

CADS Proposes Three Special Resolutions at Upcoming AGM

For Release to CADS Members

February 24, 2017

At the upcoming Annual General Meeting at Sun Peaks on March 27th, the Board of CADS is presenting three important Special Resolutions to the membership.

Special Resolution 1 - Resolution to update Organizational Name

Over the past 18 months, the CADS Board has undertaken broad consultation with a representative cross-section of CADS members regarding our organization's brand identity and core values. A long list of 30 values was reduced to three core values which had broad support, specifically FUN, INCLUSION and RESPECT. At the same time, and based on these core values, the CADS Board also undertook similar consultations regarding the name of the organization and whether it still reflected our membership, their interests and the core values of the organization.

We heard loud and clear that it was important to many of our long-term members to keep the acronym **CADS**, and we wanted to be respectful of all of the excellent work that has been done under the CADS name over the years. When talking with our members, instructors, participants, volunteers, sports partners, governments and others within the snowsports sector, it was clear that **CADS** was the brand recognition associated with who we are and what we do, but also that the name of the organization did not reflect the current scope of our activities. This consultation even indicated that our current name and logo was viewed to be potentially detrimental in recruiting new volunteers under the age of 40 and viewed negatively with many new participants and/or their families.

In its long history, CADS has become well-known for safe, effective ski instruction to persons with either a physical or cognitive impairment, and has an excellent reputation in the snowsports sport community. To be respectful of the organization's history and reputation as well as mindful for its future health and vitality as an organization, the decision was made to adopt a new name while retaining the same acronym.

As such, the CADS National Board, with the unanimous support of all of the Division representatives across the country, is introducing a special resolution at the upcoming Annual General Meeting to change the name of the organization to **Canadian Adaptive Snowsports (CADS)**.

This change is being made to reflect our core values and evolving membership. We know that we have many members, and parents of members, who want to focus on ability and possibility, rather than on disability. "Many members tell us that they don't want anything to do with the word 'disabled', says Jamie McCulloch, Chair of the National Technical Committee and Director at Rocky



Mountain Adaptive Sports, in Alberta. Further, with the introduction of our instructor certification in adaptive snowboarding in 2016, we are a multi-sport organization no longer just focused on skiing.

The word adaptive is increasingly used to reflect the wide range of possibilities for people of all abilities to experience the joy of sport. Approximately 50% of our membership already participates in Programs using the word “Adaptive” in their names; and these organizations find that it has been a positive change in terms of attracting new volunteers and members. Overall, 85% of our membership participates in Programs with either “CADS” or “Adaptive” as part of their name.

An organizational name change requires a change to the CADS Bylaws and as such CADS members will be asked to vote on a Special Resolution on the proposed name change.

Other changes related to our organizational identity including the launch of a new logo, development of refreshed branding materials and updating our website, will occur throughout 2017 in time for the 2017/2018 winter season.

Special Resolution 2 – Annual Membership Fees

As CADS grows with more than 4,000 members coast to coast and we support persons with different abilities to experience the joy of snowsports, our operations are becoming more complex and our member services requirements get more costly. CADS has introduced a new training and certification process for Learn to Ski progression last year and over the next few years we will be rolling out new training and certification for Learn to Snowboard and for Intermediate Ski progression. We are updating our website membership registration system and web-based database technologies to improve access and functionality to our individual members, local Programs and Divisions and to be compliant with Canadian Privacy laws. There is a need to increase our communications to members and prospective volunteers and participants through social media. Risk management and insurance issues are more complex and increasing in cost. Finally, there is a broad-based desire to increase the ability to provide bursaries and financial support to worthy athletes and participants to pursue their dreams on snow.

The annual membership fee that you pay to your Divisions to be part of CADS includes a portion that supports the operations of your Division &/or Local Program and a fixed dollar amount portion which helps supports the operations of CADS National and its National Technical Committee. This national annual membership fee has not increased for at least the past 5 years and it is becoming increasingly difficult to manage a balanced budget while still providing the enhanced member services being requested. CADS is pursuing other forms of sponsorship and fund-raising activities, but an increase in revenues through membership fees is required to sustain the operations of CADS.

