program, I have relied on contributions from other Management members to complete this report.

From Miranda Newton (Program Coordinator): Participation: We had 63 participants this year and 43 on snow volunteers, with an additional 4 non-skiing volunteers. The program ran Thursday, Friday afternoons as well as all day Saturdays and Sundays. Now this year we decided to have dedicated on-hill supervisors for every day that our program was running. We wanted to have one point of contact if there were any issues on or off the hill for any givien day. This worked out very well and we will continue this in the future.

Fundraising: Since the trivia night we held last year was such a success we decided to hold another one this year. This was run by Erin Fobert on Sunday, February the 10th at the Glen in Stittsville. We sold tickets for the event and held a 50/50 draw. A total of $1,091.42 was raised for the program. It was well attended and everyon that was there had a great time. Our year end Skill-A-Thon was held on March 3rd followed by our year end Social and Potluck. The Sill-A-Thon this year raised almost $7500.00. We are looking at a new method of RSVPing for next year to make scheduling for the Skill-A-Thon on the hill activities easier. Amy Booth, our party coordinator for several years now has indicated that she will not be able to organize the party next year. We are seeking new volunteers for this.

Other: The shed that Mt. Pakenham built for us for our equipment worked out very well this year. There was more space inside for volunteers to interact and get ready for lessons. The ski hill has indicated that they will be moving forward with their new rental building in the near future and we hope to be included in designing a more accessible space for our skiers.

From Susan Timmins Our Ski ‘N School Coordinator): Our support for the school program went through a big change this year. Parents completed an on-liner registration to enter student specific information, a waiver, and payment. For the most part it worked well once it was set-up. There was only one student who wasn’t able to attend because the parent was unable to register on-line. For next year, Amy at National has agreed to enter the information by hand for the few that cannot complete the on-line registration process if they submit the paper forms. Secondly, for some reason not all confirmation emails were received by parents so I didn’t have much luck getting those sent to me confirming registration. Our registrar, Dave Hoffman, usually could send them to me if I sent the student’s name to him. The only other difficulty we ran into was that we needed to have parents sign-up and pay before we knew for sure we could provide the service. I have spoken to Amy at National and she said they have a 30 day grace period so we likely could get refunds for parents if we aren’t able to provide the service within that time frame. In future, I am wondering if Pakenham’s registration for schools could include the registration for CADS lessons and then a volunteer would just be needed to organize the appropriate number of volunteers needed. All the lessons were a big success this year. We were able to provide at least one instructor per student for at least a 1 hour to 1 ½ hour lesson each. We had stand-up skiers, tethered stand-up skiers, students using the snow slider and students in sit skis. We provided instruction for 14 different schools on 16 different days through Jan, Feb and the first week of March. We had five new schools request help this year and three schools from last year that did not request CADS instruction. We had to turn down one student and one was unable to sign up on-line.

We provided 45 lessons to 27 students. We used 63 instructor positions and required 29 tickets in total. Eleven people volunteered; 3 of those, volunteered 3 times or less. Two of our volunteers had passes so didn’t require tickets. (The tickets were not counted to the ski program if the instructor had regular lessons on the same day or if the instructor had a ski pass). If lift tickets for CADS instructors are $15.00 each the 29 tickets cost our program $435.00. We had a school fundraise on our behalf and donated about $311.35 to our program which went a long way to paying our instructor lift9kn tickets. Maybe we could encourage fundraising at schools that come several times each year as very often they fundraise for various charities anyway. In this way we can continue to keep the costs down for parents wanting to send their children with their school class. I would officially like to thank all my volunteers this year. They certainly make the job easier when they step-up to help, show up on time and then provide a fun, safe, experience for the students.

Here are a few email comments that Susan received from parents and schools.

* I was thrilled to hear about Ava’s day at Pakenham! I’m so grateful to you and CADS for making days like this possible! Meg
* Wow, thank you so much for this great picture and for the wonderful support you and all of the CADS instructors gave to our students. We were so impressed with the care, patience and consideration that they received throughout the day.
* We will definitely be planning another trip. Have a great rest of the winter! Martha
* Wonderful. Ava was full of smiles and giggles when I asked her about her day :) Meg
* Thank you so much!!! Andrius has the best day ever with Mike and Peggy!! Martha
* Thank you so much for yesterday Sue! Our kids had such a wonderful time and your instructors.

