

**SKI HAWKS OTTAWA  
OPERATIONS MANUAL  
2016-2017 Season**

Updated October 2016

## Table of Contents

<b>1. Ski Hawks Ottawa Mandate</b> .....	<b>4</b>
<b>2. Ski Hawks Ottawa Structure</b> .....	<b>4</b>
2.1 CADS – NCD.....	4
<b>3. Policies and Procedures</b> .....	<b>4</b>
3.1 Registration Requirements for Guides, Skiers and Boarders .....	4
3.2 Registration Fees for Skiers and Boarders.....	5
3.3 Registration Fees for Guides.....	5
3.4 Late Registration Fees.....	5
3.5 Wednesday Night Program.....	5
3.6 Participation in Weekly Program .....	5
3.7 Skier Boarder and Guide Cancelling Program Attendance .....	5
3.8 Cancellation of Weekly Program Due to Weather .....	6
3.9 Incidents or Accidents during the Program.....	6
3.10 Safety on the Ski Hill.....	6
3.11 Non-Provision of Rides to Minors Under the Age of 18 Years.....	6
3.12 Minimum Age for Skiers Snowboarders and Guides.....	6
3.13 Skiing Ability – Guides.....	6
3.14 Guide Dogs at Program Events .....	6
3.15 Sympathy Donations.....	7
<b>4. Technical Program</b> .....	<b>7</b>
4.1 CADS Manual.....	7
4.2 CASI, CSIA, CSCF, CADS Certification .....	7
4.3 B1, B2, B3 .....	7
4.4 App for Vision Simulator from Braille Institute .....	7
4.5 Skier and Guide Matches.....	8
4.6 Skiers’ and Guides’ Photo Board.....	8
4.7 Skiers’ Progress Cards.....	8
4.8 Ski Improvement Sessions, Safety and Guide Training.....	8
4.9 Skier Code of Responsibility.....	9
4.10 Skier Code of Conduct .....	9
4.11 Safety with Visually Impaired or Blind Skiers / Snowboarders – A Few Tips .....	9
4.12 Insurance .....	9
4.13 Snow Parks, Terrain Parks, Jumps and Half Pipes with Proper Instructors.....	9
4.14 Report SHO Activities to CADS to Ensure Insurance Coverage.....	9

<b>5. Awards.....</b>	<b>10</b>
5.1 Kowbuz Cup.....	10
5.2 Wally White Skier of the Year .....	10
5.3 Ron Prince – Rookie Guide of the Year.....	10
5.4 Guide of the Year.....	10
5.5 The Bruce Meredith Volunteer of the Year Award.....	10
5.6 Other Recognition Awards .....	10
5.6.1 Five Year Recognition: .....	10
5.6.2 Award for Retiring Long-time Volunteers: .....	10
5.6.3 Corporate Sponsorship Recognition.....	11
<b>6. Marketing, Fundraising.....</b>	<b>11</b>
6.1 Recruitment.....	11
<b>7. Inventory.....</b>	<b>11</b>
<b>8. Web Site.....</b>	<b>11</b>
<i>Appendix 1 Board of Directors Contact List.....</i>	<i>12</i>
<i>Appendix 2 Waiver FOR ILLUSTRATIVE PURPOSES .....</i>	<i>13</i>
<i>Appendix 3 Annual Calendar of Events.....</i>	<i>15</i>
<i>Appendix 4 Instructions for Program Notifications or changes.....</i>	<i>16</i>
<i>Appendix 5 Safety with Visually Impaired or Blind Skiers / Snowboarders – A Few Tips.</i>	<i>17</i>
<i>Appendix 6 Ski Hawks Ottawa Board of Directors, Roles, Responsibilities &amp; Committees</i>	<i>19</i>
A6.1 Guiding Principles of the Board:.....	19
A6.2 Guiding Responsibilities of the Board for the Ski Hawks Program: .....	19
A6.3 Board of Directors Positions - Qualifications and Responsibilities: .....	19
President.....	19
Treasurer.....	20
Secretary .....	21
Technical Director .....	21
Members at Large (2 Directors).....	22
Social & Administrative Director .....	22
Weekend Administrator .....	22
Web Site Administrator.....	23

## **1. Ski Hawks Ottawa Mandate**

The mandate of Ski Hawks Ottawa (SHO) is to provide a safe alpine ski and snowboard program, ranging in all levels of skiing and snowboarding ability, for visually challenged or blind participants in the Ottawa and Outaouais area.

This manual is intended to provide some supplementary information further to that set out on the Web sites for the Canadian Association for Disabled Skiing (CADS), Canadian Association for Disabled Skiing – National Capital Division (CADS-NCD) and Ski Hawks Ottawa (SHO).

## **2. Ski Hawks Ottawa Structure**

### **2.1 CADS – NCD**

SHO is a program within CADS–NCD (Canadian Association for Disabled Skiing – National Capital Division). All volunteers and skiers/snowboarders are members of CADS and CADS-NCD once they have paid their annual CADS membership fee or are granted life-time membership status. A newsletter is sent out from the CADS national office 2–3 times per year. You can read more about CADS-NCD, including their Board of Directors, by accessing the [CADS NCD Web site](http://www.cads-ncd.ca) at [www.cads-ncd.ca](http://www.cads-ncd.ca). The SHO Web site can be accessed from this site.

SHO is managed by a Board of Directors (BOD). We encourage all guides, skiers and members of the public interested in becoming a member of the BOD to inquire with the program administrators. The list of current BOD members is set out in Appendix 1. In addition, Appendix 6 sets out BOD principles and detailed descriptions of each Board position.

## **3. Policies and Procedures**

This section sets out a few necessary policies and procedures intended to enable the program to provide a positive and safe alpine experience to all members and the general public. The items below are intended to clarify the approach to deliver this program.

