



# 2025 AGM

## Meeting Materials

December 6<sup>th</sup>, 2025

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## BC Adaptive Snowsports


### Annual General Meeting Agenda

December 6th, 2025 | 4:00PM | In-person at the Hearthstone Lodge, in the Morrisey Room, or on Zoom:

<https://us02web.zoom.us/j/81745029587?pwd=p3YaBFi0V2zuVdxnQAboZhazagbi5M.1>

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#### AGENDA:

1. **Call to Order**
    - a. Welcome and opening remarks
  2. **Items for Approval**
    - a. Adoption of the Agenda as circulated
    - b. Ratification of the Minutes of the 2024 Annual General Meeting
  3. **Reports**
    - a. President's Report
    - b. Staff Report
    - c. Financials
      - i. Auditors report
      - ii. Audited financial statements
  4. **Appointment of the Auditor**
  5. **Election of directors**
  6. **Adjournment**
- 

**2024 ANNUAL GENERAL MEETING MINUTES (Draft)**
**Saturday, December 7, 2024**
**Held at Sun Peaks Grand Resort, and Zoom:**
**<https://us02web.zoom.us/j/87629789060?pwd=aGvqKVDN8URmo78jdvuFU14yVbmzEG.1>**

| <b>AGM Attendees</b>   |                      |
|------------------------|----------------------|
| Sarah Morris-Probert   | Carlene Steeves      |
| Sandra Haziza          | Maureen Grainger     |
| Ellen Fulton           | Nicholas Gray        |
| Donovan Tildesley      | Jenny Hawes          |
| James Cooney           | Jillian Hayes        |
| Corinne Risler         | Catherine Heap       |
| Heather Schoutens      | Jon Heap             |
| Heather Shaw           | Bob Hodgson          |
| John Shaw              | Blair Jones          |
| James Peters           | Matthew Kemp         |
| Allan Watson           | Kim Kozuki           |
| Heather Watson         | Ron Lefebvre         |
| Mary Jane Abbott       | Glyn Lloyd           |
| Brent Antinori         | Brook Low            |
| Chase Antinori         | Sean Marihugh        |
| Chelsea Archer         | Alexandra Marriott   |
| Bao Bergeron Parenteau | Andy McQuilkin       |
| Billy Azul-Sky         | Rita Mellema         |
| Dawn Boddington        | Richard Michaud      |
| Hannah Bostrom         | Jacqueline Middleton |
| Jen Bowlby             | Robert Milne         |
| Bobby Boyd             | Susan Plensky        |
| Sebastien Bracconier   | Darren Pringle       |
| Wylie Buchanan         | Nicole Pringle       |
| Dave Burnham           | Michelle Schaefer    |
| Ilkay Cakirogullari    | Shawn Scheurer       |
| Dominique Coulombe     | John Siddall         |
| Isabelle Cyr           | Doreen Smith         |
| Katell Duret           | Joseph Spooner       |
| Steve Fairbairn        | Kikuo Otsuka         |
| Hugh Faloon            | Nan Stevens          |
| Amelia Gillies         | Chris Stewart        |
| Magdalena Szpala       | Edward Tai           |
| Derek Tomkin           | Dog Truant           |
| Marije Wagenmakers     | Georgann Watson      |
| Russell Vida           | Gail Williamson      |
| Corbi Stuart           | Neil Schunke         |

|                         |  |
|-------------------------|--|
| Sasha Djurdjevic (Zoom) | Neil Schunke (Zoom)                                  |
| Tory Brown (Zoom)       | Alex and Javier (Zoom) Sorry, do not have last names |

| Agenda Item  | Minutes  |
|--|--|
| Call to order and adoption of agenda                       | <p>President, Sarah Morris-Probert (Sarah) calls the 2024 AGM to order at 4:15PM</p> <p>Quorum is established.</p> <p><b>MOTION:</b> to adopt the Agenda as circulated:<br/>           MOVED BY: Jenny Hawes<br/>           SECONDED BY: Gail Williamson<br/>           RESULT: Carried, unanimously</p>   |
| Ratification of previous Minutes                           | <p>There are no amendments suggested to the 2023 Annual General Meeting minutes circulated in advance of the meeting.</p> <p><b>MOTION:</b> To adopt the minutes of the 2023 Annual General Meeting as distributed.<br/>           MOVED BY: Ellen Fulton<br/>           SECONDED BY: Donovan Tildesley<br/>           RESULT: Carried, unanimously.</p>   |
| Ratify Board of Directors activities for the previous year | <p><b>Presidents Message</b></p> <p>Sarah welcomes everyone to the AGM and thanks the BCAS board and staff for a great year! We ran lots of successful programs this year, AMC, SheCan, Ramp it Up and more.</p> <p>Sarah introduces Sandra Haziza, our new Executive Director!</p> <p>Sandra welcomes everyone to Summit, and is grateful for the warm welcome she's received, and thanks the board and the staff for their hard work and dedication. She's very proud and excited for her new role, and is looking forward to working with all BCAS members.</p> <p><b>Staff Report</b></p> <p>Corinne and Heather: Very busy season last year. The most memberships ever – we're getting close to 3000 members! Highlights of the year include:</p> |

**CADS National PreCourse**

BCAS fully funded 25 course conductors to attend the National CADS Pre-Course held at Big White from Nov 22 – 26, 2023. Ten out of 13 course conductors achieved their Ski Level 1 course conductor and one newly certified Snowboard Level 2 course conductor. Ten Level 2 ski course conductors did their Level 2 CC maintenance, and one Snowboard Level 1 course conductor did their CCL1 maintenance. Course conductors from 7 clubs were present.

