



Ski Nova Scotia  
2021 Annual General Meeting & Awards  
June 15th, 2021



## Ski Nova Scotia AGM - June 15<sup>th</sup>, 2021 - Agenda

1. Welcome!
2. Approval of 2020 Ski Nova Scotia AGM Meeting Minutes
3. Ski Nova Scotia President's Report
4. Ski Nova Scotia Executive Director's Report
5. Ski Nova Scotia Treasurer's Report
  - 5.1 2020-2021 Annual Financial Statements
  - 5.2 2021-2022 Budget
6. Reports
  - 6.1 Wentworth Ski Race Club Report
  - 6.2 Ben Eoin Ski Team
  - 6.3 High Performance Report
  - 6.4 Coaching Report
  - 6.5 CADS-NS Report
  - 6.6 Equipment Report
7. New Business
  - 7.1 Ski Nova Scotia By-Laws Update
  - 7.2 Election of Slate of Officers 2021-2022
8. Ski Nova Scotia Awards Presentation

1.0 Welcome  
6:03 – Call to order, Leslie.

2.0 Approval of Ski NS 2019 AGM Meeting Minutes  
Motion to approve made by Greg, Seconded by Todd. Motion carried.

3.0 President's Report

Leslie Henderson: Thank you to volunteers, board members, clubs, coaches, athletes, parents, and Andrew Hayes.

4.0 Financial Report & Budget

Tim Hilton:

- General overview. Reporting more significant surplus than years prior.
- New equipment fund for b netting and general expenses established.
- Increased revenue from partner organizations (Freestyle / Snowboard) sharing in costs for Executive Directors.

5.0 Executive Director's Report

Andrew Hayes:

- General comments on contents of report.

6.0 Committee & Club Reports:  
HPP Committee Report – Julia Sommer-Ives

Julia Somer:

- Shorter year than expected. Encouraged to continue development of TD position and looking forward to next season.

CADS Report - Edward McQuillan

Andrew Hayes:

- General comments on contents of report.

Ben Eoin Ski Team – Tyler Kaupp

Tyler Kaupp:

- Highlights from Ben Eoin, increased club enrolment, race attendance at all time high.

Martock Ski Race Club – Ellen Coady

Ellen Coady:

- Tim McLeod taking over as President for MSRC, and as director on board for Ski NS.

- Continued growth at MSRC, 50% growth over 5 years.

Wentworth Ski Race Club – Karen Dwyer

Karen Dwyer:

- Bruce Young taking over as President for WSRC, and as director on board for Ski NS.

7.0 New Business:  
Election of Directors 2020-2021

John Boudreau

- Introduction of slate of directors, including nominations for Ski Cross position.
- Vote by email to fill vacancy for Ski Cross (Nominees Remi Poirier & Kevin Elworthy)
- VOTE RESULT: Majority Vote in favour of Remi Poirier

Motion to approve slate of directors as presented made by John, seconded by Dave Todd. Motion carried.

8 .0 Adjournment

Motion to adjourn – Karen Dwyer

9.0 Ski Nova Scotia 2019-2020 Awards

## Alpine Nova Scotia 2020-21 President's Report

At the time of writing this report, the third wave of Covid 19 seems to be loosening its grip on the province of NS. Students are moving back into the classroom for in-person learning and travel restrictions for the province are being lifted. It is unthinkable that we have been living in isolation and behind masks for over 13 months, however, I am extremely proud of everyone for being so diligent and committed to winning this battle.

And despite all of these challenges our sport of ski racing has seen a remarkable year of commitment, growth and positive change.

All of these wonderful accomplishments would not have been possible without the hard work and dedication of the Alpine Nova Scotia Board Members, our Executive Director and our newly hired Technical Director. In any year my thanks would be heartfelt, but to have succeeded at such a high level during a pandemic is remarkable. Thank you!

Some highlights of this very successful 2020-21 year are:

- Ski NS Covid-19 Return to Sport Plan Created/Reviewed/Approved – September 2020
- Ski NS Hosted an Official's Level 2 course – October 2020
- Ski NS Hosted an Official's Level 3 update – October 2020
- Hired Mike Byrne as Technical Director – November 2020
- Ski NS Hosted; EL Coach Course @ Ski Wentworth January 2021, EL Coach Course @ Ski Martock January 2021, EL Coach Course @ Ski Ben Eoin February 2021, EL Coach Course @ Ski Wentworth February 2021. A hearty congratulations and welcome to these new coaches.
- Ski NS provided \$2730 in support to the Martock Ski Race Club to support para skier, Hayden Denouden
- Ski NS provide \$2500 in support to the Wentworth Ski Race Club to upgrade their timing equipment
- Ski NS purchased \$11,000 worth of B-net as part of the Ski NS Equipment Recovery Fund
- Extended the Executive Director MOU & Contract Agreements for 2021/2022 – 2024/2025
- Ski NS Hosted two High Performance Program Information Sessions – April 2021
- Ski NS created and presented the Ski NS High Performance Plan to the manager of the Nova Scotia Performance Pathway Initiative for early acceptance into the program