The Bylaws of the Association requires any increase in the annual membership fee to be approved by 2/3rd of the members attending the meeting (Bylaw 4.2.1). The Board of CADS is therefore tabling a Special Resolution to increase the national portion of the annual membership fee by \$5.00 effective the 2017/2018 season and, subject to need and consultation with the Divisions, to have the authority for a further \$5.00 increase no earlier than the 2018/2019 season.

Special Resolution 3 – Electronic Voting

At the 2016 Annual General Meeting held at Kimberly, B.C., members requested that CADS look at amending the proxy voting form as well investigate the introduction of electronic voting instead of the use of voting by way of proxy. The current Bylaws of the Association only provides for voting at a meeting, when all participants are present (in person, electronic or telephonically) or by proxy to someone who is present. The Board of CADS is supportive of introducing electronic voting, but a change to the voting method for members not in attendance at a meeting requires approval by the members (Bylaw 8.5 subsection (2)).

The Board is therefore tabling a Special Resolution to replace voting by proxy with electronic voting. If this resolution passes, electronic voting, within a defined period of time prior to the meeting, will be available for the 2018 Annual General Meeting.

For the election of Directors and voting on the three Special Resolutions at the Annual General Meeting at Sun Peaks Resort on March 27th, 2017, CADS members can vote in person or by an amended proxy form. More information on the AGM and the voting process can be found on the CADS website (www.disabledskiing.ca).

The following are the three Special Resolutions being tabled, which we ask the members to vote upon.

Special Resolution 1 - Resolution to update Organizational Name

Moved// John Stone, Vice President, CADS and **Seconded**// Omer Melanson - Secretary, CADS

To change the name of the Corporation from CANADIAN ASSOCIATION FOR DISABLED SKIING/ASSOCIATION CANADIENNE POUR LES SKIEURS HANDICAPÉS. to CANADIAN ADAPTIVE SNOWSPORTS / SPORTS DE GLISSE ADAPTÉS CANADA and that Bylaw No. 1 and Article 1 of the Bylaws of the Corporation be amended so as to read ;

BY-LAW NO. 1

A by-law relating generally to the conduct of the affairs of the CANADIAN ADAPTIVE SNOWSPORTS / SPORTS DE GLISSE ADAPTÉS CANADA, BE IT ENACTED AND IT IS HEREBY ENACTED as a by-law of the CANADIAN ADAPTIVE SNOWSPORTS / SPORTS DE GLISSE ADAPTÉS CANADA (hereinafter called the "Association" or "CADS") as follows:



ARTICLE 1 Name

The name of the Association shall be: CANADIAN ADAPTIVE SNOWSPORTS / SPORTS DE GLISSE ADAPTÉS CANADA

and that the President of the Association is authorized to take such other steps as necessary to amend the Articles of Continuance and any associated Corporation documents with Corporations Canada and the Canadian Revenue Agency to effect the change in name.

Special Resolution 2 – Annual Membership Fees

Moved// Omer Melanson - Secretary, CADS and **Seconded**// John Stone, Vice President, CADS

To increase the CADS national portion of the annual membership fee by \$5.00 effective the 2017/2018 season and to authorize the Board, subject to the financial need of the Association and in consultation with the Divisions, to increase the membership fees by an additional \$5.00 effective no earlier than the 2018/2019 season.

Special Resolution 3 – Electronic Voting

Moved// Omer Melanson - Secretary, CADS and **Seconded**// John Ross , Board Member, CADS

To amend Section 8.5 of the Bylaws of the Association, to substitute electronic voting in place of voting by proxy for members not in attendance of a meeting of the members.

and that the President of the Association is authorized to take such other steps as necessary to amend the Bylaws, Articles of Continuance and any associated Corporation documents with Corporations Canada and the Canadian Revenue Agency to effect the change in membership voting.

Respectively Submitted;
JOHN N SHAW,
President, CADS