



Canadian Adaptive Snowsports - Alberta

11759 Groat Road
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CADS Alberta – Board Meeting Minutes

Date	Board Meeting Wednesday, October 1, 2025 7:00 – 9:00 pm
Location	Zoom Meeting: Join Zoom Meeting https://us02web.zoom.us/join/edl?muid=06bb05d8-879d-40ae-907f-a88bdf83727e Meeting ID: 814 5457 6126 Passcode: 294091

1. Call to Order and Role Call: Meeting was called to order at 7:01PM. Members in attendance: Ozzie, Adria, Angela, Kirk, Sharon, Tony, Ed, Angela, Spencer, Adam (original attendance list unavailable so list of attendees may not be complete)
2. Review and approval of Agenda: Tony moved to approve the agenda, with Angela seconding.
3. Review and approval of minutes from:
 - 3.1. September 3, 2025 (Tabled): Will be disseminated to the board by the secretary prior to the next board meeting and will include the 2025 AGM Meeting Minutes as well.
4. Old Business
 - 4.1. Administration and Operations
 - 4.1.1. Zone Onboarding document - A document has been credited and is having final edits done after which it will be disseminated to the board. If there are any questions or feedback concerning the document, please feel free to reach out to Ozzie as member input is pertinent.
 - 4.1.2. Provincial Safe Sport Option Update – Both Ozzie and Chris attended a Safe Sport meeting prior to this board meeting. The meeting discussed the implementation of a new Safe Sport process in Alberta, funded through SPAR for handling mistreatment complaints. Ozzie explained that serious complaints would be handled by case managers, while lesser issues would remain within the organization. There will be an option available on the CADS website that allows for those making a complaint to gain direct access to the Safe Sport process, with responsibility for said complaint being shouldered by the provincial process as opposed to being managed at the level of the organization, in this case CADS Alberta and it's zones. The Safe Sport process will be fully funded by the province, alleviating the organization of financial responsibility.

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4.1.3. New Zone(s)

4.1.3.1. Fort McMurray – Vista Ridge: Ozzie mentioned a collaborative contact by the name of Ryan who is both a ski coach and board member for the Vista Ridge ski club. Of note, there is a CADS advocate that sits on the Vista Ridge board, giving CADS a stronger voice within the ski club. A meeting will be arranged with Fort McMurray representatives as well as the Vista Ridge ski club, slated for late October with both Ozzie and Chris attending. The purpose of said meeting will be to assist in the setting up of CADS programming in collaboration with Vista Ridge. Course conductors will be funneled up to the new zone (members Faye (CADS Edmonton) and Tony (CADS Calgary) will also be in attendance).

4.1.4. Marketing – Due to health issues experienced by both the president, Becca Neels, as well as secretary, Adria Brochu, active marketing efforts have been paused. Efforts to initiate marketing will be pursued prior to the next board meeting in November, 2025.

4.2. Governance

4.2.1. Update to Association Objects and Bylaws

4.2.1.1. Inclusion of Nordic Skiing

4.2.1.2. A survey aimed at assessing potential interest in Nordic skiing throughout the province will be circulated on 15 October, 2025. The survey will also assist in gauging potential participant numbers, and which zones display the greatest interest. As mentioned at the September 2025 AGM, Ozzie will be engaging Robin McKeever and creating a nordic committee to assist in developing a CADs specific cross-country program.

5. New Business

5.1. Development

5.1.1. Slide and Ride Events 2025-26

5.1.1.1. Red Deer: Date has been confirmed as February 22, 2025.

5.1.1.2. Tawatinaw Valley: Currently awaiting confirmation as to whether the 22nd February date will be held or moved to the 15th of March, 2026. Maintaining the original date puts this event in conflict with Red Deer's event.

5.1.1.3. Cold Lake: Still awaiting a confirmed date. Once determined, Ozzie will extend an invitation to Grande Prairie to attend, as well as Fort McMurray. Adam expressed interest in volunteering with these events.