**BCAS course conductors delivered the following certification courses:**

|                        |                 |                         |
|------------------------|-----------------|-------------------------|
| CADS level 1 ASD       | Apex Resort     | 6 instructors certified |
| CADS Level 1 SB        | Fernie          | 1 instructors certified |
| CADS Level 1           | Revelstoke      | 7 instructors certified |
| CADS SB Level 1        | Big White       | 8 instructors certified |
| CADS Level 1           | Panorama        | 9 instructors certified |
| CADS Level 1           | Red Mountain    | 5 instructors certified |
| CADS Level 2 3-4 track | Sun Peaks       | 5 instructors certified |
| CADS Level 2 ASD       | Sun Peaks       | 8 instructors certified |
| CADS Level 1 Ski/SB    | Mount Sima, YT  | 6 instructors certified |
| CADS Level 3           | Whistler/Grouse | 9 instructors certified |

**Total CADS certification delivered by 11 clubs:**

|                            |            |
|----------------------------|------------|
| Level 1 (full or modular): | 416        |
| Level 2 (full or modular): | 73         |
| Level 3:                   | 12         |
| <b>Total:</b>              | <b>501</b> |

**BCAS Summit:**

Held at the Sun Peaks Grand, 46 participants and 19 on-snow facilitators (9 clubs were present). Summit sessions included: CSIA and CASI personal skill development, sit-ski improvement, assessment & development, turn progression, tethering, tips & tricks, CADS Level 2 prep and CADS Level 3 prep. Instructors & session leaders get a chance to network, share information and learn from each other. In celebration of our 50th anniversary, a photo slideshow was shown after dinner, followed by a fireside chat where we reflected on the past 50 years of adaptive snowsports and looked forward to the next half-century.

**SheCan Camp:**

Held at Silver Star, SheCan was attended by 18 instructors from 6 different clubs. The camp was facilitated by one CSIA Level 4 instructors from Whistler, three CADS Level 3 CC as well as a CASI Level 4 instructor from Big White who facilitated different sessions to foster personal skill development as well as leadership skills.

**High Performance:**

Two All-Mountain Camps were delivered in partnership with Rocky Mountain Adaptive, the first one was held at Sun Peaks in January and was attended by 13 athletes (1 VI skier plus guide, 4 sit-skiers, 7 standing skiers) from British Columbia. The second camp was held at Sunshine Village / Banff in April and was attended by 13 athletes (1 snowboarder, 3 sit-skiers and 9 standing skiers) from British Columbia, Alberta and Ontario. We were able to deliver successfully on snow-sessions (race training and all mountain skill development) as well as indoor sessions and a group dinner. Alpine Canada's para-alpine coach was in attendance at both camps and engaged with our targeted athletes, which include Matthew Leach, a VI racer from Lumby, Ronan Wiens, a standing skier from Salmon Arm, and Samuel Peters, a sit-skier, from Kelowna.

**Shoulder 2 Shoulder Veteran Camps**

BC Adaptive Snowsports was honoured to host three Shoulder 2 Shoulder Veteran Retreats this past season! A heartfelt thank you to the incredible instructors who volunteered their time, as well as to James and Tracy Cooney and Russ Vida for their dedication in organizing the events.

S2S provides a supportive and healing environment for ill or injured Veterans and RCMP, alongside their support person. Thanks to funding from the Canadian Legions, Dominion Command, Spartan Wellness, and private donations, we are grateful for the opportunity to make a meaningful impact in the lives of our veterans!

**Ramp it Up**

This past April, BC Adaptive Snowsports, thanks to funding from Heritage Canada, had the pleasure of welcoming 56 youth and their caregivers from across Canada for an unforgettable experience, Ramp it Up! Our fully accessible venue at the Easter Seals Camp in Squamish served as the perfect base for exploring the local mountains and Vancouver. Our guests enjoyed skiing at Whistler, snowshoeing at Grouse, and visits to Stanley Park and the BC Sports Hall of Fame. A huge thank you to the amazing volunteers from WASP and VASS for making this event so special. We also

|  |  |
|--|--|
|  | <p>want to recognize everyone who assisted at the camp, riding buses with the youth and chaperoning throughout the week. We couldn't have done it without your support!</p> <p><b>50<sup>th</sup> Anniversary Celebration</b><br/>This past year was truly special for us! Our 50th Anniversary kicked off with a memorable reflection during the Summit, featuring a slideshow and panel discussion. At the season's end, over 100 members gathered at the BC Sports Hall of Fame for an evening of fun, memories, and celebration. It was an unforgettable night as we celebrated five decades of adaptive snowsports in BC.</p> <p><b>Club Leaders Conference:</b><br/>The third annual CLC took place from April 12 to 14 in Richmond. Leaders from 9 clubs participated in meetings that allowed sharing of resources and insights into club growth and development. We were happy to, once again, welcome Daniel Fontaine, New West Counsellor and founder of Michifco as a guest speaker.</p> |
| Financials                             | <p>Sasha: Thank you to everyone, and to Baker Tilly. Another successful year all around, we supported a record number of participants and have been advocating for our community at all levels of government. BCAS is financially liquid, and we have the means to continue programming, and supporting our clubs.</p> <p><b>MOTION:</b> To accept the audited financial statements for the fiscal year ending April 30th, 2024 as prepared by Baker Tilly WM LLP.<br/>MOVED BY: John Shaw<br/>SECONDED BY: Russ Vida<br/>RESULT: Carried, unanimously.</p> <p><b>MOTION:</b> To appoint Baker Tilly WM LLP as the auditor for the fiscal period ending April 30<sup>th</sup>, 2025.<br/>MOVED BY: Donovan Tildesley<br/>SECONDED BY: Wylie Buchanan<br/>RESULT: Carried, unanimously.</p>   |
| Ratify the Board of Directors approved | The board of directors, along with the governance committee, have made updates to the current bylaws, which were circulated prior to our AGM.  |