- Acceptance of the Cape Smokey Alpine Team as a competitive club under Alpine Nova Scotia for the 2022 season

To our amazing Race Club boards, members, athletes, volunteers and of course, the families that support all of this: thank you! The ski racing community is everything that it is because of your commitment to your athletes, and the sport of ski racing in Nova Scotia and beyond. I would be remiss if I did not extend a sincere thank you to all of the area operators for turning a very difficult year into one that will be remembered as a most successful ski season, despite the challenges that Covid 19 presented. The ingenuity and creativity from these organizations and our clubs to make the season happen safely and successfully is outstanding. I would also like to take this opportunity to welcome the new race club, Cape Smokey - so very exciting!

A special thank you to our outgoing Past President, David Todd, for his commitment to Ski NS, the sport and the athletes. Dave has worked hard at the board level for many years, as well as on the race course, sharing his experience and providing guidance and training. Dave may no longer be at the boardroom table, but I am sure we will continue to benefit from his expertise on the race course.

Our Executive Director, Andrew Hayes, has had another outstanding year of hard work and dedication. On behalf of the board and all of Ski NS, I would like to extend a very big thank you to him.

Finally, I would like to say how proud I am to have been a part of such a wonderful organization. It has been an honour and a pleasure to work with so many passionate and dedicated people who work hard to share our love of skiing and ski racing with Nova Scotians, Canadians, and the world. I am excited for the year to come and to see what our athletes, at all levels, accomplish in the 2021-22 ski racing season.

Wishing you all a safe and healthy summer!

Sincerely,

Leslie Henderson  
ANS President



## Executive Director's Report

Ski NS Membership Chart							
CATEGORIES	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
U10	109	115	108	141	148	151	167
U12	--	--	--	--	--	--	--
R12	52	52	71	59	64	73	61
U14	20	20	23	32	43	41	50
R14-U21	36	40	15	9	7	--	--
U16	25	20	18	17	22	23	19
U18	8	8	10	12	11	6	7
U21	1	1	5	4	4	1	2
Masters Regional	5	9	1	0	1	3	5
Coaches	38	51	51	42	58	47	52
<b>Totals</b>	<b>294</b>	<b>307</b>	<b>302</b>	<b>316</b>	<b>358</b>	<b>345</b>	<b>361</b>



## Executive Director's Report

Funding Sources Summary – Ski Nova Scotia 2020-2021	
Funding Program	Funds Approved
Provincial Block Funding	\$17,500.00
NSPPI – Nova Scotia Performance Pathway Initiative	\$2,000
Support 4 Sport – Participation Development Funding	\$8,000
PSO Project: Executive Director between Alpine/Freestyle/Snowboard	\$15,000.00
PSO Employment Capacity Enhancement Program	\$5,000.00
<b>Total Funding Support</b>	<b>\$47,500.00</b>



As the Executive Director for Ski Nova Scotia, Freestyle Nova Scotia, and Snowboard Nova Scotia, I would like to thank the three organizations for their ongoing support and cooperation to better the opportunities for all Snowsport athletes in Nova Scotia. This coordinated effort has maximized the resources available to our respected memberships.

Highlights from the 2020-2021 season:

- Hired Mike Byrne as Technical Director – November 2020
- Acceptance of the Ski Cape Smokey Alpine Club as a competitive club under Ski Nova Scotia for the 2021-2022 season.
- Ski NS provided \$7730 in support to the 3 Ski NS clubs to support ongoing projects
- Ski NS purchased \$11,000 worth of B-net as part of the Ski NS Equipment Recovery Fund

I would like to sincerely thank the Ski NS Board of Directors and the Nova Scotia Ski Hills including Ski Martock, Ski Wentworth, Ski Ben Eoin and Ski Cape Smokey for their ongoing guidance and support throughout the Covid-19 season.

Respectfully,

Andrew Hayes

Executive Director - Ski Nova Scotia, CADS-NS, Freestyle NS & NS Snowboard



## Alpine Ski Nova Scotia Treasurers Report 2020-2021

Alpine Ski NS ended the year in good financial shape with a surplus of \$21,899. Notable financial events that occurred this year are:

- Equipment fund purchases:
  - \$10,890.50 withdrawn to purchase B-Net
  - \$1,115 added to internally restricted portion of equipment fund reserved for future B-Net Purchases
  - \$2,500 provided to WSRC for their timing system upgrade
  - Equipment fund ending the year \$28,956.80; \$3,294.50 is internally restricted for B-net purchases; \$25,662.30 for General Equipment needs.
- Received \$60,000 CEBA loan from Canadian Government. Loan is interest free and \$20,000 of the loan is forgivable if repaid by 2023.
- Increased revenue from partner organizations related to share of ED salary; ASNS now pays 45% of the Executive Directors compensations (was 50% in previous years).
- Continued utilization of Online banking and electronic transfers to simplify banking
- Provided \$2,750 to MSRC to support additional training costs of Para-athletes

