**President’s Report**



**Annual General Meeting**

**October 29, 2018**

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# CADS – NCD President’s Report

**Happy 40th Birthday CADS – NCD. Forty great years. Many more to come. Let’s keep carving and shredding the POW. Snowsports are for everyone!!!**

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 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.

In fall 2017, CADS – NCD members participated in several 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 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. 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.

Our student skiers and snowboarders enjoyed eight to ten weeks of great snowsports. I also heard many positive comments from those participating in the “Give er a Go” days, Canadian Veterans’ Winter Sports Clinic, Community Living Day at Calabogie Peaks, the Mont Avilla trip, and 2018 CADS Ski and Snowboard Festival. Ski Hawks Ottawa celebrated their 40th Anniversary at Camp Fortune; 40 great year. Congratulations.

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. All your efforts 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 first year as your CADS - NCD President a fun, interesting, enjoyable, learning experience.

Throughout the year, CADS – NCD modernized its brand. On June 27, 2018, membership overwhelmingly supported CADS - NCD bylaws changes that reflect current 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. Thanks to all everyone involved in making this happen.

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, 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 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 season.

Respectfully submitted

James Dicks

President,

CADS - NCD



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

A Division of Canadian Adaptive Snowsports (CADS)

# Mount Pakenham Adaptive Snowsports Program

**2018 Report to CADS – NCD Board, March 12, 2018**

* Program Enrollment: We had 62 client members enrolled served by 50 volunteers. One hour lessons were held from Tuesdays to Sundays for eight weeks. Our first Saturday had to be postponed due to extreme cold, but all other lessons proceeded on schedule (with some make-ups).
* Fundraising: We had an exceptional year for fundraising this year.

Bake-Sale: $636.75 (also used to introduce Pakenham public to CADS.

WCASC: $2,800.00 Donation toward a new sit-ski.

Trivia Night: $1,515.00 We were privileged to have Erin Fobert as our principal and experienced fundraiser. Through her contacts (e.g. WCASC) and expertise, we were very successful.

Pembroke Ski Club: $5,000.00 When this not-for-profit club dissolved, the club contacted Erin to donate $5,000.00 to our program.

Skill-A-Thon: $5,920.00 We had another successful fundraising event at our end of year celebration.

Total Fundraising: $15,870.75. (This does not include the income from our annual fee (225.00)

* Purchases: We were able to purchase two new Dynamique Sit-skis so far this year. Two are now assembled and are being used. Once all expenses are accounted for, we hope to purchase a third sit-ski. We still have not paid for all lift tickets. (We should note that Joanne Clifford, the owner of Mount Pakenham, gives us a significant discount for our lift tickets.
* Ski-N-School: An important part of our client service for CADS-NCD Mount Pakenham is our ski-n-school program. Each year, we help about 40 children who come to MP with their schools and request special training and/or support from us. Bob Robertson coordinated this program, and when he had to step aside for a while for health reasons, Sue Timmins took over.
* Volunteer Recognition: We plan to present service pins again at year-end, 2019. We have had a number of requests for jackets and hope to order these for volunteers who request them. (Our program pay half the cost.) We would prefer to have **red jackets** for our hill since our red jackets are recognized by lift operators and staff.

Allan Braun

# Calabogie Adaptive Snowsports Program

**2018 Season Overview, March 2018**

**Program Overview:**

**Sunday Program**: We had an awesome year and the team achieved several goals this year. We worked with 41 participants/60 volunteers/instructors this year and have 7 individuals on a waiting list. We started January 7th and completed on February 25th. Surprising we had few cancelations due to the cold but had been hit with cold/flu cancelations. Attendance was very strong and we have brought on new individuals off our waiting list so were at our capacity this year. We had a give it a try with 3 individuals last weekend and they were extremely appreciative to be able to come out. We have introduced new sit-skis for the program and they are being very well received and we are seeing clear results from the participants. The ability to have the bucket in place with the use of hydraulics is saving backs and making it much easier for load. Calabogie Peaks has brought on a new Operations Manager – Jim Helmin who was at Mont Ste-Marie. We introduced a new online portal (from Silver Star) and it is amazing for lesson planning, training records and other details we need. Goal line was difficult and we had issues and still have issues with registration of some instructors/participants particularly as they have the same surname.

**Winter Sports Clinic**: We worked with the Committee to help put on this week long program with rehabilitating veterans. This was an outstanding event and was one of the best to date.

**Community Living Day**: This was held on the 29th of January and we had approximately 60participants and Volunteers. The volunteers were from across all of the programs and we so appreciated their help and assistance. It was a great day on the slopes and the individuals love it. Thank you to the other programs that are assisting this year. We couldn’t do it without them.