|                              |   |
|------------------------------|---|
| <p>BCAS bylaw changes</p>    | <p><b>MOTION:</b> To approve the recommended updates:<br/>         MOVED BY: Azul-Sky Billy<br/>         SECONDED BY: Isabelle<br/>         RESULT: Carried, unanimously.</p>   |
| <p>Election of directors</p> | <p><b>Nominations Committee Recommendation</b></p> <p>The board has been working on diversifying the background within the board of directors, seeking new members with backgrounds in Finance. Given the status of current directors and the nomination of new directors, the Nominations Committee puts forward the following recommendation:</p> <p style="text-align: center;"><b>To approve the following, existing board members whose terms are expiring:</b></p> <ul style="list-style-type: none"> <li>• <b>Cooney, James</b> – Re-elect for a new term expiring at the 2026 AGM</li> <li>• <b>Djurdevic, Sasha</b> – Re-elect for a new term expiring at the 2026 AGM</li> <li>• <b>Fulton, Ellen</b> – Re-elect for a new term expiring at the 2026 AGM</li> <li>• <b>Morris-Probert, Sarah</b> – Re-elect for a new term expiring at the 2026 AGM</li> <li>• <b>Tildesley, Donovan</b> – Re-elect for a new term expiring at the 2026 AGM</li> </ul> <p style="text-align: center;"><b>To approve the following new board member:</b></p> <ul style="list-style-type: none"> <li>• <b>McCloskey, Rob</b> - Elect for a new term expiring at the 2026 AGM</li> </ul> <p>The above has been approved by acclamation.</p> <p>Board of Directors is now comprised of the following board members:<br/>         Sarah Morris-Probert<br/>         Ellen Fulton<br/>         Sasha Djurdevic<br/>         James Cooney<br/>         Donovan Tildesley<br/>         Tory Brown<br/>         Russ Vida<br/>         Rob McCloskey</p> <p>Any oppositions? None, all confirmed to the board.</p> |
| <p>President's award</p>     | <p>Sarah is happy to announce Russell Vida as this year's President's Award. Russ, a dedicated volunteer and Adaptive Snowsports instructor, has been making a significant impact on the lives of individuals with disabilities.</p>  |

|             |   |
|-------------|---|
|             | <p>For the past 10 years, Russ has been involved with Vancouver Island Society for Adaptive Snowsports (VISAS), one of 15 BC Adaptive Snowsport clubs across the province. As a CADS Level 2 Instructor and lead trainer, Russ empowers others to become instructors and shares his passion for winter sports. As a military veteran, his commitment to the military community is evident as a key driver in the transition of the local Soldier On program into The Shoulder 2 Shoulder program which supports veterans and first responders from across Canada. Shoulder to Shoulder offers healing Adaptive Snowsport retreats for injured veterans and first responders, and just as important, the caregivers who support them.</p> <p>Russ has been integral to the BC Adaptive Snowsports Board. Russ has given dedicated and invaluable service to the organization. His presence and support over the last year has been impactful, giving practical and logistical support to the operations of a small PSO. Thank you from the President, Board and Staff of BCAS.</p> |
| Adjournment | <p><b>MOTION:</b> To adjourn the 2024 BC Adaptive Snowsports annual general meeting at 4:40pm.</p> <p>MOVED BY: Jenny Hawes<br/>         SECONDED BY: Chelsea Archer<br/>         RESULT: Carried, unanimously.</p> <p>The meeting is adjourned at 4:40PM</p>   |

## **PRESIDENT'S REPORT 2025 ANNUAL GENERAL MEETING**

Dear Members,

I am proud to reflect on what has been a banner year for BC Adaptive Snowsports. The season was a resounding success and a testament to the passion, dedication, and resilience of our members and staff.

Personally, one of the highlights of the season was the first Invictus *Hybrid Games*. It was an honour for me and many other BCAS members to work alongside our Team Canada athletes, International athletes, Volunteers, and the Invictus team. This pioneering event showcased their commitment to innovation in adaptive sport delivery, blending competitive opportunity with a focus on holistic athlete well-being and accessibility, enabling participation regardless of physical location or ability.

As an example, Rob, a Military Veteran, started mono-skiing in December 2024. With training he went on to compete in the Invictus Games, posting a 5th place! His success had a profound effect and encouraged his husband, Warren to resume skiing, who learnt alongside Rob during his lessons with Powderhounds. This upcoming season, Warren has signed up to become a CADS Level 1 Instructor. This demonstrates the circle of participation and opportunities from being an adaptive beginner to a competitive athlete, and inspiring a new volunteer leader, which is at the heart of the BCAS mission.

The future success of BCAS relies on the strength of our grassroots leadership. We hosted a successful Club Leaders Conference and Summit, bringing volunteers and staff together for training, strategic planning, and networking. The overwhelming feedback confirmed the huge value BCAS offers its members—not just in terms of resources, training, funding, and governance support, but in fostering a powerful, shared community dedicated to breaking down barriers.

BCAS's core mission is to increase access to adaptive snowsports. This year participation across the province was up, welcoming new members and establishing stronger ties with partner resorts and local clubs. This growth underscores the high demand for our programming and confirms the positive impact our clubs are having in their communities. Thank you to every member of the BCAS community for your contributions to this extraordinary year.