Finalized Year End Financial Statements attached

### Alpine Ski Nova Scotia Balance Sheet 4/30/21

#### ASSETS

	CURRENT YEAR	PRIOR YEAR
Assets:		
Bank ASNS	\$ 130,117.35	\$ 60,783.78
Bank CADS	14,662.38	14,152.79
Bank Canada Games	11,784.56	26,985.54
Bank Payroll Ski	7,933.90	25,619.92
Investments ASNS	30,341.80	46,750.00
Investments CADS	12,144.00	12,000.00
Prepaid Expense	258.75	258.75
Accounts Receivable Ski	50,830.15	8,979.03
Accounts Receivable CADS	-	65.88
Interfund AR ASNS	46.00	21,785.04
Interfund AR CADS	131.74	9.71
Interfund AR High Perf. formally known as Can. Games	2,000.00	15,368.51
Equipment ASNS	176,857.65	165,967.15
Accumulated Depreciation ASNS	- 159,960.79	- 153,997.67
Office Equipment ASNS	344.99	-
Accumulated Depreciation Office Equipment ASNS	- 69.00	-
Equipment CADS	19,282.11	19,282.11
Accumulated Depreciation CADS	- 16,437.24	- 15,191.86
Building CADS	3,910.00	3,910.00
Accumulated Depreciation CADS Building	- 2,346.00	- 1,955.00
Computer	2,260.85	2,260.85
Accumulated Depreciation	- 2,260.85	- 2,260.85
<b>Total Assets</b>	<b>281,832.35</b>	<b>250,773.68</b>

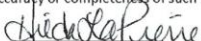
#### LIABILITIES AND SURPLUS

Current liabilities:		
Accounts Payable Ski	22,121.01	19,748.99
Accounts Payable Ski HP	600.00	4,503.69
Payroll Deductions Payable Ski	1,700.37	1,162.36
Interfund AP ASNS	2,000.00	15,378.22
Interfund AP - High Perf. (Formally known as Canada Games)	177.74	21,785.04
Deferred Revenue Ski	4,380.00	11,980.00
Deferred Revenue Ski HP	3,417.92	6,476.42
Deferred Revenue CADS	9,260.03	9,260.03
Deferred Capital Grant ASNS	3,043.07	6,340.27
Deferred Capital Grant CADS	1,600.00	2,400.00
Deferred Capital Grant CADS Building	1,160.00	1,450.00
Deferred Capital Grant Office Chair	183.96	-
RBC Visa CEBA Loan	60,000.00	-
<b>Total Current Liabilities</b>	<b>109,644.12</b>	<b>100,485.02</b>
Surplus:		
Surplus(Deficit) prior periods - ASNS	112,777.00	87,044.07
Surplus(Deficit) prior periods - CADS	14,526.62	18,458.88
Surplus(Deficit) prior periods - High Performance (Formally known as Canada Games)	2,432.11	2,432.11
Surplus(Deficit) prior period - Raffle	4,482.93	4,482.93
Internally Restricted Funds - CADS Rick Hansen Equipment Fund	3,000.00	3,000.00
Internally Restricted Funds - ASNS Equipment Fund	3,294.50	10,750.00
Surplus(Deficit) for period - ASNS	31,534.71	28,052.93
Surplus(Deficit) for period - CADS	140.36	3,932.26
<b>Total Surplus</b>	<b>172,188.23</b>	<b>150,288.66</b>
<b>\$ 281,832.35</b>	<b>\$ 250,773.68</b>	

#### DISCLAIMER:

Sport Nova Scotia has prepared this balance sheet of Ski Nova Scotia as at April 30, 2021 and this statement of revenue and expenditures for the month then ended April 30, 2021 from information provided by management (the proprietor). Sport Nova Scotia has not audited, reviewed or otherwise attempted to verify the accuracy or completeness of such information. Readers are cautioned that these statements may not be appropriate for their purposes.

City: Halifax, NS  
Date: June 14, 2021

  
Sport Nova Scotia



Alpine Ski Nova Scotia  
Statement of Revenue and Expenditures  
12 Months Ended 4/30/21

