BC ADAPTIVE SNOWSPORTS

2026 AGM
Meeting Materials

December 5th, 2026

BC ADAPTIVE SNOWSPORTS

780 SW Marine Drive, Vancouver BC, V6P 5Y7
604.333.3630 info@bcadaptive.com
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BC Adaptive Snowsports

Annual General Meeting Agenda

December 5th, 2026 | 4:00PM | In-person at Sun Peaks Centre, 3200 Village Way, or on Zoom:
https://us02web.zoom.us/j/81745029587?pwd=p3YaBFI0V2zuVdxnQAboZhazagbi5M.1

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 2025 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**

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2025 ANNUAL GENERAL MEETING MINUTES (Draft)
Saturday, December 6, 2025
Held at Sun Peaks Grand Resort, and Zoom:
https://us02web.zoom.us/j/81745029587?pwd=p3YaBFI0V2zuVdxnQAboZhazagbi5M.1

AGM Attendees	
Sarah Morris-Probert	Collette Laplante
Sandra Haziza	Shelley Milstein
Ellen Fulton (Zoom)	James Peters
Donovan Tildesley	Susan Plensky
James Cooney	Leigh Gowie
Corinne Risler	Saeed Modaber Saberi
Heather Schoutens	Stephanie Scragg
Fred Boutin	Graham Specht
Jed Brezer	Kurt Stapes
Peter Budden	Jason Venning
Katherine Campbell	Allan Watson
Simon Cho	Heather Watson
Dan Cook	Babak Zianamin
Steve Fairbairn	Sasha Djurdjevic (Zoom)
Janelle Stirling Budd	Gail Williamson
James Eger	Rachel Orr (Zoom)
Jenny Hawes	Russ Vida (Zoom)
Abdollah Labbani	Karen Trebitz
Adam Tynan	Katie Oldrieve
Jason Venning	Andy McQuilkin
Brent Robinson	Glyn Lloyd
Moritz Kohler	Sheena Haywood
Dave Burnham	Sebastien Braconnier

Agenda Item	Minutes
Call to order	President, Sarah Morris-Probert (Sarah) calls the 2025 AGM to order at 4:06PM Quorum is established.
Items for Approval	The following items require approval: 1. Adoption of the Agenda as circulated 2. Ratification of the Minutes of the 2024 Annual General Meeting

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	MOTION: To adopt the Agenda as circulated, and ratify the Minutes of the 2024 Annual General meeting. MOVED BY: Gail Williamson SECONDED BY: Katherine Campbell RESULT: Carried, unanimously
Reports	**Presidents Message** Sarah welcomes everyone to the AGM and thanks the BCAS board and staff for a great year! It was a very successful year, including the Invictus Games. Our programs are growing, and there will be increased interest with the coming Olympics and Paralympics in 2026! Full President's message circulated to the membership early December 2025 and attached to these minutes. **Staff Report** Sarah reviews the circulated Staff Report, attached to these minutes. **Financials** Sasha briefly addresses the room, thanking Sandra for a more traditional year, remarkable on the snow, unremarkable financially; just the way it should be. **MOTION:** To accept the audited financial statements for the fiscal year ending April 30th, 2025 as prepared by Baker Tilly WM LLP. MOVED BY: Donovan Tildesley SECONDED BY: James Cooney RESULT: Carried, unanimously. **MOTION:** To appoint Baker Tilly WM LLP as the auditor for the fiscal period ending April 30th, 2026. MOVED BY: Jenny Hawes SECONDED BY: Janelle Stirling Bud RESULT: Carried, unanimously
Election of directors	**Nominations Committee Recommendation**

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	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: **To approve the following, existing board members whose terms are expiring:** • **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 reelection • **Vida, Russell –** Re-elect for another term expiring at the 2027 AGM **To approve the following new board members:** • **Orr, Rachel -** Elect for a new term expiring at the 2027 AGM • **Pearmain, Debbie –** Elect for a new term expiring at the 2027 AGM • **Matthews, David –** Elect for a new term expiring at the 2027 AGM There are no objections to the Nomination Committee recommendation, and the new board members are elected by acclamation. Board of Directors is now comprised of the following board members: Sarah Morris-Probert Ellen Fulton Donovan Tildesley Russ Vida Rob McCloskey Rachel Orr Debbie Pearmain David Matthews
Adjournment	**MOTION:** To adjourn the 2025 BC Adaptive Snowsports annual general meeting at 4:18pm. MOVED BY: Katherine Campbell SECONDED BY: Collette Laplante RESULT: Carried, unanimously. The meeting is adjourned at 4:18PM

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PRESIDENT'S REPORT
2026 ANNUAL GENERAL MEETING

Dear Members,

As I prepare to transition from President to Past President, this report reviews BCAS's work to expand access to adaptive snowsports and support the clubs and volunteers who deliver those opportunities. It also identifies governance matters requiring continued attention and outlines priorities for the coming season.