I would also like to say a heartfelt thank you to our long-standing Treasurer, Sasha, who along with Tory are retiring this year. Thank you for being an amazing help to the BCAS Board, it would not be what it is today without your hard work and dedication. I would also like to thank all our current and new Board members as we look forward to a bright future.

Warm regards



Sarah

Sarah Morris-Probert  
President, BC Adaptive Snowsports

## **STAFF REPORT**

### **2025 ANNUAL GENERAL MEETING**

Please accept the following report on behalf of the staff at BC Adaptive Snowsports, for the period of May 2024 to April 2025 (aka: “last season”). This report is not a comprehensive summary of all activity, but rather a summary of key metrics and updates from 2024-2025.

### **Membership**

Membership levels are skyrocketing! We had a record breaking 3333 members registered within BC Adaptive Snowsports and across the 16 member clubs as listed below:

| <b>Membership Registration</b> | <b>2022-23 Season</b> | <b>2023-24 Season</b> | <b>2024-25 Season</b> |
|--------------------------------|-----------------------|-----------------------|-----------------------|
| Participants                   | 1072                  | 1229                  | 1680                  |
| Volunteers, Instructors        | 1307                  | 1600                  | 1653                  |
| <b>Total</b>                   | <b>2379</b>           | <b>2829</b>           | <b>3333</b>           |

| <b>Club</b>                                 | <b>Acronym</b> | <b>Mountain(s)</b>  |
|---|----------------|---------------------|
| Adaptive Sports at Sun Peaks                | ASSP           | Sun Peaks           |
| Apex Adaptive Snow Sports                   | APEX           | Apex Mountain       |
| Baldy Blue Jays Adaptive Sports             | Blue Jays      | Baldy Mountain      |
| Caledonia Snowsports Society                | CASS           | Caledonia Mountain  |
| East Kootenay Adaptive Snowsports           | EKAS           | Kimberley           |
| Fernie Adaptive Snow Program                | FIRE           | Fernie              |
| Friends of Mount Sima Society               | FMSS           | Whitehorse, YT      |
| Panorama Adaptive Sports Society            | PASS           | Panorama            |
| Powderhounds Adaptive Snowsports            | PHAS           | Big White           |
| Red Adaptive Ski Program                    | RASP           | Red Mountain        |
| Revelstoke Adaptive Sports Program          | RAD            | Revelstoke          |
| Silver Star Adaptive Snowsports             | SSASS          | Silver Star         |
| Vancouver Adaptive Snowsports               | VASS           | N. Shore Mountains  |
| Vancouver Isl. Soc. for Adaptive Snowsports | VISAS          | Mount Washington    |
| Whistler Adaptive Sports Program            | WASP           | Whistler Blackcomb  |
| Whitewater Adaptive                         | Whitewater     | Whitewater Mountain |

### **CADS National PreCourse**

BCAS funded 36 course conductors to attend the National CADS Pre-Course held in Calgary from Nov 29 – Dec 1, 2024. This was the largest CADS PreCourse ever held.

Ski Level 1 Course Conductor: 8 out of 9 achieved their certification.

Ski Level 2 Course Conductor: 4 newly certified course conductors

Ski Level 2 Update: 14 L2 courses conductor completed their bi-annual recall

SB Level 1 Course Conductor: 6 newly certified course conductors

SB Level 1 Update: 1 L1 course conductor completed their bi-annual update

SB Level 2 Course Conductor: 1 newly certified course conductor and 1 L2 course conductor completed their bi-annual update

Course conductors from 8 clubs were present.

### **BCAS course conductors delivered the following certification courses:**

#### CADS Level 1 certification:

- Fernie: 4 instructors certified (SB)
- Prince George: 4 instructors certified (SKI ASD/CI & Sitski)
- Mount Sima: 4 instructors certified (SB 2, Ski 2)
- Big White: 7 instructors certified (SB)
- Revelstoke: 12 instructors certified (SB 5, SKI 7)
- Red Mountain: 7 instructors certified (SB 1, SKI 6)

#### CADS Level 2:

- Sun Peaks: 9 instructors certified (SKI ASD/CI L2)

#### CADS Level 3:

- Whistler/Sun Peaks/Vancouver: 10 instructors certified

CADS certifications were delivered by 12 clubs

**Total # of candidates participated in CADS certification:**

|                            |            |
|----------------------------|------------|
| Level 1 (full or modular): | 432        |
| Level 2 (full or modular): | 88         |
| Level 3:                   | 11         |
| <b>Total:</b>              | <b>531</b> |

We see a year-over-year increase in participation numbers.

**BCAS Summit:**

Held at the Sun Peaks Grand, 54 participants and 21 on-snow facilitators (8 clubs were present). Summit sessions included: CSIA and CASI personal skill development, sit-ski improvement, assessment & development, turn progression, tethering, tips & tricks, CADS Level 2 prep and CADS Level 3 prep. Instructors & session leaders get a chance to network, share information and learn from each other. We were pleased to welcome Georgann Watson on Friday evening for an insightful discussion on gender identity. Saturday night brought plenty of fun as well, beginning with a delicious dinner and ending with lively performances of adaptive Christmas carols.

**SheCan Camp:**

Held at Silver Star, SheCan was attended by 24 instructors from 6 different clubs. The camp was facilitated by two CSIA instructors from Whistler, a CASI instructor from Big White as well as by 3 CADS instructors who facilitated different sessions to foster personal skill development as well as leadership skills.

**High Performance:**

One All-Mountain Camp was delivered at Sun Peaks in January and was attended by 8 athletes (1

VI skier plus guide, 1 sit-skier, 6 standing skiers) from British Columbia. We were able to deliver successfully on snow-sessions (race training and all mountain skill development) as well as indoor sessions and a group dinner.