	Current YTD	Annual Budget	Actual to Budget Variance	Prior YTD
<b>REVENUE:</b>				
<b>General</b>				
PNS Block Funding	\$ 17,500.00	\$ 17,500.00	\$ -	\$ 17,500.00
PNS Contract Funding	6,000.00	6,000.00	\$ -	6,000.00
Support4Sport Participation	8,000.00	8,000.00	\$ -	6,500.00
SNS S4S PSO Project Salary Funding	5,000.00	-	\$ 5,000.00	5,000.00
PNS LF /MLF Training Grant & Coach PD	-	-	\$ -	2,150.00
Membership Fees	39,784.28	30,000.00	\$ 9,784.28	39,088.25
Coach Courses etc	9,412.58	5,000.00	\$ 4,412.58	8,141.41
GIC Interest	321.15	-	\$ 321.15	539.28
Federal 10% Wage Subsidy	711.52	-	\$ 711.52	663.48
Federal Covid Funding	15,050.68	-	\$ 15,050.68	-
Contracted Services CD East CADS	-	-	\$ -	78.82
Provincial/FIS Team Fees	-	-	\$ -	543.00
Amortization of Deferred Capital Grant	3,297.20	-	\$ 3,297.20	8,536.16
Amortization of Deferred Capital Grant Office Chair	46.00	-	\$ 46.00	-
S4S PSO Project Snow Sports	15,000.00	-	\$ 15,000.00	28,750.00
Salary Contribution Partner Organizations	18,323.50	-	\$ 18,323.50	16,157.12
	<u>138,446.91</u>	<u>66,500.00</u>	<u>71,946.91</u>	<u>139,489.88</u>
<b>CADS</b>				
Membership	1,836.80	-	\$ 1,836.80	1,397.69
GIC Interest	78.12	-	\$ 78.12	113.86
Donations	1,000.00	-	\$ 1,000.00	500.00
Amortization of Deferred Capital Grant Building	290.00	-	\$ 290.00	290.00
Other	260.00	-	\$ 260.00	-
Amortization of Deferred Capital Grant	800.00	-	\$ 800.00	1,400.00
	<u>4,264.92</u>	<u>-</u>	<u>4,264.92</u>	<u>3,701.55</u>
<b>High Performance (formally known as Canada Games)</b>				
Membership Fees	-	-	\$ -	443.00
Sponsorship	-	-	\$ -	600.00
Canada Games Revenue	-	-	\$ -	1,040.90
NSO Championships	-	-	\$ -	24,368.51
Support4Sport High Performance/Alpine	5,058.50	2,000.00	\$ 3,058.50	3,001.25
Provincial/FIS Team Fees	-	-	\$ -	100.21
	<u>5,058.50</u>	<u>2,000.00</u>	<u>3,058.50</u>	<u>27,472.07</u>
<b>Freestyle Ski</b>				
	-	-	\$ -	-
<b>Freestyle Ski High Performance (Formally known as FS-Canada Games)</b>				
	-	-	\$ -	-
<b>Total Revenue</b>	<u>147,770.33</u>	<u>68,500.00</u>	<u>79,270.33</u>	<u>170,663.50</u>

EXPENDITURES:

General

	Current YTD	Annual Budget	Actual to Budget Variance	Prior YTD
PNS LF/MLF Training Grant & Coach PD	-	-	\$ -	1,871.63
NSO Membership	17,962.50	17,250.00	\$ 712.50	17,544.50
NSO Insurance	10,131.80	4,000.00	\$ 6,131.80	5,872.81
Coaches Courses etc	5,537.36	5,000.00	\$ 537.36	4,969.70
Officials clinics etc	700.00	500.00	\$ 200.00	263.31
Contracted Services CD East FSNS CADS	113.77	-	\$ 113.77	-
Salaries/Benefits/ ED Contract	66,798.38	24,000.00	\$ 42,798.38	62,746.80
Executive Director Expenses	-	400.00	-\$ 400.00	800.00
Equipment	-	500.00	-\$ 500.00	1,128.42
Race / Competitive / Event	-	-	\$ -	252.80
TD Technical Delegate	-	400.00	-\$ 400.00	-
Meeting	116.04	1,000.00	-\$ 883.96	1,143.76
Office	1,319.25	1,018.00	\$ 301.25	1,860.46
Bookkeeping & Accounting Expenses	1,764.98	2,500.00	-\$ 735.02	1,965.64
Gifts & Awards	-	1,000.00	-\$ 1,000.00	316.25
Bank Charges	312.50	200.00	\$ 112.50	115.70
Amortization ASNS	6,032.12	-	\$ 6,032.12	10,110.17
Website	475.00	500.00	-\$ 25.00	475.00
Marketing & Communications	-	250.00	-\$ 250.00	-
Legal / Professional Fees	5,424.00	500.00	\$ 4,924.00	-
	<u>116,667.70</u>	<u>59,018.00</u>	<u>57,669.70</u>	<u>111,436.95</u>
<b>CADS</b>				
NSO Membership	66.00	-	\$ 66.00	-
Athlete Support	-	-	\$ -	300.00
Coaches Courses etc	1,010.64	6,000.00	-\$ 4,989.36	3,418.02
Equipment	410.44	-	\$ 410.44	143.71
Manager / Program Coordinator	500.00	-	\$ 500.00	500.00
Meeting	132.60	-	\$ 132.60	-
Bank Charges	58.50	-	\$ 58.50	76.50
Amortization CADS	1,245.38	-	\$ 1,245.38	2,804.58
Marketing & Communications	310.00	-	\$ 310.00	-
Amortization CADS Building	391.00	-	\$ 391.00	391.00
	<u>4,124.56</u>	<u>6,000.00</u>	<u>-</u>	<u>7,633.81</u>
<b>High Performance (formally known as Canada Games)</b>				
NSO Membership	-	-	\$ -	643.00
NSO Insurance	-	-	\$ -	443.00
Athlete Support	-	-	\$ -	200.00
Coaches Courses Honorarium etc	-	-	\$ -	783.69
NSO Championships	-	-	\$ -	24,713.30
Race / Competitive / Event	-	-	\$ -	443.65
Office	-	-	\$ -	166.53
Bank Charges	58.50	-	\$ 58.50	78.90
Technical Director	5,000.00	2,000.00	\$ 3,000.00	-
	<u>5,058.50</u>	<u>2,000.00</u>	<u>3,058.50</u>	<u>27,472.07</u>
<b>Freestyle Ski</b>				
	-	-	\$ -	-
<b>Freestyle Ski High Performance (Formally known as FS-Canada Games)</b>				
	-	-	\$ -	-
<b>Total Expenditures</b>	<u>125,870.76</u>	<u>67,018.00</u>	<u>58,852.76</u>	<u>146,542.83</u>
<b>Surplus (Deficit) for period</b>	<u>\$ 21,899.57</u>	<u>\$ 1,482.00</u>	<u>\$ 20,417.57</u>	<u>\$ 24,120.67</u>