### **3.1 Registration Requirements for Guides, Skiers and Boarders**

There are two steps to registering with SHO. The registration process with the appropriate links can be found on the [ski Hawks Ottawa Web site](http://www.skihawksottawa.ca) [www.skihawksottawa.ca](http://www.skihawksottawa.ca).

Step 1- In order to become a skier/boarder or guide member and attend program events, it is mandatory that you pay \$30 to become a registered member of CADS and are registered as a member of CADS-NCD. Please register at the [CADS National Membership page](http://disableskiing.ca/membership/) at <http://disableskiing.ca/membership/>. This enables the appropriate insurance to be arranged. Insurance is highlighted in Section 4.12 Insurance.

Step 2 –SHO registration must be accessed through the [Events.com](http://www.events.com) Web site ([www.events.com](http://www.events.com)). Skiers and guides are required to fill out the form on this Web site in order to complete the registration process. Guides are not charged any additional fees.

### **3.2 Registration Fees for Skiers and Boarders**

The SHO registration fee of \$75 helps cover the cost of club expenditures for ski lift tickets. A small additional fee of \$25 is charged to those wishing to rent equipment.

### **3.3 Registration Fees for Guides**

Volunteer guides will be charged an annual \$30 fee by CADS to cover the cost of CADS insurance, registration within CADS and registration within CADS-NCD. Guides volunteering from other CADS programs, as well as those with lifetime CADS membership status, are exempt but are required to ensure they are registered for insurance purposes.

### **3.4 Late Registration Fees**

In order to facilitate the start of the program, any previously registered visually impaired member renewing their membership before December 1<sup>st</sup> of any year will pay the regular registration fee. Anyone registering after that date will be charged a late fee of \$25 by SHO unless they are deemed a new member.

### **3.5 Wednesday Night Program**

The main program generally runs from the first or second Wednesday in January to the Wednesday during Ontario March break – usually 10 - 11 weeks and if there are enough available guides, we will include the Wednesday of the Ontario March break. Guides and skiers are expected to be at Camp Fortune at 7:00 p.m. or before if possible, with the expectation of being on the hill from 7:30 p.m. – 9:30 p.m.

### **3.6 Participation in Weekly Program**

Skiers/boarders wishing to participate in a Wednesday program need to send an on-line form to the Administration and Social Coordinator, Murielle Arseneau, at [marseneau@bell.net](mailto:marseneau@bell.net) no later than 9 PM on the Sunday preceding the event. The weekly skier notification form can be found on the [Ski Hawks Web site](#) at [www.skihawksottawa.ca](http://www.skihawksottawa.ca). The form can be submitted from the Web site.

### **3.7 Skier Boarder and Guide Cancelling Program Attendance**

If a guide or skier has to cancel before the event, they must contact the Technical Director so that she/he knows they are not coming. The Technical Director will assume that a guide is attending unless she/he has received an e-mail and or heard from them by the Sunday before the event. If a skier or guide has to cancel on the day of the event, they must contact the Technical Director by phone at (819) 827-2078 before 5:00 p.m. or call Camp Fortune at (819) 827-1717 after 5:00p.m. The reception desk will inform the Technical Director.

### **3.8 Cancellation of Weekly Program Due to Weather**

On the day of each program, if the weather is questionable (too cold, rain, heavy snow, dangerous or icy roads etc.), an email will be sent out to the distribution list . and a notification will also be sent out to those who subscribe to either the Ski Hawks Facebook or Twitter accounts. It is a member's responsibility to check their e-mail.

### **3.9 Incidents or Accidents during the Program**

In the event of an accident or incident during program hours, the Technical Director or one of the supervisors must be contacted. An accident/incident report will be completed, and any follow-up needed will be initiated by the Technical Director. In the event of an accident with a skier, guides must stay with the skier and ask someone to contact the Ski Patrol. Unless the guide is a certified ski patrol, they must not touch the skier. Guide accidents must also be reported to the Technical Director.

### **3.10 Safety on the Ski Hill**

All skiers/snowboarders must carry a flashing light on their helmet or jacket. The light must be turned on in order to increase visibility on the hill. Each guide and skier/snowboarder must wear a safety vest, and all skiers/snowboarders are required to wear a helmet. Guides are also encouraged to wear helmets. Signs are erected at each ski lift at the hill in order to increase awareness of our activities on the hill.

### **3.11 Non-Provision of Rides to Minors Under the Age of 18 Years**

Volunteers must not provide rides to minors under the age of 18 years, unless they are family or with family members.

### **3.12 Minimum Age for Skiers Snowboarders and Guides**

Minimum age for skiers/snowboarders is suggested to be 8 years old. There is no maximum age. Volunteers must be 15 years and older. Exceptions to this rule must be approved by the Board of Directors.

### **3.13 Skiing Ability – Guides**

All guide volunteers must be able to ski with ease and confidence behind the skiers/snowboarders. It is suggested that guides must be able to manage the most difficult terrain at each ski hill, as skiers/snowboarder abilities vary and guides must be able to maintain a short distance between themselves and the skiers/snowboarders. When volunteers are recruited, the Technical Director will screen them for their skiing ability and there will be an assessment of their ability on the first night of the program.

### **3.14 Guide Dogs at Program Events**

Due to safety concerns for guide dogs left unattended, dogs will not be allowed at Ski Hawks sponsored ski outings unless they are under constant supervision by someone outside of the program.

### **3.15 Sympathy Donations**

Sympathy donations will be made to immediate family members of the Board in the amount of up to \$100 and any additional sympathy donations beyond the Board will be at the discretion of the Board.

## **4. Technical Program**

The Technical Director is responsible for ensuring safe matches for skiers/guides, and for ensuring that our skiers/guides are safe on the hill at all times.