**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 is less involved and are sending the schools directly to us for coordination. We have several days with a number of students who registered for single day and the others came from Pakenham or the Calabogie programs so were already registered. It worked very well and we will continue to smooth out the process for next year.

**Training for Volunteers:**

Each year we provide two days of training for new and returning volunteers. We collaborate with Pakenham for this training and also for the ski improvement sessions throughout the season on Tuesday night. We have also brought in a CSIA Instructor to work with smaller number of instructors for more development of senior skiers. Several of our instructors participated with Jamie Spencer and Tommy Chevrett for level 3 prep. The goal is to continue to prepare for next year’s examination period.

**Patron Appreciation Day:**

We held our Patron Appreciation Day on the deck of the lodge on Sunday and provided apple cider and 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. We raised donations over $300.00. Next year we will review to determine how to work with the Peaks and also promote our program.

**Budget:**

We will review our final budget to determine if we can afford one or two new sit skis and we will carry over our jacket funding to make a purchase for new coats. Our idea is to have instructors/volunteers purchase part of the coat if they chose to own one and have a few others as loaners but will await further direction on this and how to proceed.

# Canadian Veterans’ Winter Sports Clinic

**CADS-NCD Update for End-Season 2018, March 13th, 2018**

**Key Points**

* WSC 2018 was successfully executed, February 4-9, 2018 at Calabogie Peaks Resort.
* To further define eligibility to attend the WSC as an ‘injured veteran’, the Royal Canadian Legion’s definition of a veteran will be used.
* Even though funding has been secured to cover WSC 2018, the conflicting fiscal deadlines remain challenging.
* Although the overall participation at the clinic has been steadily increasing, the target of 100 total participants, instructors and volunteers will be kept next year to stabilize the clinic.
* WSC 2019 is scheduled for February 3-8, 2019. The next WSC will have its first planning committee meeting on April 18th, 2018.

**Feedback**

An after-action meeting was held at Calabogie Peaks on March 3rd, 2018 with the WSC 2018 planning committee. The topics discussed included review of After-Action forms, fundraising / budget, selection, roles and responsibilities, administration, on-hill coordination and off-hill activities

An electronic feedback sheet was used to collect comments from the participants, volunteers and instructors with 47 total submitting responses. Although the feedback was overwhelmingly positive, constructive observations were provided to further improve the clinic.

**Eligibility**

During selection, there was some contention on what was the definition of a *veteran.* It was decided that the Royal Canadian Legion’s definition was the most aligned with the goals of the clinic.

*A Veteran is any person who is serving or who has honorably served in the Canadian Armed Forces, the Commonwealth or its wartime allies, or as a Regular Member of the Royal Canadian Mounted Police, or as a Peace Officer in a Special Duty Area or on a Special Duty Operation, or who has served in the Merchant Navy or Ferry Command during wartime*.

WSC 2018 gave top priority this year to first-time applicants. For WSC 2019, priority will be given to (1) applicants requiring physical adaption, (2) first-time applicants, and (3) returning applicants. As well, the website has been updated to emphasize the minimum age to attend the clinic in any capacity is 18 years old.

**Budget and Fundraising**

In due part to a larger number of participations, WSC 2018 saw approximately a $20K increase above the projected cost for accommodations and meals. Other costs that were new to this year included the 50 person dogsledding trip and associated transportation costs.

*True Patriot Love* remains the primary sponsor to the event. They have pledged $54K to support WSC 2018. The MOU is expected to be signed off by next week with the funding following shortly afterwards.

The Royal Canadian Legions have again provided unprecedented support. At this point, they have donated $18.8K with additional donations still coming in. *Lépine Group* remains a solid supporter with a $10K donation to the clinic this year. Once the TPL donation is received, the total amount raised is projected to be $104K.

With the capacity of Calabogie Peaks Resort and the increased costs of meals and accommodations, the target participation for WSC 2019 will remain at 100 (50 participants, 40 instructors, 10 volunteers).

**WSC 2019**

WSC 2019 is currently scheduled for *February 3-8, 2019*. The WSC 2019 planning committee will convene on April 18th, 2017. Clearer roles for each position on the planning committee is currently being drafted and a callout to fill vacancies will come shortly after the first meeting. Austin Watts, director of the Track3 program in Battawa, has shown interest to be the Chief Instructor for the event. Dale Cross, participant and volunteer from the last eight WSCs, has indicated he is interested in the role of Program Director.