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City: Halifax, NS  
Date: June 14, 2021

*Nick Rahene*  
Sport Nova Scotia

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City: Halifax, NS  
Date: June 14, 2021

*Nick Rahene*  
Sport Nova Scotia



Ski Nova Scotia Budget			
Revenue	2021-2022	Expenses	2021-2022
PNS - Block Funding	\$17,500.00	Executive Director Salaries & Benefits	\$22,943.00
Support 4 Sport Participation Funding	\$8,000.00	Executive Director Cell Phone	\$400.00
Club Membership Fees	\$40,000.00	Office Rent	\$425.00
Coaching (Courses/Clinics)	\$6,500.00	Office Expenses	\$200.00
NSPPI - High Performance Funding	\$2,000.00	Registry of Joint Stock Companies	\$35.00
		Sport Nova Scotia Membership	\$259.00
CADS-NS Account	\$6,000.00	Alpine Canada Alpin Membership Fees	\$17,461.00
		NSO Insurance	\$6,000.00
<b>Grand Total</b>	<b>\$74,000.00</b>	Coaching (Courses/Clinics)	\$4,500.00
		Officials (Courses/Clinics)	\$500.00
		Meetings (Room Bookings, Software)	\$1,000.00
		Awards	\$1,500.00
		Equipment	\$500.00
		Technical Delegate Fees	\$400.00
		Sport NS Bookkeeping & Accounting	\$1,500.00
		Website	\$500.00
		Bank Fees & Charges	\$175.00
		NSPPI - High Performance Program	\$2,000.00
		Technical Director	\$7,000.00
		CADS-NS Account	\$6,000.00
		<b>Grand Total</b>	<b>\$67,298.00</b>

# WENTWORTH SKI RACING CLUB

PO Box 307, 610 Wright Avenue, Dartmouth, NS B3B 0H8

[www.wentworthracing.com](http://www.wentworthracing.com)



## WSRC's 2020/21 Season Report for Ski NS AGM

2021 was a year of change and uncertainty for most organizations, sports, and families globally as a result of COVID-19. For the members and athletes who were able to participate in club activity, it was a season to feel extremely fortunate. While the inability to travel to other places to compete and connect with fellow racers and friends around the region caused some feelings of disappointment, our athletes were able to make the most of what Ski Wentworth has to offer. In my first year as President of WSRC, I was incredibly proud of the work our coaches, volunteers, officials, program coordinator, and committed board members were able to accomplish. While I'm extremely saddened for the members and athletes who were unable to participate with our club this season, we are all looking forward to having you re-join us next season.

**Registration** This year, WSRC opened registration in July of 2020. We have continued to see an increase in our number of registrations up YoY from 124 to 142 (+15%). Unfortunately, some of our members were unable to participate with us this season as a result of the restrictions imposed by COVID-19. We look forward optimistically to the 2021/22 season with anticipation of continued growth and COVID restrictions behind us.

WSRC Registration	# of Athletes
U8	37
U10	41
U12	31
U14	13
U16	7
U18	2
Total	131

\* Not included - 11 athletes who were unable to participate due to COVID restrictions.

**Officials** Despite the challenges COVID-19 restrictions imposed, WSRC successfully hosted 3 events this season. Led by our Director of Officials, we had an engaged and competent group of officials and volunteers to support the events. To help support further role clarity for future volunteers and officials, our Director of Officials has developed an officials handbook with descriptions of key responsibilities for each official role.