### **Shoulder 2 Shoulder Veteran Camps**

BC Adaptive Snowsports was proud to host five Shoulder 2 Shoulder Veteran Retreats this past season! We extend heartfelt thanks to the incredible instructors who volunteered their time, as well as to James and Tracy Cooney and Russ Vida for their dedication in organizing these events.

Shoulder 2 Shoulder offers a supportive and healing environment for ill or injured Veterans and RCMP, along with their support persons. Thanks to generous funding from the Canadian Legions, Dominion Command, Spartan Wellness, True Patriot Love, Altex and many private donors, we are grateful for the opportunity to make a meaningful difference in the lives of our veterans.

### **Equipment Grant**

BCAS was thrilled that, thanks to a generous grant from BC Rehab, we were able to provide our clubs with the largest equipment grant in our history. We were delighted to say yes to every request we received!

### **Club Leaders Conference:**

The fourth annual CLC was held in Richmond from May 2 to 4, bringing together leaders from nine clubs for productive meetings focused on sharing resources and exploring strategies for club growth and development. We were fortunate to have Katlyn Soanes from Jumpstart join us to offer helpful guidance on grant writing—particularly for Jumpstart programs—and thoroughly enjoyed an engaging session with Tom Berekoff from tpd strategic counsel on fundraising for local sport organizations. And, of course, a highlight of the weekend was awarding sit skis from the Invictus Games to several of our clubs.

**In Closing:**

As we look ahead to 2026, the staff at BC Adaptive Snowsports would like to extend our heartfelt appreciation to our clubs, club leaders, and the incredible volunteers who bring our mission to life in communities across the province. With a strong foundation behind us, we are excited to move forward with new initiatives that will advance our mandate in 2025/2026. Our progress is only possible because of the unwavering support of the BCAS board and our dedicated volunteers, and we are deeply grateful for each and every one of you.

Respectfully submitted with input and support from Corinne and Heather.

Sandra Haziza,  
Executive Director



**B.C. ADAPTIVE SNOWSPORTS ASSOCIATION**

Vancouver, B.C.

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FINANCIAL STATEMENTS

April 30, 2025



**Baker Tilly WM LLP**

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## **INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT**

To the Directors of B.C. Adaptive Snowsports Association:

We have reviewed the accompanying financial statements of B.C. Adaptive Snowsports Association that comprise the statement of financial position as at April 30, 2025, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### *Practitioner's Responsibility*

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.



*Conclusion*

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of B.C. Adaptive Snowsports Association as at April 30, 2025, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

*Baker Tilly WM LLP*

CHARTERED PROFESSIONAL ACCOUNTANTS

November 3, 2025  
Vancouver, B.C.

## B.C. ADAPTIVE SNOWSPORTS ASSOCIATION

### STATEMENT OF OPERATIONS (unaudited)

For the year ended April 30, 2025

|  | 2025           | 2024             |
|--|----------------|------------------|
|  | \$             | \$               |
| <b>Revenues</b>  |                |                  |
| Provincial government                                    | 275,740        | 346,378          |
| Fundraising  | 158,409        | 152,820          |
| Memberships, dues and association fees                   | 119,338        | 105,263          |
| Interest and investment income (Note 5)                  | 33,991         | 35,631           |
| Gifts  | 8,192          | 3,815            |
| Federal government                                       | -              | 141,275          |
|  | <u>595,670</u> | <u>785,182</u>   |
| <b>Expenditures</b>                                      |                |                  |
| Amortization of property and equipment                   | -              | 365              |
| Assistance funding                                       | 46,644         | 8,411            |
| Bad debts  | -              | 1,000            |
| Bank charges and interest                                | 3,160          | 3,562            |
| Communications and marketing                             | 1,921          | 12,852           |
| Education and training                                   | 4,864          | 1,365            |
| Entry fees   | 10,507         | 7,240            |
| Equipment  | 86,904         | 5,768            |
| Events   | 103,894        | 334,164          |
| Honorariums  | 8,750          | 9,350            |
| Meals and entertainment                                  | 10,065         | 15,530           |
| Meetings   | 6,611          | 9,347            |
| Membership dues  | 47,343         | 53,753           |
| Occupancy cost   | 14,520         | 13,310           |
| Office   | 5,229          | 7,464            |
| Professional services                                    | 25,116         | 76,150           |
| Staffing   | 182,757        | 281,596          |
| Telephone, data and IT                                   | 4,093          | 7,246            |
| Travel   | 27,173         | 51,694           |
|  | <u>589,551</u> | <u>900,167</u>   |
| <b>Excess (deficiency) of revenues over expenditures</b> | <b>6,119</b>   | <b>(114,985)</b> |

The accompanying notes are an integral part of these financial statements.