BCAS supports clubs throughout British Columbia with resources, training, and equipment. This work serves a purpose beyond mountain participation: it removes barriers, fosters independence, and makes adaptive snowsports accessible to individuals and families province-wide.

Programs and Athlete Development

For individuals exploring adaptive skiing and snowboarding, Snowbility introduces the sport, equipment, and local club opportunities. Participants looking to advance their technical skills can develop them through our All Mountain Camp, while SheCan provides women with opportunities to build confidence and connect with peers.

Our All-Speeds Race Camp and para-alpine development initiatives continue to support athletes pursuing competitive pathways. Together, these initiatives demonstrate our commitment to providing both recreational participation and high-performance development, helping every participant find their place in snowsports.

Supporting Our Clubs

Our clubs are the backbone of BCAS. They are where our mission comes to life through the dedication of instructors, leaders, and families.

Recent equipment grants have helped clubs expand their capacity and improve access to essential adaptive gear. Alongside equipment support, BCAS continues to prioritize tailored training and technical resources. Every club operates within its own community with unique challenges; we remain committed to listening to their needs to ensure they can deliver safe, high-quality experiences.

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Volunteers and Technical Development

The dedication of our volunteer community deserves special recognition. Adaptive snowsports require knowledge, skill, patience, and a deep understanding of individual participant needs.

Through training, certification, and continuous learning, the BCAS Volunteer Instructor Training and Technical Development Program helps volunteers build the confidence to support participants on various terrains. This preparation is essential to maintaining high standards of safety. Furthermore, our annual Summit and Instructor Training event continues to provide an invaluable opportunity for our community to share knowledge and strengthen technical skills.

To all our volunteers: thank you for your time, energy, and care. Your impact reaches far beyond the lessons you teach—you change lives.

Partnerships, Governance, and Advocacy

The growth of adaptive snowsports depends on strong relationships and transparent governance. BCAS is deeply grateful for the support of our funding partners, Alpine Canada, the Canadian Paralympic Committee, ViaSport BC, the Province of British Columbia, ski resorts, sponsors, donors, and community organizations.

This season highlighted the need for clarity around technical standards, instructor development, safety, insurance, and organizational responsibilities between provincial and national bodies. BCAS has actively advocated on these matters to ensure British Columbia's interests are represented. Moving forward, our focus remains on constructive, transparent engagement that respects the expertise and lived experiences within our community.

Looking Ahead

Next season, our priorities are to invest heavily in volunteer recruitment and retention, improve access to adaptive equipment, support athlete pathways, and resolve ongoing governance challenges. By building on the strong foundation established by our clubs, we will ensure BCAS remains responsive to the people we serve. Our success will depend on continued collaboration, thoughtful leadership, and a shared commitment to our mission.

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Acknowledgements

On behalf of the Board, I would like to thank our Executive Director and staff for their leadership and ongoing work to advance our organizational priorities. I also extend my gratitude to my fellow Board members for their time, commitment, and governance counsel.

Most importantly, thank you to our club leaders, instructors, course conductors, participants, and families. Every opportunity created and every barrier removed brings us closer to a future where people with disabilities can participate fully in the sport we love. Thank you for your support during my presidency, and I look forward to building on this progress together as Past President.

Warm regards

Sarah



Sarah Morris-Probert
President, BC Adaptive Snowsports

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STAFF REPORT

2026 ANNUAL GENERAL MEETING

Please accept the following report on behalf of the staff at BC Adaptive Snowsports, for the period of May 2025 to April 2026 (aka: "last season"). This report is not a comprehensive summary of all activity, but rather a summary of key metrics and updates from 2025-2026.