5.2. Education

5.2.1. December 12-14, 2025 - 4th Annual Education Workshop: Following a survey circulated to gauge the interests and educational needs of potential workshop participants, it was determined that the most requested education revolved around skills and drills, with tips and tricks. With that in mind, the workshop will include 2 days dedicated to those topics in addition to PSIC vs CSIA and the parallels that exist in quality and expertise. A discussion regarding collaboration with PSIC occurred, with notes highlighting their responsiveness and willingness to adapt programs for adaptive skiing instruction, while maintaining an MOU with CSIA.

5.2.1.1. Registration for the workshop is being planned with Sharon to provide an update on timing.

5.2.1.2. Four Points Sheraton Hotel: This hotel will be the host accommodations for the workshop.

5.2.1.3. FIS Guide Clinic (with Guests Mac Marcoux and Viviane Forest) – This clinic will be an integral part of the education workshop and will be occurring on the 13th of December, 2025. Ozzie will be working to finalize the remaining details within the near future. Updated information will be disseminated once available. Letters have been sent out to 17-year-old and up FIS athletes within Alberta and BC to garner interest and involvement in the guiding clinic. This targeted approach aims to identify and develop quality guides which will ultimately create opportunities for our visually impaired athletes, particularly those who wish to engage a competitive pathway.

5.2.1.4. Tessier Sit Ski Workshop Session: It has been confirmed that Remy from Tessier will be attending the Coach Education Workshop to provide training and expertise with Tessier sit skis/equipment and sit ski instruction methods. Of great importance this workshop will be education regarding the lift evacuation systems available on Tessier sit skis as they differ greatly from North American made products.

5.3. Equipment

5.3.1. There have been no new items purchased, with Ozzie managing the storage of all current inventory. A number of equipment grants have been applied for by Ozzie. At this point, a brief discussion was also had regarding construction progress at the Winsport Day Lodge in Calgary. Dates of completion are still not known but the hope is that more details will become available prior to the season's start.

5.4. Competition

5.4.1. CADS Alberta will run two camps in 2026

5.4.1.1. January Provincial Technical camp – January 17-18, 2026 - Canyon Ski Area, Red Deer. Any athletes in other zones that would be interested in training can attend as an introductory to race training.

5.4.1.2. March Provincial Camp – March 27-29, 2026 – Nakiska

5.4.2. We will attend the BCAS National Camp at Sun Peaks (Funded, in part, through a CPC Development Grant (Dates and location to be confirmed)

5.4.3. CADS National camp for Kimberley, BC – Ozzie discussed the overlap between national and provincial competition programs, noting that the provinces were told to move forward with competitive activities while national planned a camp in Kimberley, leading to confusion about roles and responsibilities. At this point, we will not be attending and a letter is being drafted with the purpose of communicating our concerns to national.

5.4.4. Spencer funding request (RE: Attached) - Ozzie shared that guides are now being charged the coaches rate by Canada West, increasing overall costs. Spencer spoke to his intentions to apply for a CAF grant to be applied towards this season's costs in addition to funds attained via a personal sponsor.

5.4.4.1. A proposal to form a committee with the following board members: Angela(financial), Kirk(race history), Becca (leadership), and one additional board member to review the proposed funding request (Ozzie to be brought in upon request).

5.5. CADS National Update

5.5.1.1. Roles and Responsibilities (and other sanctioning documents)

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5.5.1.1.1. CADS Alberta, BCAS and CADS Ontario have all stated concerns with the Roles and Responsibilities document distributed by National as part of the sanctioning requirements. The three provinces are meeting on October 2, 2025 to draft a letter requesting a full day session with CADS National to discuss various concerns that have come forward. The concerns include the areas of the document that are the purview of the provincial sport organizations in Alberta and BC, of which members follow provincial guidelines, not national member requirements as outlined. Also, CADS National had let the provinces know it was not supporting the competition stream, so the provinces collaborated on setting up a camp through CPC funding that was obtained with BC as the delegated lead province. We now have been informed that National is running a competition camp at Kimberley, which has countered the work that has been undertaken in coordinating a competition camp solution at the provincial level.

5.5.1.1.1.1. Recommend a committee that includes Ed, Becca and Ozzie to create a CADS Alberta strategy as this is likely to become elevated once the joint letter is sent to national. Prior to the letter being sent, a review by the committee will occur.