## **B.C. ADAPTIVE SNOWSPORTS ASSOCIATION**

### STATEMENT OF CHANGES IN NET ASSETS (unaudited)

For the year ended April 30, 2025

|   | <b>2025</b>    | 2024      |
|---|----------------|-----------|
|   | <b>\$</b>      | \$        |
| Balance, beginning                                | <b>218,704</b> | 333,689   |
| Excess (deficiency) of revenues over expenditures | <b>6,119</b>   | (114,985) |
| Balance, ending                                   | <b>224,823</b> | 218,704   |

*The accompanying notes are an integral part of these financial statements.*

## B.C. ADAPTIVE SNOWSPORTS ASSOCIATION

### STATEMENT OF FINANCIAL POSITION (unaudited)

April 30, 2025

|                           | 2025           | 2024          |
|---------------------------|----------------|---------------|
|                           | \$             | \$            |
| <b>Assets</b>             |                |               |
| Current                   |                |               |
| Cash (Note 3)             | 324,918        | 262,805       |
| Receivables               | 20,205         | 146,990       |
| GST receivable            | 2,721          | 6,449         |
| Prepaid expenses          | 526            | -             |
|                           | <b>348,370</b> | 416,244       |
| <b>Liabilities</b>        |                |               |
| Current                   |                |               |
| Payables and accruals     | 97,815         | 117,572       |
| Deferred revenue (Note 4) | <u>25,732</u>  | <u>79,968</u> |
|                           | <b>123,547</b> | 197,540       |
| <b>Net Assets</b>         |                |               |
| Unrestricted              | <b>224,823</b> | 218,704       |
|                           | <b>348,370</b> | 416,244       |

Approved by the Board:

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## B.C. ADAPTIVE SNOWSPORTS ASSOCIATION

### STATEMENT OF CASH FLOWS (unaudited)

For the year ended April 30, 2025

|   | 2025            | 2024             |
|---|-----------------|------------------|
|   | \$              | \$               |
| <b>Cash flows related to operating activities</b> |                 |                  |
| Excess (deficiency) of revenues over expenditures | 6,119           | (114,985)        |
| Adjustment for item which does not affect cash:   |                 |                  |
| Amortization of property and equipment            | <u>-</u>        | <u>365</u>       |
|   | 6,119           | (114,620)        |
| Changes in non-cash working capital:              |                 |                  |
| Receivables                                       | 126,785         | (131,565)        |
| GST receivable                                    | 3,728           | (2,327)          |
| Prepaid expenses                                  | (526)           | 17,049           |
| Payables and accruals                             | (19,757)        | 93,122           |
| Deferred revenue                                  | <u>(54,236)</u> | <u>(2,932)</u>   |
|   | 62,113          | (141,273)        |
| <b>Cash flows related to financing activity</b>   |                 |                  |
| Repayment of CEBA loan payable                    | <u>-</u>        | <u>(30,000)</u>  |
| <b>Net increase (decrease) in cash</b>            | <b>62,113</b>   | <b>(171,273)</b> |
| Cash, beginning                                   | <u>262,805</u>  | <u>434,078</u>   |
| <b>Cash, ending</b>                               | <b>324,918</b>  | <b>262,805</b>   |

*The accompanying notes are an integral part of these financial statements.*

# B.C. ADAPTIVE SNOWSPORTS ASSOCIATION

## NOTES TO THE FINANCIAL STATEMENTS (unaudited)

For the year ended April 30, 2025

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### 1. Nature of operations

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B.C. Adaptive Snowsports Association (the "association") is a not-for-profit organization incorporated under the Society Act of British Columbia. The association promotes and provides skiing programs and services to all persons with a disability. Under the provisions of the Income Tax Act, the association is a charitable organization and is exempt from Canadian federal and provincial income taxes.

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### 2. Significant accounting policies

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These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies:

#### **Revenue recognition**

The association follows the deferral method of accounting for revenue. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Memberships, dues and association fees are recognized in the year to which they apply.

Fundraising event revenue is recognized in the year in which the event takes place.

Interest income is recognized on a time proportion basis and investment income is recognized when received or receivable.

#### **Financial instruments**

##### Arm's Length Transactions

##### *Measurement of financial instruments*

The association measures its financial assets and financial liabilities at fair value at the acquisition date, except for financial assets and financial liabilities acquired in related party transactions.

The association subsequently measures all of its financial assets and financial liabilities at amortized cost.

## **B.C. ADAPTIVE SNOWSPORTS ASSOCIATION**

NOTES TO THE FINANCIAL STATEMENTS  
(unaudited)

For the year ended April 30, 2025

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### **2. Significant accounting policies (continued)**

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#### **Financial instruments (continued)**

##### Related Party Transactions

##### *Measurement of related party financial instruments*

The association measures all related party financial instruments recognized in these financial statements at either the cost of the related party financial instrument, or at the cost of the consideration exchanged for the related party financial instrument. Measurement is based on the nature of the financial instrument, and depends on whether the instrument has repayment terms. The association has no related party financial instruments required to be measured at fair value.

When the instrument has repayment terms, the cost is determined using the undiscounted cash flows, excluding interest and dividend payments, and less any impairment losses previously recognized by the transferor.

When the related party financial instrument has no repayment terms, the cost of the instrument is determined using the consideration transferred or received.

Related party financial instruments initially measured at cost are subsequently measured using the cost method.

##### Transaction costs

Transaction costs related to the acquisition or issuance of financial instruments subsequently measured at fair value and to instruments originated or exchanged in a related party transaction are recognized in excess (deficiency) of revenues over expenditures when incurred. The carrying amounts of financial instruments not subsequently measured at fair value are adjusted by the amount of the transaction costs directly attributable to the acquisition or issuance of the instrument, and the adjustment is recognized in excess (deficiency) of revenues over expenditures over the life of the instrument using the straight-line method.

##### Impairment

Financial assets measured at amortized cost and related party financial assets measured using the cost method are assessed for indications of impairment at the end of each reporting period. If impairment is identified, the amount of the write-down is recognized as an impairment loss in excess (deficiency) of revenues over expenditures. Previously recognized impairment losses are reversed when the extent of the impairment decreases, provided that the adjusted carrying amount is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in excess (deficiency) of revenues over expenditures.

#### **Contributed materials and services**

Contributed materials and services are not recognized in the financial statements unless they are substantial, a fair value can be reasonably estimated, and the materials and services are used in the normal course of operations and would otherwise have been purchased. No contributed materials and services of a material amount were recognized in the years ending 2025 and 2024.