# Somet Edelweiss

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

**Participants**

We wound up with 56 participants in the end which is up by 5 from the previous season. We did take a number of new participants but the majority of those new skiers came with at least one new volunteer. We really stressed that new participants would have a much higher chance if they could provide at least one volunteer and it actually worked out well. It did mean a lot of early season training because two of the new skiers were in sit skis and were permitted into the program with their own sit ski tetherer. Both of those new volunteers that needed to sit ski were brought to the hill numerous times to get proficient in tethering prior to the season commencing. Both were very strong skiers and did manage to become very good tetherers prior to the first program day. It was an interesting experiment that was successful but did create many additional training days in order to ensure they were safe and effective. We have a large number of our participants that have been with the program for many years and we have trouble accepting new participants because our exiting volunteers pretty much equals our new volunteer intake.

**Volunteers**

We were exceedingly fortunate to have a large number of new volunteers join our program this season and in that group were some exceedingly strong skiers and knowledgeable ski instructors that I believe will return for the coming seasons. As with any program there were a couple of new volunteers that were not ideally suited to help out and a couple will not be returning next season. For the most part it was older volunteers with existing limitations on the backs and knees that will not permit them to ski for the time required for a program day. Of particular note for volunteers we took on 5 younger volunteers, 15 and 16 year olds, all f which did an amazing job. Sometimes younger volunteers need constant guidance and have difficulty with ensuring they are on time especially after the lunch break. These 5 were 100% dedicated to the program, wanted to learn as much as they could and were always willing to help out wherever they were needed. There is hope for the world in the future.

**Goalline**

We pushed Goalline to it’s limits and felt the frustration of doing so. We used it as our main source of data collection and payment tool for registrations with CADS National as well as our program fees and for our upcoming banquet. The process of getting Goalline set up to meet our requirements was a bit painful and we never got it fully developed to meet our needs but for the most part it was very successful. We will take the time now that the season is nearly completed to improve on what we have and make it better for next year. There are a lot of features in Goalline that are very user friendly and now that people have their information in the system we are hoping next year is easier. We use it to create our progress reports, emergency contact sheets, match up board sticker, track qualifications and a lot more. It can be used effectively but Goalline needs to do a lot of improvements to meet our future needs. Painful but very useful.

**Safety**

One ambulance ride and no injuries that were reported. The ambulance ride was very much precautionary and was because the participant had said yes to the Ski Patrol when asked if his back hurt. Their protocol is any indication of back injuries the back board is automatically used and an ambulance is called. There were no injuries to his back but his hip was a bit tender for a couple of days. Overall it seems to have been a very safe season, I’m sure there were many bumps and bruises but that is the nature of skiing.

**Budget**

Not finalized.

**Banquet**

Upcoming on Sat 24 March at Jim Durrell Centre on Walkley Road.

**50/50**

We do rounds in the lodge and sell 50/50 tickets to anyone that happens to be in the lodge. We sell between $200.00 - $300.00 in tickets each day of the program. This year we had 3 unclaimed prizes so we basically ran a 100/0 draw. We also had an unusually high number of the winner donate some or all of their winning back to the program.

**Equipment Purchases**

We had no major equipment purchases this season and the majority of our equipment funding was for replacement parts, new shocks for Mountain Man sit skis and handles for the backs of our Mountain Man fleet as most of ours did not have handles. Of note, it seems that every company that sells adaptive ski equipment is not very good at filling orders in a timely manner nor shipping complete orders. Order early and expect incomplete products.

**Tuesday Training**

We conducted 6 days of Tuesday evening training and had a large percentage of those attending being new volunteers that wanted to improve mainly their sit ski tethering and their ability to ride in a sit ski skills. We have a small crew of our better sit ski instructors developing a sit ski instructing guideline to ensure all of our instructors are teaching consistently but developing a flow of training to ensure the new tetherers follow a pre-determined training program. We want to make sure our tetherers fully understand the equipment and the mechanisms of their skiing and the sit ski skiing to make them a better tetherer and hopefully shorten the training required. We have some great papers written by some of our instructor that will be the basis of our first working group on Tuesday 13 March 2018. We are purposely keeping the group small and manageable but will be looking for input from the other programs in the near future.

**CADS Level 2 Training Modules**

Conducted 3 Level 2 CADS training modules. Mon 05 Mar VI Level 2 for one volunteer. Sat morning 10 Mar CADS Level 1 ASD. Sat 10 Mar PM two volunteers for CADS level 2 VI Module.