Membership

Membership Registration	2023-24 Season	2024-25 Season	2025-26 Season
Participants	1229	1680	1170
Volunteers, Instructors	1600	1653	1357
Total	**2829**	**3333**	**2527**

Club	Acronym	Mountain(s)
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 25 course conductors to attend the National CADS Pre-Course held at Sun Peaks

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from Nov 28 – 30, 2025.

Ski Level 1 Course Conductor: 7 out of 9 achieved their certification.

Ski Level 2 Course Conductor: 3 out of 5 newly certified course conductors

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

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

SB Level 1 Course Conductor: 5 newly certified course conductors

SB Level 2 Course Conductor: 1 out of 2 newly certified course conductors

Course conductors from 7 clubs were present.

BCAS course conductors delivered the following certification courses:

CADS Level 1 certification:

- Prince George: 5 instructors certified (Ski)
- Revelstoke: 14 instructors certified (Ski)
- Fernie: 3 instructors certified (SB)
- Silver Star: 5 instructors certified (SB)
- Mount Sima: 5 instructors certified (4 Ski & 1 SB)

CADS Level 2:

- Revelstoke: 4 out of 5 instructors certified (L2 ASD/CI)
- Fernie: 3 instructors certified (L2 ASD/CI)
- Silver Star: 2 out of 6 instructors certified (SB L2)

CADS Level 3:

- Okanagan: 3 out of 5 instructors certified

CADS certifications were delivered by 11 clubs

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Total # of candidates participated in CADS certification:

Level 1 (full or modular):	397
Level 2 (full or modular):	92
Level 3:	5
Total:	494

Participation numbers were slightly lower than in the previous year.

BCAS Summit:

Held at Sun Peaks, 64 participants and 25 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 Nan Stevens on Friday evening as our guest speaker in the Sun Peaks Grand. Saturday night at the Hearthstone Lodge, brought plenty of fun as well, beginning with a delicious dinner catered by Capones, and ending with lively performances of adaptive Christmas carols.

SheCan Camp:

Held in Whistler, this year's SheCan was our largest event to date, bringing together 30 women and led by five outstanding ski & snowboard leaders. The event kicked off with a meet-and-greet evening at The Library, followed by two fantastic days exploring a variety of terrain across Whistler's two mountains. The experience was rounded off with a fabulous group dinner at Hunter Gather restaurant.

Throughout the event, the atmosphere was filled with positive energy, enthusiasm and plenty of smiles. Participants made new connections, built confidence, developed their skills and shared an incredible experience on the mountain.

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High Performance:

All Speeds Camp – The first in several years, All Speed Camp brought 12 classifiable athletes from across the country together to train with the National Team. Deemed an overwhelming success by all involved we hope to continue bringing athletes together in BC to foster both community and athletic excellence.

Equipment Grant:

In 2025, we were pleased to provide equipment grants to eight clubs across BC, helping them access the adaptive equipment they needed to support their programs and participants. From tethers and sit-skis to a SnoYak, each club received equipment to help make the slopes more accessible!

We look forward to continuing this support in the 2026/2027 season and helping our clubs provide more opportunities for everyone to experience the joy of snowsports!

Club Leaders Conference:

This year's Club Leaders Conference was a first for BCAS! For the first time, we partnered with the Vancouver Island Society for Adaptive Sports (VISAS) to bring club leaders together in Courtenay. VISAS secured an incredible meeting location at HMCS Quadra, at Goose Spit in Comox. The views were spectacular, and we even had the good fortune of catching a Snowbirds practice session during our weekend!

With leaders from nine clubs in attendance, it was a fantastic weekend filled with productive discussions, camaraderie, shared learning, and the opportunity to connect with fellow club leaders from across the province.

A big thank you to VISAS for helping make this such a memorable and successful weekend!

In Closing:

As we look ahead to 2027, the staff at BC Adaptive Snowsports would like to extend our heartfelt

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appreciation to our clubs, club leaders, and the incredible volunteers who bring our mission to life in communities across the province. The team is excited to move forward with new initiatives that will advance our mandate in 2026/2027. 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
Financial Statements
For the Year Ended April 30, 2026
(Unaudited)

B.C. Adaptive Snowsports Association
Financial Statements
For the Year Ended April 30, 2026
(Unaudited)

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Tel: 604-932-3799
Fax: 604-932-3764
www.bdo.ca

BDO Canada LLP
202-1200 Alpha Lake Rd.
Whistler, BC V8E 0H6

Independent Practitioner's Review Engagement Report

To the Directors of
B.C. Adaptive Snowsports Association

Report on the Financial Statements

We have reviewed the accompanying financial statements of B.C. Adaptive Snowsports Association that comprise the statement of financial position as at April 30, 2026, and the statements of operations and 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, 2026, 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.