## B.C. ADAPTIVE SNOWSPORTS ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS  
(unaudited)

For the year ended April 30, 2025

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### 2. Significant accounting policies (continued)

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#### Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the reporting period.

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### 3. Restricted cash

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Cash includes funds in a separate bank account (the "Gaming account") that are externally restricted by the Province of B.C. Community Gaming Grants Branch (the "Branch") for specific programs applied for by the association and approved by the Branch. During the year, the association received funds for staff wages and other costs essential for the delivery of athletic programs, of which \$397 (2024: \$161) remained in the Gaming account as of April 30, 2025.

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### 4. Deferred revenue

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|                        | Balance,<br>beginning<br>of year<br>\$ | Funding<br>received<br>\$ | Revenue<br>recognized<br>\$ | Balance,<br>end of year<br>\$ |
|------------------------|--|---------------------------|-----------------------------|-------------------------------|
| viaSport BC grants     | -                                      | 125,740                   | (125,740)                   | -                             |
| Community Gaming grant | -                                      | 150,000                   | (150,000)                   | -                             |
| Fundraising revenue    | <u>79,968</u>                          | <u>88,811</u>             | <u>(143,047)</u>            | <u>25,732</u>                 |
|                        | <u>79,968</u>                          | <u>364,551</u>            | <u>(418,787)</u>            | <u>25,732</u>                 |

## **B.C. ADAPTIVE SNOWSPORTS ASSOCIATION**

NOTES TO THE FINANCIAL STATEMENTS  
(unaudited)

For the year ended April 30, 2025

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### **5. Endowment fund**

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The B.C. Adaptive Snowsports Endowment Fund was established with the Vancouver Foundation on November 8, 1981 with a contribution from the association of \$100,000. The primary investment objective of this fund is to provide long-term continuance of the purpose of the association. The association does not reflect the fund in its financial statements because it lacks discretion over the investment of the capital of the fund. If the association ceases to exist, the Vancouver Foundation will disburse the funds based on the fund's primary objective, or, alternatively, for such other charitable purposes determined by the Directors of the Vancouver Foundation. The quoted market value of the securities underlying the fund's capital as at April 30, 2025 was \$289,695 (2024: \$281,576). Investment income received from the fund in the year totaled \$16,822 (2024: \$12,589).

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### **6. Remuneration of employees, contractors and directors**

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The B.C. Societies Act requires the association to disclose the remuneration paid to employees and contractors whose remuneration during the year was at least \$75,000 and all remuneration paid to directors.

During the year, no employees (2024 - one employee was paid \$91,446) received remuneration of at least \$75,000. No remuneration was paid to directors in the years ended April 30, 2025 and 2024.

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### **7. Financial instruments**

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Items that meet the definition of a financial instrument include cash, receivables, and payables and accruals.

Financial instrument transactions, such as collecting receivables and settling payables may result in exposure to significant financial risks and concentrations of risk. For the year ended April 30, 2025, the association was not exposed to significant risks arising from its financial instruments. There have been no changes to the significant risks from the prior year.

#### **Credit risk**

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The association's cash is held at a financial institution that is a member of the Canada Deposit Insurance Corporation. There is a concentration of risk as 90% (2024: 88%) of the balance is held in one bank account.

## **NOMINATIONS COMMITTEE REPORT 2025 ANNUAL GENERAL MEETING**

On behalf of the Board, please accept the following report from the Nominations Committee. The Nominations Committee is a standing committee appointed by the Board to manage and oversee the nominations and election process, and in accordance with the bylaws. The report herein includes a summary of: (1) Candidate eligibility, (2) Nomination Committee recommendation for the composition of the Board, and (3) Election procedures for the 2025 AGM.

### **BCAS Bylaw 6.2 – Nominations and Elections**

There may be a nominating committee appointed by the Directors prior to such Annual General Meeting for the election of Directors as in these Bylaws is provided and such committee shall consist of not fewer than three (3) persons. This committee shall at an appropriate and designated time during each such Annual General Meeting report to that meeting recommendations of persons to fill the forthcoming vacancies in the Board of Directors. Nominations for the Board of Directors must be received by the Association not less than fourteen (14) days prior to the Annual General Meeting. If no vote is necessary, the President shall declare the nominees duly elected for the period designated in the By-Laws. At such Annual General Meeting after new Directors have been elected, the Directors shall elect from among themselves the Executive, that is a President, Vice-President, Secretary and Treasurer. The Officers of the Executive shall be elected by secret ballot and the results of such ballot shall be reported to the meeting immediately subsequent to the balloting

### **1. CANDIDATE ELIGIBILITY**

Any duly nominated and eligible candidates may run for any vacant positions on the Board of Directors. Candidates may only be nominated and seconded by a current BC Adaptive Snowsport member in good standing. Only individuals nominated and seconded by a current BC Adaptive Snowsport member in good standing is permitted to speak to the nomination at the AGM. As per the B.C. Societies Act, the minimum requirements to be eligible as a BC Adaptive Snowsport director are:

- At least 18 years of age;
- Not found by any court, in Canada or elsewhere, to be incapable of managing their own affairs;

- Is not the subject of an undischarged bankruptcy;
- Must be able to satisfy the requirement of the B.C. Societies ACT in relation to the eligibility to serve as a director of a registered society (i.e. relevant criminal offense)

New individuals putting their name forward to join the board are invited to submit a short biographical description and/or statement. A list of these nominees and their biographical statements shall be made available to the membership via the BC Adaptive Snowsports website prior to the AGM.