**Give ‘er a Go Opportunities**

We conducted 5 Give er a Go opportunities this year all for sit skiers. They all liked sit skiing and one joined the Edelweiss program. The other 4 may apply with programs next season but all were cautioned about wait lists and lack of volunteers that can tether sit skis effectively. One of the sit skiers was also visually impaired and may apply with Ski Hawks for next season as the location, timing and duration of the program suits the family needs.

# Mont Cascades

**Summary 2018 Season, March 2018**

Well another one down!

This season seems to have been the most eventful in my experience yet. We had one of our sit skiers progress to stand up as her strength has steadily improved and we anticipate that she won’t be in the SS next year.

Another sit skier is well on her way to becoming an independent skier and she is only 6 years old! We took the fixed outriggers off this year as well as the “roll bar”. Gave her outriggers (just her size) and stuck a 30lb weight in the foot bucket .. she got the hang of it in just 2 sessions on the carpet hill .. the only tethering I was doing is being her brake and calling her turns.

As usual, hockey day in Canada and “crazy shirt / put stickers and all kinds of things on your helmet day” was a great success. We even had one of our instructors show up in a full blow Penguin outfit!

Mt Cascades really treats us well, providing a terrific group rate on tickets and making sure that everything we need is there. Ski school offers up participation in their improvement sessions for those that wish to attend. We also had our own improvement sessions with Vicki Meirins again with almost perfect attendance every week.

One of our weeks was more challenging with a lot of instructors off .. we were fortunate to have 1 Calabogie (Ray Blimkie) and 1 Ski Hawks (Madeline Maynard) come and help us out for the day!

We had a sit skier out for “give it a try” 2 afternoons and I believe that (staffing permitting) we might have a new skier next year. We had 12 skiers this year with all 3 of our buckets filled. Much progression on all fronts.

We had 17 volunteer instructors and I was able to recruit 2 new people at the WSC to help out next year so, hopefully, we will be able to accommodate more skiers.

Our end of year achievement celebration went well – Mt Cascades did the catering and we all had a great time.

We have moved our fundraising to outside the program timeframe as it’s much too busy in the 8 weeks to also worry about raising funds. So we have decided to make it a year round effort instead – parent / guardians are thankful for this initiative this year.

All in all our year was quite successful with many “thank you”s and we will be seeing all next year.

Theresa

# Ski Hawks Ottawa

**Year End Report, March 10, 2018**



Ski Hawks Ottawa Inc.

Business No. 89968-0961 RR 0001

Email: cmitrow@gmail.com

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**Summary**

Ski Hawks Ottawa had another successful year with eight evening outings and one weekend outing that is planned for March 17th. At present it will be our best attended weekend event with 9 skiers participating and over 20 volunteers. Ski Hawks also had a large group attend the Mt Avila trip and everyone reported having an excellent experience. The program will also have one of the largest contingents ever going to the CADS Festival with 4 skiers and several guides attending. There are currently 17 active skiers and 56 active volunteers.

**Volunteers**

Through word of mouth, recruitment from without our ranks, the Ottawa Ski Show, and a booth at a government event, the program recruited 13 new volunteer guides this year. This insurgence of guides was welcomed as we had many guides cancelling some evenings due to work obligations, weather, or illness. This has become a bit of concern with our program, particularly for our Technical Director as he is receiving cancellations up until 2 hours before the program starts. It makes it quite difficult to plan the matches of guides and skiers when this happens. The Board will be working on finding a resolution or solution to this issue as it seems to be getting worse each year,

**Skiers/Boarders**

The program had three new skiers join this year; one who had been absent from the program for several years. There was some attrition from 2017 with one skier moving to Port Perry, one skier whose work schedule interfered with Wednesday night skiing and one who decided to take a break.

**AGM**

The Ski Hawks AGM will be held at a place to be determined on June 9. Carolyn Mitrow will be stepping down from the President role after years in that role. As well Adele Farough will be stepping down after many years of dedicated service in the Secretary role. The Board is encouraging interested parties to step forward to indicate their interest in being on the Board. All positions will be up for election as it is an election year. Positions include the President, Treasurer, Secretary, Technical Director, Logistics Director and two Director-at-large positions.

# CADS – NCD Technical Committee

**Year End Report, March 15 2018**

In general the season went well however, the numbers were significantly lower in terms of new certifications this year. I think one of the reasons for this is we have successfully "upgraded" most of our previous Level 1 & 2 instructors under the old certification criteria to the new system at both Level 1 & 2.  As a result we are now transitioning into net new certifications for new & previous members who are not certified.  These numbers are considerably lower. Should definitely be more of a focus on certification promotion going forward from all Program Directors.