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202-1200 Alpha Lake Rd.
Whistler, BC V8E 0H6

Other Matter

The financial statements of B.C. Adaptive Snowsports Association for the year ended April 30, 2025 were reviewed by another practitioner who expressed an unmodified conclusion on those financial statements on November 3, 2025.

Report on Other Legal and Regulatory Requirements

As required by the Societies Act (British Columbia), we report that, in our opinion, the accounting principles in Canadian accounting standards for not-for-profit organizations have been applied on a consistent basis with that of the preceding year.

BDO Canada LLP

Chartered Professional Accountants

Whistler, British Columbia
October 6, 2026

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B.C. Adaptive Snowsports Association
Statement of Financial Position
(Unaudited)

As at April 30	2026	2025
Assets		
Current		
Cash (Note 2)	$ 182,517	$ 324,918
Accounts receivable	22,083	20,205
GST receivable	1,855	2,721
Prepaid expenses	6,090	526
	$ 212,545	$ 348,370
Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities (Note 3)	$ 23,768	$ 97,815
Deferred revenue (Note 4)	7,991	25,732
	31,759	123,547
Net Assets		
Unrestricted fund	180,786	224,823
	$ 212,545	$ 348,370

On behalf of the Board:

DocuSigned by: CDD95247063745D... Director

Signed by: Rachel Orr 95AECED09FB843C... Director

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

B.C. Adaptive Snowsports Association
Statement of Operations and Changes in Net Assets
(Unaudited)

For the year ended April 30	2026	2025
Revenue		
Provincial government grants (Note 5)	$ 190,740	$ 275,740
Membership, dues and association fees	119,560	119,338
Other grants (Note 5)	46,339	70,765
Fundraising and donations (Note 5)	42,336	95,836
Interest and investment income (Note 6)	20,361	33,991
	419,336	595,670
Expenses		
Assistance funding	21,741	46,644
Bank charges and interest	3,030	3,160
Communications and marketing	818	1,921
Education and training	1,737	4,864
Entry fees	10,092	10,507
Equipment	8,536	86,904
Events	68,281	103,894
Honorariums	12,000	8,750
Meals and entertainment	8,980	10,065
Meetings	1,046	6,611
Membership dues	39,463	47,343
Occupancy cost	14,520	14,520
Office	10,249	5,229
Professional services	29,595	25,116
Staffing	205,162	182,757
Telephone, data and IT	4,891	4,093
Travel	23,232	27,173
	463,373	589,551
Excess (deficiency) of revenue over expenses	(44,037)	6,119
Net assets, beginning of the year	224,823	218,704
Net assets, end of the year	$ 180,786	$ 224,823

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

B.C. Adaptive Snowsports Association
Statement of Cash Flows
(Unaudited)

For the year ended April 30	2026	2025
Cash flows from operating activities		
Excess (deficiency) of revenues over expenses	$ (44,037)	$ 6,119
Changes in non-cash working capital:		
Accounts receivable	(1,878)	126,785
GST receivable	866	3,728
Prepaid expenses	(5,564)	(526)
Accounts payable and accrued liabilities	(74,047)	(19,757)
Deferred revenue	(17,741)	(54,236)
Net (decrease) increase in cash	(142,401)	62,113
Cash, beginning of the year	324,918	262,805
Cash, end of the year	$ 182,517	$ 324,918

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

1. Significant Accounting Policies

Purpose of the Association

B.C. Adaptive Snowsports Association (the "Association") is a not-for-profit organization incorporated under the Societies Act of British Columbia. The Association promotes and provides skiing programs and services to all persons with a disability. The Association is a registered charity and is exempt from income tax under Section 149(1)(f) of the Income Tax Act.

Basis of Accounting

The financial statements have been prepared using Canadian accounting standards for not-for-profit organizations ("ASNPO").

Financial Instruments

The Association initially measures its financial instruments at fair value and subsequently at amortized cost, less any provision for impairment. Financial assets are tested for impairment when changes in circumstances indicate an asset could be impaired.

