



CADS Alberta – Board Meeting Minutes

Date	Board Meeting Wednesday, December 3, 2025 7:00 – 9:00 pm
Location	Zoom Meeting: Join Zoom Meeting https://us02web.zoom.us/join?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 7:04 PM with the following in attendance: Ozzie, Adam, Chris, Angela, Tony, Ed, Noel, Spencer and Adria.
2. Review and approval of Agenda: A motion to approve the agenda was made by Tony and seconded by Spencer.
3. Review and approval of minutes from:
 - 3.1. September 3, 2025: A motion to approve the former minutes was made by Ed and seconded by Chris.
4. Old Business
 - 4.1. Administration and Operations
 - 4.1.1. Provincial Safe Sport Option Update – Ozzie and Chris to attend the SafeSport Zoom meeting. The meeting covered updates on the provincial Safe Sport program, which is nearing operational implementation in Alberta, with a final overview meeting scheduled for the following day. The program will allow for one-click assessments through a button on CADS Alberta's website, with costs covered by the province and legal matters handled by the Alberta government.
 - 4.1.1.1. Final meeting prior to start up Thursday, Dec 4. CADS Alberta has signed on to the program.
 - 4.1.2. New Zone(s)
 - 4.1.2.1. Fort McMurray – Vista Ridge – Additionally, progress was discussed on the new Fort McMurray zone, with plans for instructor training and collaboration with Chris in Cold Lake. Marketing and public engagement initiatives were also addressed, including plans for "come and try it" events at the Genesis Center in Calgary and potential events in Red Deer and Edmonton to introduce winter sports to underserved communities. Ozzie will connect with Noel about the Winter Festival in Edmonton as a possible opportunity for a come-try-it event. Ozzie will also reach out to LauraLee with CADS Calgary concerning a potential come-try-it event at the Genesis Center in Calgary, particularly with regards to cultural sensitivity considerations and volunteer and equipment requirements to facilitate participation.
 - 4.1.2.2. Marketing – volunteer and participant engagement (next steps) – Both Becca and Adria have been experiencing unexpected health challenges that have been limiting when it comes to advocacy and marketing. Further discussions will be had with regards to this. Ozzie

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discussed the 50-50 initiative, including legal research being conducted by Scott Nichol and potential use of a shell company, Parasport International, to manage granting distribution. They highlighted a meeting scheduled with FIS CEO Urs Lehman to discuss international marketing opportunities.

4.2. Governance

4.2.1. Update to Association Objects and Bylaws

4.2.1.1. Inclusion of Nordic Skiing: Ozzie reported on the development of a cross-country skiing program for people with disabilities, including a survey to gauge interest and plans for volunteer instructor training. The program aims to be implemented in various zones across Alberta, with support from Brian and Robin McKeever. Ozzie plans to meet with Robin McKeever, Brian McKeever, and Norbert on Friday in Canmore to finalize the cross-country skiing survey. The group discussed the challenges with snow conditions for Nordic skiing, with Ozzie sharing insights from a Para Nordic World Cup event and a conversation with Brian McKeever about waxing issues. They reviewed equipment, including Ozzie's possession of Tessier skis and plans to connect Red Deer Polytechnic with Mid-Sweden University for material development and testing. Ozzie also mentioned applying for an easy add-on to the Alberta Societies for the program and will do so when applicable. The organization has received funding for cross-country sit skis, but will ensure the right equipment is ordered for the appropriate skill levels.

4.2.1.2. Assessment of other programming, and meeting with a group in Canmore at the Para Cross Country World Cup event to discuss CADS Alberta role, development of a volunteer instructional package, and a program pathway. Survey will be reviewed at this meeting and will be circulated in follow-up. Once the survey is finalized, it will be disseminated to the zones. Ozzie discussed plans for upcoming meetings and events, including a trip to Canmore with Dimitri and Angela. He emphasized the importance of Dimitri's involvement and his direct approach to achieving goals.

4.3. Development

4.3.1. Slide and Ride Events 2025-26

4.3.1.1. Cold Lake February 1, 2025: Chris will inform Ozzie as to what equipment is needed for the Cold Lake slide and ride on February 1st, 2026. Arrangements will be made to get equipment to Cold Lake, potentially at the education workshop, for the February 1st slide and ride.

4.3.1.2. Red Deer February 22, 2025

4.3.1.3. Tawatinaw Valley February 22, 2025

4.4. Education

4.4.1. December 12-14, 2025 - 4th Annual Education Workshop: The education workshop for December 2025 will take place the 12th to 14th, with Remy from Tessier joining as a facilitator and there are participants from Fernie expected to attend. The workshop will include a Friday session at Mount Norway, with transportation being via bus. The day will include opportunities for ski improvement and will also feature Level 1 ski and snowboard certifications. Arrangements for Remy to spend 30 minutes with Chris will be made for the purpose of reviewing technical/operational information for the Tessier sit skis. A group dinner will occur on Saturday evening. The board discussed logistics for an upcoming workshop at COP, where limited facilities will require bringing in lunches and managing expectations due to incomplete day lodge preparations.