### **4.1 CADS Manual**

A copy of the new CADS Manual is available on the [CADS Web site](http://www.disabledskiing.ca) available at <http://www.disabledskiing.ca>.

The Technical Director should always have copies on hand each night and all guides are encouraged to review the manual for CADS policies, procedures, techniques, hints etc. Special attention should be paid to the section on working with visually impaired or blind skiers/snowboarders; however other sections will provide the reader with more insight and ideas on how to work with a skier with a disability.

### **4.2 CASI, CSIA, CSCF, CADS Certification**

At the discretion of the Technical Director, all guides or skiers/snowboarders who have demonstrated a commitment to SHO, have demonstrated technical proficiency, and wish to increase their level of certification with CASI (Canadian Association of Snowboard Instructors), CSIA (Canadian Ski Instructor Alliance), CSCF (Canadian Ski Coaches Federation) or CADS (Canadian Association of Disabled Skiing) will have their Level I course fees paid for if they pass. Level I is covered by SHO with half reimbursement from CADS-NCD.

For all levels past Level I, those interested should approach the Technical Director to see about their fees being covered. Ski Hawks may cover other levels depending on the length of time a guide or skier has been with the program, and whether or not they have the technical proficiency to likely attain the next level of certification. CADS-NCD may also help out by covering ½ the course fees based on a Board vote for Level II and above.

### **4.3 B1, B2, B3**

There are three levels of visual imparity recognized by CADS. B1 = 100% blind, B2 = 1%- 5% vision, and B3 = 5% - 10% vision.

### **4.4 App for Vision Simulator from Braille Institute**

This free app available from the [Braille Institute of America mobile applications](http://www.brailleinstitute.org/digital/mobile-applications) page can be downloaded on various mobile devices to demonstrate what persons with various visual acuity can see. Download this application to gain a very interesting perspective:

<http://www.brailleinstitute.org/digital/mobile-applications.html>

#### **4.5 Skier and Guide Matches**

The Technical Director will match skiers and guides for the Wednesday evening program events and year-end fun day. The common practice is to utilize different matches each week so skiers become more proficient on the hill with a variety of guides and are not dependent on any particular guide. Matches are made in consideration of several factors including: safety; teaching /developing skiers' technical skiing skills; enabling guides to gain experience before guiding on their own with highly proficient skiers; and developing levels of proficiency in particular skiers and guides.

Skiers wanting to attend the CADS-NCD March ski trip and or the CADS annual festival at the end of March are responsible to find a guide willing to go, with each the skier and guide paying their own way. The Technical Director may assist with a canvas of guides to see who may be interested in attending these events.

#### **4.6 Skiers' and Guides' Photo Board**

A board containing pictures of skiers and guides will be posted near where the Technical Director confirms attendance on Wednesday evening programs. It is intended to facilitate easier identification of skiers by their guides. In addition, it will assist guides in identifying new guides with whom they may be partnered for the program sessions. Photos will be in alphabetical order with skiers and guides identified separately.

#### **4.7 Skiers' Progress Cards**

Starting in the 2017 season, Ski Hawks is implementing a system to track the progress of each skier during the season. A card will be developed for each skier. Each week we ask the guides to review the card before going on the hill and after returning to the lodge, summarize the progress made by their skier during the program session. This is intended to assist guides in their interaction with their skiers on the hill.

#### **4.8 Ski Improvement Sessions, Safety and Guide Training**

Ski Improvement sessions are offered to all guides by certified ski instructors or snowboard instructors hired by the program. As many as possible will be held to accommodate everyone.

Since 2016, a day long guide training session will be held the first or second weekend in December. All guides are asked to attend in order to be briefed on the CADS Manual and any new activities or policies for the ski season, and to update their skills. All new guides must attend a training session before being allowed to guide a skier/snowboarder.

Guides will also be asked to complete a safety questionnaire each year before their guiding season begins.

Each year, usually the first weekend in December, CADS-NCD guide and coach training sessions are also held at Edelweiss Valley. Ski Hawks volunteers are always welcome to attend if the date does not conflict with Ski Hawks training.



## **4.9 Skier Code of Responsibility**

All skiers/snowboarders and guides are expected to know and follow the 8 rules of the *Skier's Code of Responsibility*. The Technical Director always has cards on hand for anyone wishing a copy of the code.

## **4.10 Skier Code of Conduct**

The Ski Hawks code of conduct is a set of guidelines designed to safeguard and ensure that the Ski Hawks activities are held in a safe, respectful and fun environment. As such, all Ski Hawks members, including skiers and guides, are encouraged to:

1. Be respectful and courteous towards others at all times.
2. Act with integrity, impartiality and fairness and behave in such a way that does not endanger or prejudice others.
3. Respect the ski area, transportation vehicles and physical environment, including rental equipment.
4. Follow safety rules and procedures on the ski hill at all times.

## **4.11 Safety with Visually Impaired or Blind Skiers / Snowboarders – A Few Tips**

Appendix 5 Safety with Visually Impaired or Blind Skiers / Snowboarders – A Few Tips sets out a few tips for interacting with skiers / snowboarders at the lodge, on lifts, on and off the hill and more, and is made available to all guides at the beginning of the season. A safety questionnaire is also completed by all guides each year before they start guiding.

## **4.12 Insurance**

CADS and SHO members are insured under the Canadian Snowsports Association's (CSA) Commercial and General Liability (CGL) insurance when they are acting in the scope of their assigned duties, on behalf of the CSA or one of its member disciplines (i.e. as a volunteer, coach, athlete or member). The events must qualify as designated CSA events that have been registered as prescribed in the insurance rider as noted above. Members are insured, as a Director or Officer of a member discipline club, zone, or division, whenever they are acting in this capacity. CGL insurance protects the CSA, its member disciplines, and those bodies acting on its behalf, against the risk of sums they may become legally obligated to pay as the result of bodily injury and/or property damage caused through their sanctioned activities.