Revenue Recognition

The Association follows the deferral method of accounting for contributions.

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Restricted contributions for the acquisition of tangible capital assets are deferred and amortized over the remaining useful life of the asset acquired. 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.

Other revenue sources are recognized as outlined below:

(i) Membership fees received or receivable are recognized in the year to which they relate;

(ii) Interest income is recognized as it accrues, in accordance with the stated terms of each financial instrument.

Contributed Services and Materials

The Association chooses not to recognize contributed materials and services as revenue and expenditures as not all of these contributions are used in the normal course of business and would not otherwise have been purchased.

The Association is also supported by volunteers. The value of volunteers' donated services cannot be reasonably estimated and, therefore, is not recorded in these financial statements.

1. Significant Accounting Policies (continued)

Use of Estimates

The preparation of the financial statements in accordance with ASNPO requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Significant areas requiring management estimates relate to the determination of the useful lives of property and equipment. Actual results could differ from those estimates and may have an impact on future periods.

2. Restricted Cash

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 $nil (2025 - $397) remained in the Gaming account as of April 30, 2026.

3. Accounts Payable and Accrued Liabilities

	2026	2025
Trade payables	$ 11,018	$ 73,432
Accrued liabilities	12,750	24,383
	$ 23,768	$ 97,815

4. Deferred Revenue

	Opening balance	Funding received	Recognized as revenue	Ending balance
BC Gaming Branch	$ -	$ 75,000	$ (75,000)	$ -
Other grants and donations	25,732	5,000	(22,741)	7,991
Total	$ 25,732	$ 80,000	$ (97,741)	$ 7,991

5. Grants and Donation Revenue

Grant revenue is from the following sources:

	2026	2025
Province of British Columbia		
BC Gaming Branch	$ 75,000	$ 150,000
viaSport BC	115,740	125,740
	$ 190,740	$ 275,740
Other organizations		
BC Rehab Society	$ 21,741	$ 51,548
Canadian Paralympic Committee	15,000	-
Other	9,598	19,217
	$ 46,339	$ 70,765

Donation revenue is derived primarily from individuals and other not-for-profit organizations.

6. Endowment fund

The B.C. Adaptive Snowsports Endowment Fund was established with the Vancouver Foundation on December 9, 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, 2026 was $288,654 (2025 - $289,695). Investment income received from the fund in the year totalled $13,612 (2025 - $16,822).

7. Financial Instruments

The Association, through its financial assets and liabilities, is exposed to various risks. The following analysis provides information about the Association's risk exposure as of April 30, 2026.

(a) 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 is exposed to credit risk resulting from the possibility that a customer or counterparty to a financial instrument defaults on their financial obligation.

The Association is exposed to credit risk arising from all of its bank accounts being held at one financial institution. The Association mitigates credit risk by depositing its cash with a reputable financial institution.

The Association is also subject to concentrations of credit risk through its accounts receivable. The carrying amount of accounts receivable represents the maximum credit exposure.

(b) Liquidity risk

Liquidity risk is the risk that the Association encounters difficulty in meeting its obligations associated with financial liabilities. Liquidity risk includes the risk that, as a result of operational liquidity requirements, the Association will not have sufficient funds to settle a transaction on the due date; will be forced to sell financial assets at a value which is less than what they are worth; or may be unable to settle or recover a financial asset. The Association is exposed to this risk mainly in respect of its accounts payable and accrued liabilities.

The Association's approach to managing liquidity is to ensure it will always have sufficient cash flows to fund its operations and to meet its liabilities when due, under both normal and stressed conditions.

8. Remuneration of Directors, Employees and Contractors

The Societies Act (British Columbia) requires that the Association disclose the total remuneration paid to the Directors, for either being a director or acting in another capacity, as well as the total number of employees or contractors with annual remuneration equal to or greater than $75,000 and the aggregate remuneration of those employees/contractors.

During the year the amounts paid to the Directors of the Association for acting in their noted capacity was $nil (2025 - $nil). A total of one (2025 - none) employee/contractor received remuneration in excess of $75,000 which resulted in remuneration of $91,080 (2025 - $nil).

9. Comparative Figures

Certain comparative figures have been reclassified to conform with the current year's presentation.