## 2. COMMITTEE RECOMMENDATION FOR THE COMPOSITION OF THE BOARD

### 2.1 Current Directors

The current list of directors and their terms are as follows:

- **Djurdjevic, Sasha** – Sasha is the current treasurer of BC Adaptive Snowsports and with term expiring at the 2026 AGM.
- **Fulton, Ellen** – Ellen is a current Director of BC Adaptive Snowsports and with term expiring at the 2026 AGM.
- **Morris-Probert, Sarah** – Sarah is the current president of BC Adaptive Snowsports and with term expiring at the 2026 AGM.
- **Tildesley, Donovan** – Donovan is the current secretary of BC Adaptive Snowsports and with a term expiring at the 2026 AGM.
- **Russ Vida** – Russ is a current vice-president of BC Adaptive Snowsports and with a term expiring at the 2025 AGM
- **Tory Brown** – Tory is a current director of BC Adaptive Snowsports and with a term expiring at the 2025 AGM
- **McCloskey, Rob** – Rob is a current director of BC Adaptive Snowsports and with a term expiring at the 2026 AGM

### 2.2 Nominations Committee Recommendation

The board has been working on diversifying the background within the board of directors, seeking new members with backgrounds in Finance. Given the status of current directors and the nomination of new directors, the Nominations Committee puts forward the following recommendation:

**Existing board members:**

- **Vida, Russ** – Re-elect for another term expiring at the 2027 AGM
- **Djurdjevic, Sasha** – Sasha is stepping down from the Board of Directors effective immediately.
- **Brown, Tory** – Tory has served her term as Director, and is not seeking re-election.

**New board members:**


- **Orr, Rachel** - Elect for a new term expiring at the 2027 AGM – bio attached
- **Pearmain, Debbie** – Elect for a new term expiring at the 2027 AGM – bio attached
- **Matthews, David** – Elect for a new term expiring at the 2027 AGM – bio attached

**3. ELECTION PROCEDURES FOR THE 2025 AGM**

- A list of candidates nominated before the nomination deadline, along with their biographical statements, will be made available to the membership on the BC Adaptive Snowsports website.
- The Nominating Committee will present a report at the AGM that includes its recommendations for the election.
- If no objections are received, and the number of nominees matches the number of available board positions, the new board members will be elected by acclamation.
- The President will announce the successful candidates. Following the AGM, the newly elected board members will meet to elect the executive.

Respectfully Submitted,

Sarah Morris-Probert, Tory Brown, Russ Vida, Sasha Djurdjevic and Ellen Fulton  
BC Adaptive Snowsports Executive Acting Nomination Committee



Nominations Committee recommended Board member bio for AGM:



**Rachel Orr,**  
Vancouver, BC

Rachel is a Chartered Professional Accountant and the Chief Financial Officer of Granville Entertainment Group, where she oversees all aspects of financial strategy, reporting, and compliance. With over a decade of experience spanning real estate, entertainment, and professional services, Rachel has held senior leadership roles at organizations including Dayhu Group of Companies and Hungerford Properties, where she led financial planning, operational strategy, and cross-functional initiatives to drive long-term business growth.

Earlier in her career, Rachel worked in KPMG's Deal Advisory practice, providing operational and strategic guidance to organizations undergoing mergers, acquisitions, and divestitures. This experience strengthened her

skills in risk management, stakeholder engagement, and complex problem-solving—capabilities she continues to apply in leadership, governance, and community initiatives today.

Beyond her professional achievements, Rachel is an engaged community leader with a strong commitment to mentorship and inclusion. She has served as Director of Finance for CREW Vancouver, supporting the advancement of women in commercial real estate, and previously volunteered with the North Shore Special Olympics track and field.

A lifelong outdoor enthusiast, Rachel is passionate about skiing, hiking, and other outdoor sports.

Nominations Committee recommended Board member bio for AGM:



**Debbie Pearmain,**  
Vancouver, BC

Debbie is a dynamic coach and leadership consultant who specializes in unlocking the potential of people and teams. With deep expertise in leadership development, workplace culture, and employee engagement, she has spent over two decades coaching leaders and organizations to achieve higher performance, stronger collaboration, and more resilient workplaces.

Her career includes consulting, training, and coaching roles with world-class organizations such as Accenture, Global Knowledge, LHH Knightsbridge, DDI, LifeWorks, Gallagher and Telus Health. Debbie's

coaching approach blends strategic insight with a practical, people-first lens—helping leaders not only reach their goals but also inspire lasting positive change in their teams.

A sought-after speaker, she regularly presents at conferences and industry events on topics including Resilient Leadership, Creating Cultures of Accountability, Emotional and Positive Intelligence, and Employee Engagement. Known for her ability to connect, challenge, and empower, Debbie is passionate about helping leaders build workplaces where both people and performance thrive.

Debbie is a certified ICF coach, A flourishing life coach, a flourishing workplace coach. She is also certified in emotional intelligence assessments, personality, assessments, resiliency, assessments, and leadership assessment.

Nominations Committee recommended Board member bio for AGM:



## **David Matthews**

North Vancouver, BC

David (Dave) Matthews has lived in North Vancouver for the past 20 years with his wife and daughter. A passionate skier since age 10, Dave has volunteered with VASS for more than a decade and holds CADS Level 2 and CSIA Level 1 instructor certifications. He also serves as an active board member with Capilano Community Services.

Recently retired, Dave spent roughly 30 years in the life sciences sector, working in a variety of leadership roles. He holds an MBA and is a former

professional accountant. Passionate about the beautiful place we live, Dave and his family enjoy hiking, skiing, and biking all around our wonderful province.