## **4.13 Snow Parks, Terrain Parks, Jumps and Half Pipes with Proper Instructors**

As a reminder to all CADS members, no CADS skiers/snowboarders are to go on terrain parks unless they are with an instructor who has Park & Pipe certification. Otherwise, they will not be insured.

## **4.14 Report SHO Activities to CADS to Ensure Insurance Coverage**

Ski Hawks activities must be reported to the CADS National Office at least 30 days in advance of the activity to be covered by the insurance. If the event to be sanctioned is out of the ordinary for the Club, such as a summer picnic or bicycle trip, then the office must be given 60 days notice.

## **5. Awards**

Awards are coordinated each year by the Technical Director with support from the Board. Suggestions for awards recipients are recruited from the membership and the Board makes final decisions.

### **5.1 Kowbuz Cup**

Named after the late John Kowbuz and his wife Bonnie, who were co-founders of Ski Hawks Ottawa. John was also the 2<sup>nd</sup> President of Ski Hawks Ottawa. This trophy is awarded annually to the winner of the “guestimation” race.

### **5.2 Wally White Skier of the Year**

Awarded annually to the most improved blind/visually impaired skier or snowboarder. This trophy was named after the late founder and 1<sup>st</sup> President of Ski Hawks Ottawa.

### **5.3 Ron Prince – Rookie Guide of the Year**

Awarded to a new guide who has been volunteering in the program for one or two years who demonstrates strong skills and leadership when guiding. The trophy is named after Ron Prince who has been an instructor/guide with the program since its inception in 1978.

### **5.4 Guide of the Year**

Awarded annually to a guide who has demonstrated superior skills and leadership in their role.

### **5.5 The Bruce Meredith Volunteer of the Year Award**

Awarded annually to a member of Ski Hawks Ottawa who has volunteered to assist members above and beyond the regular program activities and has shown long-term commitment to Ski Hawks Ottawa and disabled skiing.

### **5.6 Other Recognition Awards**

#### **5.6.1 Five Year Recognition:**

Guides who have been in the Ski Hawks Ottawa program for 5 years receive a Ski Hawks Ottawa embossed logo beer mug as a thank you for their dedication and contribution to the program. Note: At the banquet we also verbally recognize 10, 15, 20 and 25+ year members.

#### **5.6.2 Award for Retiring Long-time Volunteers:**

A plaque will be given to departing volunteers who have contributed a significant number of years to the program.

### **5.6.3 Corporate Sponsorship Recognition.**

Major corporate sponsors have been recognized over the years for their contributions. Camp Fortune (our major sponsor and supporter) has received the CADS *Ski Area of the Year Award for 2004*, and a banner purchased by Ski Hawks Ottawa denoting this, has been displayed in the main lodge. The Community Foundation of Ottawa has also been a strong supporter, as well as Nordion.

## **6. Marketing, Fundraising**

Ski Hawks Ottawa Inc. is a non-profit, charitable organization, which relies on fundraising and membership fees to operate. Membership fees alone are not enough, and a fundraising committee will be established annually in order to find other revenues. In the past fundraising activities have included golf tournaments, ski-a-thons, silent auctions, and fun ski races. Corporate pledges/donations are always welcome.

Since 2010, an annual gift award is given to the member that brings in the most donations over the course of the current fiscal year (May 1<sup>st</sup> – April 30<sup>th</sup>) and this award is given after the end of the fiscal year.

### **6.1 Recruitment**

The efforts of many are needed to maintain the program; hence it is essential to also maintain a good number of skiers (15-20 at a minimum), as well as a strong inventory of guides to support the skiers (40 – 50 or more). The BOD promotes the program through brochures supplied to doctor's offices, community agencies involved with visually impaired persons, word of mouth, school board programs and other external agencies such as Volunteer Ottawa. The BOD encourages members to inform them of any ideas particularly in the area of maintaining the skier base. Without skiers and guides there is no program.

## **7. Inventory**

Maintained annually by the Technical Director and President. The inventory includes all safety items (lights, vests, signs) jackets, radio sets, awards medals and training equipment.

Skiers and guides are requested to return their vests to the Technical Coordinator at the end of each ski season so SHO can assess the inventory in preparation for next year.

## **8. Web Site**

The [Ski Hawks Ottawa Web site](http://www.skihawksottawa.ca) is part of the CADS-NCD Web site [www.skihawksottawa.ca](http://www.skihawksottawa.ca). Updates, registration forms, the brochure, links to ski hills and CADS National, pictures, and the Operations Manual are part of this site which is updated as needed by a member volunteer. Social media resources are also used to inform members.

Members who want to add content to the site will be required to submit their request to the President for approval. The President will then forward it to the Web site administrator with a text in English and French.