Recipient of Sport Nova Scotia 2017 Association of the Year Award



# WENTWORTH SKI RACING CLUB

PO Box 307, 610 Wright Avenue, Dartmouth, NS B3B 0H8

[www.wentworthracing.com](http://www.wentworthracing.com)



**Coaching** All 30 WSRC Staff were Licensed for 2019-20:

Regular weekly Staff :

- 1 – PL Advanced Certified
- 3 – PL Certified
- 2 – DL Advanced Certified
- 4 – DL Certified
- 2 – DL Trained
- 2 - EL Certified
- 11 – EL Trained

WSRC had 5 Substitute Coaches:

- 5 – EL Trained

Despite the restricted season, WSCR coaches still managed to accomplish a significant amount of Coach Education:

- One Coach finished their DL Advanced certification
- All of our EL trained staff did their first of two on-snow reviews with their ACA Mentor
- Younger coaches were partnered with more senior staff and involved in setting drills and courses each training day.
- Six of our staff were newly trained EL Coaches

**External Linkages** WSRC continues to focus on its external linkages within the Atlantic Canada ski racing community. We would like to acknowledge the ongoing support and collaboration with Ski Wentworth and its employees. This past season necessitated strong collaboration, communication, and flexibility and we are incredibly grateful for the support we received. We also acknowledged the ongoing support Ski Patrol contributes to our events and member experience with a \$500 donation. We would also like to thank Ben Eoin Ski Team, Martock Ski Race Club and SKINS for your collaboration this season as we collectively tried to navigate the evolving COVID-19 environment.

**Fundraising** WSRC held several successful fundraising events: Aerobics First Twelve Hours of Wentworth Ski-a-Thon, Java Moose Coffee Fundraiser, Rafflebox and a Photo fundraiser supported by Cooked Photography. We would like to formally thank all of our volunteers and members who made these initiatives successful. We would also like to express a special thank you to all of our current sponsors, OK Tire, TD Wealth, Maple Leaf Homes, EllisDon, MacLellan Moffatt Health Insurance, Eastlink, and Cooked Photography.

Recipient of Sport Nova Scotia 2017 Association of the Year Award





## WENTWORTH SKI RACING CLUB

PO Box 307, 610 Wright Avenue, Dartmouth, NS B3B 0H8  
[www.wentworthracing.com](http://www.wentworthracing.com)



**Additional Funding Sources** WSRC was able to leverage several sources of funding this past season. We were successful in obtaining a grant from the Sport Fund COVID-19 Recovery Program, a one-time initiative intended to help offset some of the increased expenses incurred. We also applied and received access to funding via the Canadian Emergency Business Account. Finally, SKI NS was instrumental in helping support the purchase of enhanced timing equipment for the club with a \$2,500 contribution.

**Camps at WSRC** Despite our best efforts, we were unable to attend pre-season camps out of province this season due to travel restrictions. However, we were able to host two successful camps in early January pre-programing, and during March Break. Additionally, as a result of fewer race events and travel this season, we held a record number of additional practice days for our athletes to continue to build skills and enjoy their love of the sport. Thank you to our coaching staff and Ski Wentworth for their flexibility in providing these additional opportunities for our athletes.

**Races** WSRC was able to host 3 successful races this season including attendance at Martock's event. Due to the restrictions in place we did not have participation from athletes outside our province. However, we continued to have strong participation from members of our own club and other clubs in NS. Thank you to all of our members, volunteers, officials, coaches, Ski Wentworth, sponsors, and Ski Patrol for contributing to the success of these events.

Race Event	# Athletes
Martock	17
Slingshot	143
Dave Wilson Memorial	48
Byrne Memorial Race	43

This season, in lieu of hosting what was supposed to be the 50<sup>th</sup> Anniversary of the Rolland Brunner, we opted to dedicate this year's event to the late Dave Wilson, a significant advocate for our club and ski community at large. Thank you to the organizing committee who led and supported an amazing event!

We would also like to acknowledge the positive contribution of our Timing Officials and the NEW timing equipment purchased this season. The investment in new technology and equipment greatly enhanced the overall race experience for all involved. Thank you!

Recipient of Sport Nova Scotia 2017 Association of the Year Award



## WENTWORTH SKI RACING CLUB

PO Box 307, 610 Wright Avenue, Dartmouth, NS B3B 0H8  
[www.wentworthracing.com](http://www.wentworthracing.com)



**End of Season Survey** WSRC continues to solicit feedback from its members on an annual basis. This season we received 55 responses representing 85 athletes. The feedback was very positive and we are very proud of the members' sentiment towards the program and the value it delivers. We continue to examine the constructive elements shared and we are committed to continued change to evolve with the needs of our membership. Thank you to all members who completed the survey. Your feedback is really important to us.