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NOMINATIONS COMMITTEE REPORT
2026 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 2026 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 ELIGIBLITY

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:

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- 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:

- **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.
- **Fulton, Ellen** – Ellen is a current Director of BC Adaptive Snowsports and with term expiring at the 2026 AGM.
- **McCloskey, Rob –** Rob is a current director of BC Adaptive Snowsports and with a term expiring at the 2026 AGM
- **Matthews, Dave** – Dave is the current Vice-President of BC Adaptive Snowsports and with a term expiring at the 2027 AGM
- **Orr, Rachel** – Rachel is the current Treasurer of BC Adaptive Snowsports and with term expiring at the 2027 AGM
- **Pearmain, Debbie** – Debbie is a current director of BC Adaptive Snowsports and with a term expiring at the 2027 AGM

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Russ Vida made the difficult decision to step down mid-term, and is not included in the current directors list.

2.2 Nominations Committee Recommendation

The board has received resumes from two exceptional candidates, bios attached, and the Nominations Committee puts forward the following recommendation:

Existing board members:

- **Morris-Probert, Sarah** – After many years as President of our Board of Directors, Sarah will be stepping down this year.
- **Tildesley, Donovan -** Re-elect for another term expiring at the 2027 AGM
- **Fulton, Ellen -** Re-elect for another term expiring at the 2027 AGM
- **McCloskey, Rob -** Re-elect for another term expiring at the 2027 AGM

New Interim board members, pending confirmation:

- **Marihugh, Sean -** Elect for a new term expiring at the 2028 AGM – bio attached
- **Garrad, Jeff –** Elect for a new term expiring at the 2028 AGM – bio attached

3. ELECTION PROCEDURES FOR THE 2026 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.

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Respectfully Submitted,

Sarah Morris-Probert, Debbie Pearmain, Ellen Fulton, Dave Matthews

BC Adaptive Snowsports Executive Acting Nomination Committee

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Nominations Committee recommended Board member bio for AGM:



Sean Marihugh
Whistler, BC

Hi! I'm Sean Marihugh. I've spent my career working in digital accessibility based on a fascination with all the different ways people with disabilities use technology.

As I've navigated my own disability - muscular dystrophy - I've also fallen in love with all things adaptive sports and adventuring within and around the constraints of my own body. What I've learned along the way is that authentic disability inclusion doesn't happen automatically - it requires intentional planning, a willingness to engage the community, and creativity to break down barriers.

Working with both large and small organizations, including over a decade on the accessibility team at Microsoft, and now as the Alpine/Bike Program Supervisor with Whistler Adaptive Sports, I'm shifting my career to focus on making sport, particularly snowsports, more accessible and engaging for people with disabilities.

Disability is part of the human experience, and it's all about creativity - adaptive sports lets us use that creativity to break down barriers to accessing, developing, and leading in the outdoor industry. I'm excited to bring my background and passion to BCAS to advance our shared mission to enable the success of clubs across BC.

Sean

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Nominations Committee recommended Board member bio for AGM:



Jeff Garrad
Vancouver, BC

Jeff is a born and raised Vancouverite who has lived in Metro Vancouver his whole life. He earned his degree in Economics and Business Administration from SFU and went on to become a Chartered Professional Accountant. With over 25 years of working in senior executive roles within the public, crown, not-for-profit, and varieties of unique environments, he brings a wealth of experience to the BCAS Team!

His experience includes working as the Vice President of Finance at the PNE where he successfully worked to restore that organization's financial sustainability and to negotiate the transfer ownership of the PNE from the Province to the City of Vancouver. He then joined the 2010 BC Olympic and Paralympic Winter Games Secretariat, overseeing the Province's financial and operational commitments to the 2010 Games. Collaborating with the Four Host First Nations Society (FHFNS) for the 2010 Olympic Secretariat, he worked to support and ensure Indigenous participation and help showcase their astonishing culture to the world. Following a role as CFO of a local charitable foundation, Jeff took on the role of Head of Finance for the 2025 Invictus Games and was instrumental in the operation of those games, and in the project meeting it's financial goal to break-even.

As a Board member for over 20 years in both community and not-for-profit organizations, he also volunteers in his community and is an active supporter of participation in sports and outdoor activities for youth.

An experienced leader and effective communicator, Jeff strongly believes that sport can be a catalyst to bring people together, to celebrate ideals of fairness, sacrifice, and hope. It can also carry important messages of inclusion and tolerance.