## Appendix 1 Board of Directors Contact List

### President

Carolyn Mitrow

(C) 613-222-7718

(W) 613-787-5272

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

### Treasurer

Nicole van Oosten

C) 613-794-7881

Email: [nicole.m.vanoosten@gmail.com](mailto:nicole.m.vanoosten@gmail.com)

### Technical Director

Mary Johannsen

(H) 819-827-2078

(C) 819-661-6789

email: [maryjohannsen@hotmail.com](mailto:maryjohannsen@hotmail.com)

### Secretary

Adèle Farough

(H) 613-721-9651

email: [adelefarough@rogers.com](mailto:adelefarough@rogers.com)

### CADS - NCD Representative

David Farough

(H) 613-721-9651

email: [davidfarough@rogers.com](mailto:davidfarough@rogers.com)

### Member at Large

Bob Einarsson

(H) 613-818-1492

Email: [einarob@rogers.com](mailto:einarob@rogers.com)

### Administration & Social Co-ordinator

Murielle Arseneau

(H) 613-830-8409

(O) 613-996-3099

email: [marseneau@bell.net](mailto:marseneau@bell.net)

email: [Murielle.arseneau@parl.gc.ca](mailto:Murielle.arseneau@parl.gc.ca)

### Weekend Outing Coordinator

Kim Leahy

(H) (613)425-1127

(C) (613)

email: [kmcleahy@gmail.com](mailto:kmcleahy@gmail.com)

### Member at Large

Michael Cestnik

C)1-902-999-6969

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

### Web Site Administrator

Steve Giorno

email: [steve.b.giorno@gmail.com](mailto:steve.b.giorno@gmail.com)

## Appendix 2 Waiver FOR ILLUSTRATIVE PURPOSES



Canadian  
Association for  
Disabled  
Skiing

Association  
Canadienne Pour les  
Skieurs  
Handicapés

**RELEASE OF LIABILITY, WAIVER OF CLAIMS,  
ASSUMPTION OF RISKS AND INDEMNITY AGREEMENT**  
BY SIGNING THIS DOCUMENT YOU WILL WAIVE CERTAIN  
LEGAL RIGHTS, INCLUDING THE RIGHT TO SUE  
**PLEASE READ CAREFULLY**

<b>Participant's First and Last Name</b>			
<b>Address</b>	<b>Street</b>	<b>Province</b>	<b>Postal Code</b>
	<b>City</b>		

**TO: Canadian Association for Disabled Skiing, Ski Hawks Ottawa and to Canadian Snowsports Association**

**DEFINITIONS** In this Agreement:

- a) The terms "Releasees" shall include (Canadian Association for Disabled Skiing and Canadian Snowsports Association and their respective directors, officers, employees, agents and volunteers.

### ASSUMPTION OF RISKS

I am aware that participation in Adaptive Alpine Skiing and Snowboarding involves many risks, dangers and hazards including, but not limited to: boarding, riding and disembarking ski lifts; changing weather conditions; avalanches; exposed rock, earth, ice, and other natural objects; trees, tree wells, tree stumps, forest dead fall; the condition of snow or ice on or beneath the skiing surface; changes or variations in the skiing terrain which may create blind spots or areas of reduced visibility; changes or variations in the skiing surface or sub-surface, including changes due to man-made or artificial snow; variable and difficult snow conditions; streams, creeks and exposed holes in the snow pack above streams or creeks; cliffs, crevasses; snowcat roads, road-banks or cut banks; impact or collision with lift towers, fences, snow making equipment, snow grooming equipment, snowcats, snowmobiles or other vehicles, equipment or structures; objects or equipment used in connection with skiing or ski-racing, impact or collision with other skiers, racers, spectators, participants, competitors, course officials; the failure to ski safely or within one's own ability or within designated areas; negligence of other skiers; and **NEGLIGENCE ON THE PART OF THE RELEASEES. I AM ALSO AWARE THAT THE RISKS, DANGERS AND HAZARDS REFERRED TO ABOVE EXIST THROUGHOUT THE SKI AREA AND THAT MANY ARE UNMARKED.**

I AM AWARE OF THE RISKS, DANGERS AND HAZARDS ASSOCIATED WITH THIS EVENT AND I FREELY ACCEPT AND FULLY ASSUME ALL SUCH RISKS, DANGERS AND HAZARDS AND THE POSSIBILITY OF PERSONAL INJURY, DEATH, PROPERTY DAMAGE OR LOSS RESULTING THEREFROM.

### RELEASE OF LIABILITY, WAIVER OF CLAIMS AND INDEMNITY AGREEMENT

In consideration of THE RELEASEES accepting my application to participate in this Event and permitting my use of the property, ski lifts, ski runs and trails, snowboard and terrain parks, race courses and other facilities (hereinafter referred to as "the skiing facilities"), and for other good and valuable consideration, the receipt and sufficiency of which is acknowledged, I hereby agree as follows:

1. TO WAIVE ANY AND ALL CLAIMS that I have or may in the future have against THE RELEASEES, and TO RELEASE THE RELEASEES from any and all liability for any loss, damage, expense or injury including death that I may suffer, or that my next of kin may suffer as a result of my participation, DUE TO ANY CAUSE WHATSOEVER, INCLUDING NEGLIGENCE, BREACH OF CONTRACT, OR BREACH OF ANY STATUTORY OR OTHER DUTY OF CARE, INCLUDING ANY DUTY OF CARE OWED UNDER THE **OCCUPIERS' LIABILITY ACT**, R.S.A. 1980, C. 0-3, AND **OCCUPIERS' LIABILITY ACT**, R.S.B.C. 1996, C.337 ON THE PART OF THE RELEASEES, AND INCLUDING THE FAILURE ON THE PART OF THE RELEASEES TO SAFEGUARD OR PROTECT ME FROM THE RISKS, DANGERS AND HAZARDS OF THE EVENT REFERRED TO ABOVE;

2. TO HOLD HARMLESS AND INDEMNIFY THE RELEASEES from any and all liability for any property damage or personal injury to any third party resulting from my participation in this Event;
3. That this Agreement shall be effective and binding upon my heirs, next of kin, executors, administrators, assigns and representatives, in the event of my death;
4. That this Agreement shall be governed by and interpreted in accordance with the laws of the Province of Alberta or the Province of British Columbia; and
5. That any litigation involving the parties of this Agreement shall be brought within the Province of Alberta or the Province of British Columbia.

In entering into this Agreement I am not relying on any oral or written representations or statements made by the Releasees with respect to the safety of this Event, other than what is set forth in this Agreement.