Question	Strongly Agree	Agree
1. I view the WSRC program in a positive manner.	69%	31%
2. My child has received the benefits of the program that I expected.	62%	38%
3. The program is well managed.	51%	45%
4. Program issues are brought forward and resolved in a positive manner.	35%	40%
5. There are adequate recreational, competitive, and social event opportunities.	44%	40%
6. Coaching staff are well trained and approachable.	55%	38%
7. I would recommend the WSRC to a friend.	67%	30%
8. The quality and mode of communication has met my needs.	53%	44%

**In closing** As we lead into the summer, plans for the 2022 season are well underway and our hope is that next season meets the expectations of all of you. On behalf of myself and the full board, we want to extend a sincere thank you for your patience, understanding and flexibility this past season and your continued support of our club. Enjoy the summer – stay tuned for activities being planned in the off season – and I look forward to seeing you all in Wentworth next season!

### WENTWORTH SKI RACING CLUB

Bruce Young  
 President

Recipient of Sport Nova Scotia 2017 Association of the Year Award



## BEST Presidents Report 2020-21

### Enrolment

The Ben Eoin Ski Team had a slight decrease in its enrolment this year. The largest decrease was seen in the U8/U6 category. Given our limited number of coaches and group size variations throughout the 2021 season, we were cautious with enrolling kids in this age group.

- U18 National Card: 1 (decrease 1)
- U16 National Card: 2 (no change)
- U16 Recreational Card: 3 (no change)
- U14 National Card: 2 racers (increase 1)
- U14 Recreational Card: 2 racers (decrease 1)
- U12 Recreational Card: 9 racers (increase 3)
- U6/U8/U10 Recreational Card: 10 racers (decrease 9)
- Masters and University: 0 (no change)
- General Members, Coaches: 10 (no change)

### Administration

- The BEST executive and board continue to implement systems and structures to manage the club, coaching and communication.
- Over the last two seasons we have added a “Communications Director” which has greatly increased our messaging to parents and athletes. The position was very useful during the past season with keeping parents up to speed on the ever-changing training landscape.
- Tyler Kaupp stayed on as Club President. All of the other board members and executive remained the same.
- We have learned that a few of our Officers will not be re-offering next year. Jason Richards (VP), Veronica Power (Treasurer) and Veronika Brezski (U18 Rep) will be moving on as their children have moved on to university, etc. We will be holding an election of Officers at our AGM in October 2021.
- Ski Ben Eoin continues to be an excellent partner and host to BEST throughout the year providing lane space, and facility access. Darcy MacDonald was great to work with and was open to many of the ideas brought forward by the Ben Eoin Ski Team

- BEST awarded Ski Ben Eoin and Darcy a commemorative plaque to show our appreciation for all of their hard work and commitment to the team over the 2021 COVID season.
- BEST continues to have conversations about building its website to help with registration and the flow of information between parents, coaches and board members.
- The executive and volunteers of the BEST consist of a great group of people who are engaged, motivated and optimistic about the future of ski racing at Ben Eoin.

### Supporting Growth

- The team continues to evaluate the need and options for a “Team Space”. This year we had to use a Tent for our groups to warm up and eat lunch during the first 2/3rds of the season. It was great to have and allowed us to separate our team from the general population at Ski Ben Eoin, but not ideal as we were not allowed to have heaters (fire code) and other amenities.
- BEST was once again generously supported through major sponsorship by Ski Ben Eoin, Wilson Home Hardware, Don Hatchers Truck Repair, JJ Barrington Auto Body, Louisbourg Seafoods and Seaside High Speed Internet. This summer/fall, we will be evaluating the sponsorship for our team to look for new opportunities.
- BEST purchased a new wireless timing system to use as a training tool. Overall consensus from coaches and athletes was very positive.
- BEST is looking at purchasing at least 20 Barry Poles and possibly more roles of B-Netting.
- Martock has reached out about grouping together an order for World Cup Supply. We have a few needs we are looking at including drill bits and ski cross panels.

### Pre-Season

- Our pre-season was different than previous years and focused mainly on the U14+ groups.
- We managed to get in a few in-person sessions, but the majority was done virtually with Roger Hardy coordinating exercises for those athletes.

### Calendar and Training

Unfortunately, the 2021 Race season provided many challenges for BEST and its athletes. We were unable to attend any races, however, the local race and training schedule our coaches and administration put together provided ample opportunities for our coaches, athletes and parents to gain some experience.