4.4.1.1. Survey was circulated, and registration is being planned.

4.4.1.2. Four Points Sheraton Hotel are the host accommodation's for the workshop.

4.4.1.3. FIS Guide Clinic: Following consultation with FIS athletes and coaches, the clinic has been postponed to April 2025 to ensure optimal attendance. A notice about postponement of FIS guiding clinic to April 2026 will be disseminated to the zones tomorrow. Once new dates

are confirmed, notice will be provided. Ozzie discussed the current and future plans for CADS camps in Alberta, including a technical camp in January and another in March.

4.4.1.4. Remy from Tessier attending – Will provide expertise with the Tessier sit skis in particular as well as sit skiing techniques.

4.4.1.5. Fernie participation will be included (Supported by BCAS)

4.4.1.6. Friday will be hosted at Mt. Norquay with transportation via bus.

4.5. Competition

4.5.1. We will be attending the BCAS National Camp at Kimberley if there are athletes who wish to attend. BC Adaptive Snow Sports received funding for this para-specific training camp from April 19-22 (the weekend after the Easter weekend). It was noted that Spencer may not be able to attend due to conflicting national training. It was been funded, in part, through a CPC Development Grant with bursaries direct to athletes. Angela raised concerns about accommodation availability for the March 2026 training and races, particularly for Spencer, as there is limited hotel space due to overlapping events including CADS Festival and Nationals.

4.5.2. Meeting to be arranged to have a final review on Spencer in addition to CADS competition applications. Ozzie will recirculate competition funding applications to all of the zones as a reminder. Angela, Kirk, Becca, and one additional board member to review any proposed requests with Ozzie to be brought in upon request. The board discussed competition funding, with Edmonton being the only applicant, and agreed to potentially provide them with \$10,000 as they have a formal program in place, while also planning to recirculate applications to other zones.

4.6. CADS National Update

4.6.1. BC Letter has gone to National with input through Alberta and Ontario

4.6.2. CADS Alberta next steps (and rationale): An update on CADS national matters was provided, specifically mentioning concerns from BC and ongoing discussions about the organization's structure and funding. Ozzie shared BCAS research on insurance options and the potential for Alberta to operate independently with support from other western provinces. A proposal for forming a working group to explore the pros and cons of this independence, including Ed, Angela, and Tony as key members, was made.

4.6.2.1. Discussion outcomes with other provinces: Ozzie will arrange a meeting with Ed, Angela, Tony, and Adria to discuss potential independence from CADS National.

4.6.2.1.1. Working Group strategy

4.6.2.1.2. MOU

4.6.2.2. Insurance

4.6.2.3. Instructor Training

4.6.2.4. Snowline

4.7. Finance

4.7.1. Funding Update (Ozzie) – Applications submitted

4.7.1.1. Every Kid Can Play Grant - \$200,000 over two years – We secured \$200,000 over two years from this grant, which will support education workshops as well as equipment needs.

4.7.1.2. Jump Start (Final \$6,000 received) with a new application submitted.

4.7.1.3. Lululemon Community Well Being Grant - \$50,000 USD - Unsuccessful

4.7.1.4. Melton Foundation Grant - \$85,000 – Still awaiting

4.7.1.5. Community Initiative Program Project Grant - \$75,000 – Deferred to January intake

4.7.2. Omagic Opportunity

4.7.2.1. Update: Ozzie mentioned the development of a landing page and social media strategy for a 50-50 fundraising initiative, which aims to run before the end of December. Ozzie will be undertaking additional steps in the furtherance of this initiative. Meeting with Dimitri and Urs Lehman on Sunday for lunch meeting about 50-50 partnership with FIS. Angela will be in attendance for this meeting. Following the Sunday meeting, Ozzie will meet with Dimitri on

Monday from the home office to discuss any follow-up. Ozzie will be sending documents to the board about Parasport International shell company rationale.

4.7.2.2. Meeting of committee to be coordinated (select a date)

5. New Business

5.1. Email SPAM Awareness: The group discussed the need to be cautious of email scams targeting the disability community, particularly regarding equipment offers.

5.2. Zone Items

5.2.1. Insurance on equipment:

5.2.2. CADS Lethbridge Society completion – Kudos to Sharon for assisting

5.2.3. Grant Connect access circulated to zones

5.3. PCSPD Presentation at Canmore Para Cross Country World Cup

5.4. Karbon (Ozzie)

5.4.1. Alberta Para Alpine Ski Team

5.4.2. Board: Distribution of CADS Alberta carbon jackets as a reward for board members.

6. Other Business

6.1. Reports

6.1.1. President: No report, not in attendance.

6.1.2. Executive Coordinator: No report, no in attendance.

6.1.3. Finance: Angela confirmed the financial health of the organization, noting that a recent province funding of \$200,000 would be reflected in the November financial statement. Ozzie discussed building a budget versus actuals spreadsheet with Angela and Kirk for next board meeting.

6.1.4. Program Director (As per agenda)

7. Approval of Reports: A motion to approve the reports as presented was made by Angela with Ed seconding.

8. Round Table discussion: Tony (Calgary) addressed the current state of the Winsport Day Lodge as it relates to the upcoming Coach Education Workshop with Ed providing his insights on this issue as well. Noel (Edmonton) will assist in communications with Faye and Sabrina regarding competition piece.

9. Next meeting: January 7, 2025 (zoom call)

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

11. Adjournment: Ed made a motion to adjourn the meeting, all were in favor. Meeting adjourned at 8:29PM.