From Amber Corby (Social Networking and Budget)

Communications related items include: Facebook posts have been more frequent with many events over the past few weeks. We had 32 new “likes” this season with much engagement from participants, volunteers and friends/family. Participants, volunteers and parents have been sending in photos & videos to post on Facebook

Phil McNeely (volunteer for 10 years) was featured on CTV recently; posted on Facebook

Conclusion: The success or our program this year resulted due to the tremendous efforts of so many volunteers. I certainly wish to acknowledge our Management Team for excellent coordination. Finally, I am pleased to announce that we plan to nominate Amber Corby to be the representative from Mount Pakenham to the NCD Board at the 2019 AGM in the Fall. In preparation, I ask that Amber be invited to the Board Meetings in the interim before the AGM.

Allan Braun

# CADS – NCD Calabogie Adaptive Snowsports Program

**2019 Season Overview, March 2019**

**Program Overview**: Sunday Program: We had a great year - the team out did themselves. We worked with 38 participants and 68 volunteers/instructors and have 7 individuals on our waiting list. We started January 6 and completed on February 24th. We had to cancel the last afternoon of the program due to weather and road conditions. It was a cold season and we had a few cancellations due to the extreme temperatures.

Winter Sports Clinic: We worked with the Committee to implement this week long program with rehabilitating veterans. It was the best Clinic to date. There was filming of Still Standing that included Johnny Harris in the sit skis. It should be broadcast next winter.

Community Living Day: This event is usually held on the last Monday of January but due to extreme cold was cancelled by Community Living. The participants were very disappointed and next year will be very exciting as they will have two years of anticipation.

School Program: We provide assistance to Calabogie Peak’s ski school by providing training for individuals with special needs. It allows them to be a part of a regular school outing and that is so empowering for them. This year the Peaks was less involved and sent schools directly to us for coordination. We had 13 days between early December and the end of March - one of our busier years. We are seeing students coming from Prince Edward County and from other Community Living Centers. All the days were extremely successful.

**Training for Volunteers:** Each year we provide two days of training for new and returning volunteers. We collaborate with Pakenham for this training and had exceptional response from both programs. This year on the Tuesday night it was more of hands on sit ski and tethering sessions and this worked very well for those wanting to get more training and working in smaller groups. We also brought back a Sunday training day part way through the year and saw great benefit by doing so.

**Patron Appreciation Day:** We held our Patron Appreciation Day on the deck of the lodge on Sunday and provided a coupon for a hot chocolate and handed out McDonald cookies as a way of saying thank you to those who share the hill with us. It is a great event and we take advantage of parents and friends to assist us with it.

**Budget:** We will review our final budget to determine if we can afford one sit skis or two. We purchased 65 coats for all of NCD and had 2 coats left over. Orders are coming in strong for next year coats at Calabogie.

**Festival:** We have 7 individuals attending from Calabogie and are very excited for the skills and experiences they will have while out in BC. The funding from NCD is very much appreciated.

# Canadian Veterans’ CADS - NCD Winter Sports Clinic

**2019 Season Overview, March 2019**

**Program Overview:** This year was the most successful year to date, as we seen this through the week get better, from the skiing to the nightly activities. All went as planned. The CBC Still Standing went very well with regards to CADS and the Winter Sports Clinic getting a lot of recognition. We had for the first time every volunteer’s from out west (VISA) participant with the clinic and will be bringing more next year. The only hiccup we did have that was out of our control was the Accommodations, and will be better addressed next year. Overall there were only a few complaints this year, problems that we have already addressed for next year. With regards to incidents, on the hill, there were only three and one was not skiing related. Overall, better than in previous years. We had a number of VIPS from the military show up this year and were all received very well. As for next year it will be are 10th year and are planning to Have Something Special with regards to Bob Gilmore as he is the founder of the WSC and a great friend.

**Budget:** This year we surpassed all expectations. We raised significantly more funding. In addition, as has been the case for several years True Patriot Love provided significant funding. For the first time ever, we received donations from over 48 Legions. Everything that those donating to the program and assisting make it a great event exceeded our expectations and gave us our best year to date.

# CADS – NCD Somet Edelweiss

**End of Season Report 2018, March 2019**

CADS Edelweiss had 58 participants and approx. 105 volunteers for the season. One participant did two weeks with Edelweiss then returned to Pakenham for the remainder of the season. This is a very slight increase from the previous year. We lost about 12 volunteers from the previous year but had 19 new volunteers help out with two leaving mid-season because they landed new jobs that were on the weekend. We had 6 high school students with three of them being in their second year of CADS. We did have a wait list of about 8 participants that we could not take because we were volunteer limited. The majority of those not accepted into the program were very young 6 - 8 year old kids on the Autism Spectrum for which the 4 hours on snow that we offer would not be appropriate at such a young age.