**I CONFIRM THAT I HAVE READ AND UNDERSTOOD THIS AGREEMENT PRIOR TO SIGNING IT, AND I AM AWARE THAT BY SIGNING THIS AGREEMENT I AM WAIVING CERTAIN LEGAL RIGHTS WHICH I OR MY HEIRS, NEXT OF KIN, EXECUTORS, ADMINISTRATORS, ASSIGNS AND REPRESENTATIVES MAY HAVE AGAINST THE RELEASEES**

Signed by      day of                      year

**Witness**

<b>Signed by Participant</b>
<b>Print name clearly</b>
<b>Signature of Parent / Guardian*</b>
(*If participant under 18 in Alberta/19 in British Columbia)

**THIS AGREEMENT MUST BE COMPLETED IN FULL, INITIALLED, DATED, SIGNED AND WITNESSED BY US PRIOR TO PARTICIPATION**

### Appendix 3 Annual Calendar of Events

SHOULD WE INCLUDE CADS CERTIFICATION DATES. OTHER CLUBS DO IN THEIR CALANDER

<b>2016</b>	
<b>October 22 – 23</b>	<b>Ottawa Ski, Snowboard &amp; Travel Show, Sat &amp; Sun 10 to 5</b> at EY Centre, 4899 Uplands Drive at Airport Parkway, Ottawa
<b>October 17- December 31</b>	Electronic Registration for all new and returning skiers and guides Late Penalty applies to <u>returning skiers</u> if registration occurs after December 31
<b>November 2</b>	<b>CADS – NCD Annual General Meeting St Anthony’s Soccer Club starting at 5:15</b>
<b>November 16</b>	<b>Registration Social Night</b> Fox and Feather 283 Elgin Street 5:00 PM – 8:00 PM
<b>December 4</b>	<b>SHO Volunteer Guide Training</b> day at Camp Fortune Main Lodge at 9:00 AM. Day to end by 3:00 PM
<b>December 8 - 11</b>	<b>Eastern Pre-Course for Course Conductors - Location Calabogie Peaks, Calabogie, Ont</b>
<b>December 17-18 TBC</b>	<b>Volunteer training at Edelweiss Valley – Ski Hawks volunteers are welcome to attend.</b>
<b>2017</b>	
<b>Jan. 4 - Mar. 15</b>	<b>Wednesday Program</b> - Camp Fortune, in the Main Lodge, at 7:00 PM
<b>January 18</b>	<b>Advise if you wish to attend CADS Festival and inquire about funding</b>
<b>January 28</b>	<b>Ski Guide Improvement (free)</b> Camp Fortune, in the Main Lodge, at 9:30 AM
<b>January 29</b>	<b>Ski Guide Improvement (free) (tentative)</b> Camp Fortune, in the Main Lodge, at 9:30 AM
<b>February 4</b>	<b>Snowboard Improvement (skier and guide boarders)</b> Camp Fortune, in the Main Lodge, at 7 PM (Wednesday program night)
<b>February 15</b>	<b>Kowbuz Cup</b> (Wednesday Night Program) Camp Fortune
<b>March 11 (Sat.)</b>	<b>CADS-NCD Ski Trip Mont Avilla</b> - skiers must find their own guides
<b>March 18</b>	<b>Fun Day / BBQ (free) (Saturday)</b> Camp Fortune, in the Main Lodge, at 9:00 AM
<b>March 26 - 31</b>	<b>CADS Annual Festival Sun Peaks Resort: <a href="http://www.disabledskiing.ca">www.disabledskiing.ca</a></b>
<b>April 5</b>	<b>Wind-up Dinner</b> Fox and Feather 283 Elgin Street, at 6 PM
<b>May 3</b>	<b>Board of Director Meeting</b> Fox and Feather 5:30 PM
<b>June 7</b>	<b>Annual General Meeting 6:30 PM</b>

## Appendix 4 Instructions for Program Notifications or changes

Questionable Weather - Hotline Info	
If the weather is questionable (too cold, rain, heavy snow etc.) on the day of our program, an email will be sent to the distribution list.	
Skiers	
By Sunday	Confirm your attendance by 9:00 p.m. by sending the Skier Notification form found on the Ski Hawks Web site or by contacting Murielle Arseneau at <a href="mailto:marseneau@bell.net">marseneau@bell.net</a> no later than 9:00 p.m.
On Monday or Tuesday	If cancelling or needing ride information, please call <b>Murielle Arseneau</b> . Home: (613) 830-8409 or Work: (613) 996-3099 or email her at <a href="mailto:Murielle.arseneau@parl.qc.ca">Murielle.arseneau@parl.qc.ca</a> .
On Wednesday	If cancelling or needing information (day of the program), please contact <b>Mary Johannsen at: (819) 827-2078 or (819) 661-6789</b> . If it is after 5:00 p.m., you must call the Camp Fortune Registration Desk and ask them to pass the message on to the Technical Director.
Guides	
Providing a ride to a Skier?	If you are needed to pick up a skier, Murielle will email you by Monday evening with her request.
We are expecting you!	In order to help cut down on the administrative calls. <b>**We assume that you will be attending each program night** unless you have indicated otherwise to Mary.</b>
Can you make it out?	If you are unavailable or seek other information, please call Mary Johannsen before Tuesday at 4:00 pm because Mary plans the guide matching on Tuesday nights. Her number is: (819) 827-2078
Emergency cancellations	If you have to cancel on Wednesday, please call Mary or email her before 5:00 pm. If you have to cancel after 5:00 p.m. contact the reception desk at Camp Fortune (819) 827-1717, who will relay the message to Mary.
Help us plan!	You should arrive at Camp Fortune between 7:00 PM and 7:15 PM. If you can't make it, it's important to let us know as soon as possible regarding your absence to help us better plan lift tickets and skier/guide pairing.