5.5.1.2. 2026 CADS Festival – Kimberley

5.5.1.2.1. Sponsorship request from National – CADS Alberta will not partake in the sponsorship of an apres-ski event during the festival. Instead, CADS Alberta will arrange and fund a special “Alberta Night” for CADS Alberta members wherein both Jerry and Annie Johnson will be honored. Following discussion around an Alberta Night, Tony (CADS Calgary representative) stated that his zone would most likely be able to provide funding in the amount of \$1500 for an apres-ski evening event during festival. Further discussion at the CADS Calgary level will occur at their next board meeting, with confirmation being provided at the next CADS Alberta board meeting.

5.5.1.2.2. Festival Attendance – Ozzie will be attending along with several other Alberta members, with attendance being celebratory as opposed to involvement in festival operations. Members are encouraged to attend if possible.

5.6. Finance

5.6.1. Funding Update (Ozzie) – Applications submitted

5.6.1.1. Every Kid Can Play Grant - \$200,000 over two years hear very soon 2 weeks

5.6.1.2. Jump Start (Final \$6,000 received from last season’s application). Application for the next intake will be completed prior to the closing date of 19 October 2025.

5.6.1.3. Lululemon Community Well Being Grant – Total amount of this grant is \$50,000 USD, and this is a grant we have received in the past.

5.6.1.4. Melton Foundation Grant - \$85,000, Edmonton foundation that supports causes within the province of Alberta that focus on special needs, particularly within the pediatric population. Funds received from this grant are generally equipment related.

5.6.1.5. Community Initiative Program Project Grant - \$75,000 early November

5.6.2. Omagic Opportunity

5.6.2.1. Ozzie discussed a potential partnership with a group called OMagic Opportunity, which offers a 50-50 draw to benefit nonprofits. A basic description of their process is one where the appropriate international license is procured by OMagic for the purpose of operating 50-50 draws (of which they hold full operational responsibility). The funds that result from said draws are then dispersed to the non-profits as beneficiaries of a donation, with monies being unencumbered and use of said funds remains at the organizations discretion. The only obligation on the part of the nonprofit is to market the 50-50 draws.

5.6.2.2. With this potential opportunity seeming “too good to be true”, Ozzie requested of the board to create a review committee made up of Becca, Chris, Angela, Kirk, Angela, and Adria. Board involvement will be crucial with this endeavor. Ozzie suggested having himself, Sharon and Ed complete a more in-depth assessment on the potential this opportunity could

offer as well as impacts, particularly those that could be construed as negative or having detrimental outcomes for CADS Alberta. Further discussions as well as meeting with OMagic representatives to learn more and adequately vet both the organization and their process.

6. Membership

6.1. Reminder that all board members must be CADS registered.

7. Other Business

7.1. Reports

7.1.1. President: Not present no report

7.1.2. Executive Coordinator: No report

7.1.3. Finance: Angela reported that August financials were out and grants were being prepared.

7.1.4. Program Director (As per agenda)

8. Approval of Reports: Adam made a motion to approve the reports as presented, Kirk seconded.

9. Round Table discussion (Ozzie): Kirk - Announced his upcoming promotion to financial advisor and expressed interest in managing the organizations high-interest savings account. He will prepare and provide a formal proposal before the next scheduled board meeting. Adria - Spoke to her involvement with CADS Calgary (specifically Tony and Laura Lee Crook) and Soldier On as they work to plan and support a military/veteran ski event in early March, 2026. This will be the first event of this nature with the hope that an annual event with greater capacity be established. Adria also attends to apply for a Nordic ski opportunity with training provided by paralympic level instructors in Norway at the end of March, early April 2026. Intentions with this application and potential attendance will be to gain relevant knowledge that can be brought back to our program as we move towards integrating cross-country into our programming. Tony reiterated details shared by Adria with regards to the collaborative Soldier On event slated for March.

10. Next meeting: November 5, 2025 (zoom call) – 12 months of links to be circulated upon new Board being finalized at the AGM.

11. In-camera discussion: No in camera discussion.

12. Adjournment: Adam made a motion to adjourn the meeting with all in favor. Meeting adjournment was at 7:59 PM.