The weather this season was not overly severe and even the days that were expected to be exceedingly cold were skiable because the majority had the sun shining which certainly make the body feel warmer especially is there is minimal winds. We did cancel the final Sunday because of the inclement weather (heavy rain) and it turned out to be the right decision because Edelweiss remained closed for the day. There was no way to offer a make-up session.

We will be in the black at the end of the season but the final numbers have not been calculated yet. We did a couple smaller fund raising initiatives which included the sale of the red CADS Buffs and a St Albert Cheese sales fundraiser. Both raised around $1500.00 which was very good. We did not do our raffle this season as it reached its limit and people were tired of selling the tickets. Most were simply being bought by the participants and the volunteers so it wasn’t really meeting our objective anyways.

We purchased a new Dynamique in the offseason which was used extensively and was a great addition to our sit ski fleet. We do not have any requirement to purchase any new expensive equipment this year so even though our intake of funds was lower all is fine.

Our banquet is coming up on Sat 16 March and we have about 125 people attending which is about the norm. The silent auction at the banquet is always a great source of revenue and there are some great items again this season.

The ski show was a bit of a disappointment this season for the number of names we collected for potential volunteers there were only about 15 names total and I don’t have the numbers of those that were contacted and followed through but of the 3 potential volunteers for Edelweiss none materialized as willing to help out. Of the 19 new volunteers the majority contacted me out of the blue because they saw us on the hill and wanted to help out. There were also some that new people in the program and wanted to help because of that. We do need to find a way to attract more volunteers on a CADS NCD level.

On Thursday 7 February we ran a Spinal Cord Injury Ontario Day that attracted 6 new SCI folks onto the slopes. The day was sponsored by Burn Tucker Lachaine from Ottawa. There was no cost to CADS NCD and the volunteers were provided by Edelweiss. It was a great day of skiing with some very satisfied clients and a number of sit ski rides were provided to SCI ON personnel and a couple from the lawyer firm. This was the second event we have done with SCI ON and we are now in the planning process for next year.

Last Sunday 03 March we hosted a CADS NCD sponsored CHEO Day which got 16 kids on the hill. I believe this was a record number of participants and that was probably because we moved the event from Ontario Family day to a weekend since CHEO staff were not able to work on Family Day. It went very smoothly. Both SCI ON and the CHEO event are fantastic learning experiences for our volunteers as they get to meet a new participant, assess their abilities with the aid of their parents and CHEO personnel, select equipment (ski, board, sit ski etc), fit equipment and teach a beginner lesson and possibly an advanced lesson after a run or two. It certainly gives the volunteers a whole new level of confidence in their abilities and trains some more advanced skills.

We ran a tethering clinic on Sat 29 Dec and Sun 30 Dec with about 15 volunteers attending. We ran the new sit ski tethering syllabus we developed and found we had a couple of flaws that will be corrected. Overall the training went very well but we found we spent a bit too much time on the basics and needed to get on the hill a bit quicker.

We had a group of 6 of our best Sit Ski tetherers write an extensive Sit Ski Tethering Manual that was a very detailed reference manual on the equipment and how to tether. We distributed it to about ten individuals within CADS NCD and CADS National. To date we have had exactly zero feedback which is very disappointing given the substantial time we spent in the preparation of the document. We will continue preparing the manual for our own use by adding photos and videos as appropriate.

We have two participants and one Volunteer heading to Festival this season from Edelweiss, one had to back out because he was offered full time employment starting just prior to Festival. Liane Carmel a sit skier, Alexa Stacey a snowboarder and Chris Holden a volunteer.

We have 5 instructors going to Snowmass, Jeff Boucher, Colin Moden, Scott Taylor-Bosman, Martin Bourgon and Louis Poirier. All are very senior sit ski instructors and all assisted with the development of the Sit Ski Tethering Manual. The National Disabled Veterans Winter Sports Clinic at Snowmass runs from Sun 31 March to Sat 6 April.

# CADS – NCD Mont Cascades Program

**Summary 2019 Season, March 2019**

**TEAM:** We finished our season with 2 full time sit-skiers, 1 part-time sit-skier who graduated to full-time stand-up skiing, 7 standup skiers and 17 volunteers/instructors. We lost 3 volunteers just days before the season began, two to injury and one to a family crisis.

**SEASON:** The weather cooperated nicely this year with lots of snow and cold temperatures, so we had no cancelations/rain dates to sort out this year.

We ran each Saturday with +/- 17 volunteers and managed to get by but did have a few days where we were very “lean” due to volunteers away for illness, funerals, holidays etc. We were very fortunate to have Alex’s daughter Fiona MacPherson join us for the last two Saturdays while home for reading week.