## Appendix 5 Safety with Visually Impaired or Blind Skiers / Snowboarders – A Few Tips

### 1 **Assessment:**

- Always talk to the skier/snowboarder or their parents about their vision; can they see better at night or day, can they see shadows, range of vision.
- Assess the percentage of sight and range of vision outside on snow.
- Talk to them about their skiing experience. Have they ridden the lift? Have they skied or snowboarded?
- Determine if there is any health problem that may affect their skiing i.e. do they get cold easily, hearing deficits, attention deficit disorders, and recent injuries. Are they athletic? How strong are they?

### 2 **Equipment:**

- Ensure that they are dressed appropriately and that they have goggles and a helmet.
- Check how their boots fit and see if skis/snowboards appear to be safe and on properly. Teach them how to wipe snow from the bottoms of their boots.
- Assess whether or not you need to bring ski or snowboard aids with you. Aids might include ski bra, bamboo pole, hula hoop, or harness.
- Ensure that they know where you put their skis/snowboard at the end of the session.
- Ensure that the skier is wearing a flashing light and safety vest.

### 3 **Voice:**

- Talk directly to the skier / snowboarder.
- Speak clearly and loudly enough to be heard above other noises.
- Have a confident, panic-free voice and be firm with directions.
- Use terms that they understand. They may not understand "traverse", "carving", etc.
- Safety point - when the skier cannot hear the guide's voice, tell them to stop.

### 4 **Hill Safety:**

- When skiing/boarding keep your skier/boarder away from the side of the hill, but it is okay to stop on the side of the hill to avoid traffic.
- Be visible at all times. If a skier/boarder falls -stand directly above them to protect them. If you stop, stay where you are visible.
- Always ski/board up-hill from your skier/boarder. Do not ski where possible directly behind them.

### 5 **Lifts:**

- Explain the lift operation to skier/boarder and if it is their first time, tell the operator.
- If possible position them between two guides and hold their poles.
- Count down until the lift comes to them.
- Link the skier/boarder under arm to assist off of lift and explain how to get off the lift what they will feel. Use a verbal countdown for standing up and getting off of lift.

### 6 **Pre-snow if new:**

- Walk them around the lodge to help them identify sounds and tell them about what is there, i.e. washroom, ski rentals, etc.
- Practice the entry into the bindings. Have them feel the equipment. Explain how the boots should feel. Have them walk around in their boots.

- Discuss the sounds outside and walk them around to hear the lift, snowmaking, snowmobiles, skis/snowboards on snow, etc.

7 **On-Snow:**

- Clarify the skiers/snowboarders response to your directions i.e, right vs gentle right, or slight right ....stop....
- Describe the surroundings before each descent and describe the terrain as you ski.
- Ski/ride uphill and behind the skier. If there is another guide present, they can ski in front of the skier/boarder.
- Stay alert at all times making constant shoulder checks. Be prepared to stop on a dime.
- Be at the level of skiing that you can keep up with the skier/boarder. If you aren't tell the supervisor.
- Practice stops and turns before heading out to assess the skier.

8 **New Skier/Boarder on Snow:**

- If it is a new skier/boarder, work on CSIA/CASI progression.
- Use hands to explain ski position i.e. snow plow, parallel, wedge, flexion, extension.
- Practice falling and getting up.
- Take it slow to start. Gain your skier/boarder's trust.

## **Appendix 6 Ski Hawks Ottawa Board of Directors, Roles, Responsibilities & Committees**

### **A6.1 Guiding Principles of the Board:**

- Must garner respect and trust for each other.
- Operate Ski Hawks Ottawa with a view to its membership growth and development all in a safe environment
- All decisions are shared and mutually inclusive. Note: there will be instances where President discretion is warranted but decision must be justifiable.
- Recognize that we are all “volunteers”.
- Work collectively to enhance our program and disabled skiing and snowboarding in general.
- Establish annual operating budgets with an outlook of continued long-term viability.
- Ensure Board liability insurance is renewed annually.

### **A6.2 Guiding Responsibilities of the Board for the Ski Hawks Program:**

- Safety is paramount.
- Off snow activities are just as important as the on snow activities.
- Registration must be kept as affordable as possible
- Ensure all program participants are registered in Ski Hawks Ottawa and acknowledgement of registration is transmitted to CADS National Office before participant touches the snow.
- Recognize that our guides and other support individuals are “volunteers”.
- Continually thank and acknowledge the contributions of our “volunteers”.
- Provide an annual awards program (skiers and guides).
- Enhance the skier experience by advancing skiers according to their desires, promote ski improvement and certification of guides, and be aware of potential race candidates.
- Survey program registrants to enhance the program.
- Seek out promotional and marketing opportunities.
- Maintain trust and working relationship with stakeholders.
- Be an active partner in CADS-NCD and CADS (both administratively and technically)
- Have fun!

### **A6.3 Board of Directors Positions - Qualifications and Responsibilities:**

#### **President**

#### **Qualifications:**

- Demonstrated experience in leading and motivating volunteers and blind/low vision participants in recreational skiing and snowboarding.
- Commitment to the development of recreational skills in alpine skiing and snowboarding.
- Ability to coordinate the overall volunteer program, which includes fundraising, training, volunteer recruitment and development.
- Ability to lead Board development, coordinate annual meetings, report generation and oversees financial reporting and accountability.
- Ability to communicate orally and in writing.
- Ability to work within deadlines.
- Ability to effectively promote and represent the organization with various stakeholders.