The consensus is that we need to make a strong effort to recruit more volunteers for next season. We especially need to focus on training and certifying more people who can assist with our tethering needs. We would also like to accept the few kids who were on a waiting list, but we were not able to accommodate this year.

Our program wrapped up on February 23rd with a fun scavenger hunt in the morning and 43 people attending our celebration banquet with awards and lunch catered by Mont Cascades. The celebration banquet is the official end to our season however many parents, skiers and volunteers stayed for the afternoon and we enjoyed a fun time skiing together as a group.

**TRAINING:** Ski improvement sessions were held at 8:30 every Saturday morning for all volunteers. The focus was on ski and teaching improvement using CSIA methodology to improve their understanding of ski teaching, giving them the tools to help their skiers become more confident skiers.

**SPECIAL DAYS:** February 9th was Hockey Day in Canada. We celebrated by wearing our favourite team jersey over our jackets for the day and end with a team picture that we send into the HDIC broadcast.

We also came up with “team names” this year. The skiers seemed to really enjoy naming their team and wearing stickers that identified them as a member of that team. I’m not sure who started it, I think it was Alex Macpherson, Mike Verreault and sit skier Amy Steers with Team Flash. The other volunteers and skiers joined in and had fun naming their teams too.

**CADS – NCD Ski Hawks Ottawa**

**Year End Report, March 2019**



Ski Hawks Ottawa Inc.

Business No. 89968-0961 RR 0001

Email: [cmitrow@gmail.com](mailto:cmitrow@gmail.com)

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

**Summary**

Below are a few comments related to our program

1. **Number of guides and skiers**: This year we had 45 guides, which was a decrease of 25% from last year. We have 19 skiers, which gives us a guide to skier ratio of about 2 to 1. This works as we have about six skiers who are able to ski with only one guide. If we have significant guide cancellations we could have a guiding problem.
2. **Skier deviation from these norm**: At the beginning of the season, we started with only 14 skiers. We increase the number to 19 including 2 young skiers (6 and 9 years old). Both were very successful throughout the year. We also had one skier (visually impaired) who needed a sit ski.
3. **Recruiting methods of new skiers and anticipated maximum**. This year, we tried recruiting through the CNIB and schools. This increased our number of skiers to adequately accommodate the number of guides. Next year, we could accommodate a few more skiers, which would enable us to bring on more guides.
4. **Financial ability to support training costs**. We are still trying to figure out how to address this financial requirement.
5. **Mont Avila**. This year, 33 guides, skiers and guests attending the trip on March 10
6. **Festival attendance**: We have 3 skiers and two guides attend the festival
7. **Kowbuz Cup Guestimation Race**: This year 12 skiers participate in the race. This is an interesting type of race that we encourage other areas to consider trying.
8. **Final Saturday skiing and year-end party**: Saturday March 16 and April 3 (Camp Fortune and Fox and Feather) respectively were both well attended great events.
9. **Number of CSIA or CADS certifications**: We had one CSIA level 1 completed this year and expect more next year. No CADS certifications were achieved this year.

Respectfully submitted

Paul Johannsen

# CADS – NCD Technical Committee

**Year End Report, March 12 2019**

**CSIA Methodology**

We had five candidates participating in the Level I CSIA Methodology Course which was scheduled for December 22nd and 23rd. The training was interrupted when the Course Conductor fell ill and had to postpone the second day of training. She had intended to reschedule upon her return from Japan in February but suffered an injury and could not complete the course.

We did not deliver a Level II methodology course this season.

The Technical Committee will look at how these courses are delivered in the off-season.

**CADS Level I and Level II Instructor Certification**

Both scheduled Level I and Level II certification sessions were cancelled when no one had registered with less than a week to go.

In the off season, the Technical Committee will explore delivery options in the hope of making it easier for people to participate.

**CADS Level III Instructor Certification**

Jamie Spencer delivered a Level III certification course March 2nd and 3rd. Three (3) candidates (Keith Blimkie, Sylvie Morissette, and Austin Watts) were successful.

There are several other interested candidates within NCD so I will try to organize another course, possibly in December.

**CADS National Data**

I received a report from Amy showing what information National had on hand relating to certification of NCD instructors. In it, I identified numerous errors which will need to be corrected. Once I have the information updated, I will establish an NCD-only database that we can manage for ourselves. As an information professional, I have concerns about National’s data management practices.

Respectfully submitted by,

Al McLarty CSIA II, CADS III Course Conductor II

Director, Technical Committee CADS-NCD

Snow Sports are for Everyone