## **Responsibilities:**

- Presiding officer at all BOD meetings and all Annual General Meetings of the corporation.
- Act as the Chief Executive Officer.
- Has the general and active management of the affairs of the organization.
- Ensures that all orders and resolutions of the Board of Directors are carried into effect.
- Represents the organization at Divisional and National Association meetings when needed, and the community at large.
- Monitors Board action items to ensure follow-through
- Organizes Fall plenary session, the May program wrap-up meeting and the AGM.
  
- Performs other duties as required.

## **Treasurer**

### **Qualifications:**

- Ability and willingness to learn how to use the basic functions of a database software package that is used to maintain member registration information.
- Ability and willingness to learn how to use the software package that is used to maintain accounting information.
- Good grasp of basic accounting principles.
- Commitment to attend Board meetings and ski events.
- Well organized.

### **Responsibilities:**

- Maintain member registration information and bookkeeping system.
- Ensure all SHO members have registered with CADS. before first on hill activity to ensure insurance liability coverage
- Provide required membership information to the Transportation coordinator, Technical Director, and President.
- Prepare financial statements.
- Be aware of Canada Revenue Agency (CRA) tax regulations (small in number).
- Maintain historical record of all financial information.
- Collect funds remitted to the organization.
- Issue tax receipts to donors and maintain tax receipt records.
- Deposit moneys collected in the organization's bank account.
- Maintain records for cheque signing authority.
- Sign cheques as required.
- Create annual budget and submit to the Board for approval.
- Ensures Web site domain fees are paid in order to maintain access to Web site.
- Participate in Board meetings.

## **Secretary**

### **Qualifications:**

- Ability to attend Board of Director meetings on a regular basis.
- Organizational skills to keep track of all official documents for Ski Hawks.
- Ability to follow up on important correspondence.

### **Responsibilities**

- Takes minutes of all Ski Hawks Board of Directors meetings.
- Arranges meeting venue.
- Sends AGM minutes to program Web site Administrator for posting on the Web site.
- Provides opportunity for Board members to review prior to publication on Web site.
- Keeps official records for Ski Hawks.
- Distributes important information to all members by email.

## **Technical Director**

### **Qualifications**

- CADS certified at any level.
- Canadian Ski Instructors Alliance (CSIA) certified. (Canadian Ski Coaches Federation (CSCF) and or Canadian Association of Snowboard Instructors (CASI) certification an asset)
- Ability to spend 1 - 2 hours prior to Wednesday night program for matching guides to skiers during the ski season.
- Commitment to attend and supervise all program night sessions at Camp Fortune and to assist with the coordination of weekend activities and arrange for proper supervision if necessary.

### **Responsibilities:**

- Screen and recruit an appropriate number of new guides (both skiers and snowboarders) for each season.
- Maintain record of equipment inventory.
- Prepare the safety questionnaire and ensure that all guides complete it before guiding each season.
- Coordinate and plan all guide training sessions including the first session of the year, and at least two ski improvement sessions thereafter.
- Supervise Wednesday night program to ensure that guide/skier matching are appropriate and effective.
- Plan initial training session for all volunteer guides and the training sessions during the Wednesday night sessions for guides who missed the initial training session
- Responsible for ensuring that all guides are up-to-date with CADS information including volunteer training times, CADS certification courses and sessions.
- Responsible for organizing and running the Kowbuz Cup.
- Coordinates awards decisions and purchases plaques, trophies and medals.
- May attend CADS pre-course in order to prepare for season or is responsible for obtaining information that was delivered at the course.

- May assist CADS-NCD with volunteer training and recruitment as well as CADS certified refresher training.

### **Members at Large (2 Directors)**

#### **Qualifications**

- Demonstrate good communications skills.
- An interest in assisting Board of Directors with special projects and activities as required.
- Duties vary from year to year depending on need.

#### **Responsibilities**

- Demonstrate good communications skills.
- Attend all meetings of the Board of Directors.
- Assist with special projects and activities as required.

### **Social & Administrative Director**

#### **Qualifications:**

- Ability to be available every Monday or Tuesday evening for 2 to 3 hours in order to organize transportation for visually impaired/blind members.
- Demonstrate very good organizational skills.
- Demonstrate good communication skills.

#### **Responsibilities:**

- On Sundays, receives an individual email from each skier that wants to participate.
- Contacts volunteers by email by Monday night, in order to coordinate transportation for visually impaired/blind members for every week of the program.
- On Monday compiles the final list of skiers and drivers and sends it to the Technical Director.
- Contacts visually impaired/blind members by telephone when there is no transportation available for that person on that week.
- Coordinates with other members of the Board the various social activities outside of the ski season.
- Provides information to new skiers regarding program.
- Attends Board of Director meetings

### **Weekend Administrator**

- Assists Social Director when needed with weekend events
- Coordinates drives for skiers to ski events on weekends during the winter
- Assists when social administrator is out of town or unable to perform duties

## **Web Site Administrator**

### **Qualifications:**

- The Ski Hawks Web page has an English and French component to it. Though the Web administrator does not need to be fluent in languages, it is preferable if they can read/write English and French to a degree that will allow them to maintain both components of the site.

### **Responsibilities:**

- Develops and manages Ski Hawks Web site.
- Verifies with Treasurer that the Web site domain is current and active.
- Works with the CADS-NCD divisional Web site coordinator who works with all the CADS-NCD programs to develop and implement standards that will apply to the entire division.
- Suggests improvements to the Web site, while respecting guidelines set by the division.
- Creates Web pages using an existing template.
- Provides guidance on technical issues to Club members who need to prepare new content for the new Web site.
- Maintains Web site content by:
  - Posting any existing content not already on the site.
  - Posting any new content on the site.
  - Maintaining static information such as the annual schedule of events.
  - Posting photos taken on Wednesday nights and special events.
  - Provides status report to the Ski Hawks Board of Director of Web site as well as to the CADS-NCD Board of Directors.
  - Coordinates resources required to translate items for Web site.