- Training was well attended by all athletes with the majority of the racers registered for the Saturday and Sunday training. We also had several U14+ and a couple U12 racers registered for the High-Performance Program with Roger Hardy as coach.
- There were also some athletes enrolled in the one-day program, which we added in previous years to help encourage enrolment. The one-day program is going to be re-evaluated as we try and balance enrollment and inclusion along with training groups and individual performance within those groups.
- BEST held three separate race events this year for our athletes. We had one race in each January, February and March. These events allowed the racers, new coaches and parents to gain valuable experience. We set the races up similar to how any AAA race would be run. We had a half-dozen or so new parents to the team this year who all felt these races were a great opportunity to learn especially when it came to putting up B-Netting, hauling gates, timing gear, etc.
- These races also proved to increase competition between individual racers as they pushed each other throughout the season. We awarded points for each race and gave overall medals at the end of the year based on how the athletes performed through all three races.
- *BEST continued with its coaching strategy this year in which we divided the younger groups based on Snowstars level. This, for the most part, proved very beneficial to the younger racers and also the coaches. The racers of similar skill level were able to learn faster and concentrate on skills as a group as opposed to having several different skill levels with the same coach. This also benefited the coaches, in that, they could focus on one lesson plan for their entire group instead of trying to accommodate several different skills set in one lesson. We saw big improvements across all three groups with the most obvious being in the Snowstars level 1 and 2-4 groups. We were able to identify when a newer racer was able to move into a higher-level group which gave the athletes something to strive for.*
- As mentioned previously, we are looking at the one-day program and also the registration cost of the team. We found with the one-day program, although it helped increase enrollment, it is becoming more difficult to maintain with the small number of coaches available. We are also considering increasing our registration fees as we found some parents were inquiring about the ski team because it offered a much more cost effective option when compared to the ski school. We are trying to avoid this and continue to focus on those athletes that want to “ski race” not just learn “how to ski”

## Coaching

- Roger Hardy continued to coach the U14+ athletes as well as the High-Performance Program. He was helped by Shane Kaiser.
- Kevin Elworthy and Stefanie Elworthy continued to coach the U12 athletes
- Andrew Giorno and Aaron Wilson were back coaching the middle group. Their energy and passion for the sport was perfect for the U12/U10 group they coached.
- Jessica Dilney was added this year as a Coach in Training. She was a previous racer who was very excited to be back at the hill and to help with the team. She plans on doing her EL at the earliest possible time in December/January.
- Sofia Brownstein, who was home studying remotely from university, was back.
- Katja Seufert was the lead coach for the youngest group and was helped by both Sofia and Jessica.
- We continue to try and get more of our parents involved in taking some officials courses to help with our race weekend. We have two individuals within our organization with level 3 official’s courses and a few more who took the Level 2 course offered virtually throughout the season.

## BEST Race

Unfortunately, we had to make the difficult decision to cancel the Jerry Giorno Memorial Race this year. We are looking forward to seeing everyone again for the 2022 season.

Kindest Regards,

Tyler Kaupp  
President, Ben Eoin Ski Team



## 2020-2021 HPP Report

### Athlete Competition

- Due to Covid Restrictions National events were cancelled and hence unfortunately nothing to report from a Competition perspective.

### HPP Strategy and Early Implementation

- Last year the Board was presented a Strategy Plan for the Development of a High-Performance Program and it was agreed to proceed as per the Strategy Plan
- The Strategy indicated that in order to implement a High Performance Program a number of years were likely required to evolve the program in a strategic manner. The program should focus on FIS level athletes and should not be in competition to existing club programming.
- The FIS focus is also consistent with other HP Programs across the Country
- A Job Description was completed and posted for the Role of Technical Director (TD) in a part time capacity.
- An Interview committee was formed to interview candidates and select a leading Candidate- thank you to the committee members for your support.!

### Technical Director

- Michael Byrne was offered and accepted the position and a Contract for his services was executed for a 10-month period with a provision it could be renewed August 2021.
- The Board has recently agreed to explore extending his contract for the 2021/2022 season with a view to complete the process by August.
- The TD is also participating in AAA meetings as one of our two representatives that attend those meetings.
- The TD is also attending National Meetings on behalf of Ski NS with ACA

### HPP Committee

- It had been recognized that the make-up of the HPP Committee as it historically had been formed needed to change and a new strategy was adopted to include all three Clubs.
- The TD formed a new HPP Committee and Mike requested that each of the Head Coaches/ Program coordinators from Martock, Ben Eoin and Wentworth sit on the Committee. The rationale was to get direct engagement by the Lead Coaches in the three clubs for input, feedback, and alignment on the development of the program. This was a big success, and I am thankful to those on the HPP Committee for providing their time, guidance and support.

### Canadian Sport Center Atlantic/ Sport NS

- CSCA was engaged to provide guidance in the development of a High Performance Plan that would meet their criteria for excellence.
- Snowboard NS was then engaged to provide learning and guidance regarding how they have evolved their program over the years.
- Ski NS leveraged aspects of Snowboard NS's template documentation as well as met with the Director of High Performance at CSCA on several occasions to review and mature the plan.
- A final plan was recently provided to CSCA and verbally approved. Great work and a big shout out to our TD for development and stewarding this. The plan will received final approval in the fall.
- Mike has been working with the trainers/coaches at CSCA to develop a fitness regime for dryland training as well as mental performance training that will run from July to October of this year
- Fitness testing is planned for the fall.

### Athlete/Parent Engagement

- Ski NS announced to the clubs late in March that a High Performance initiative was being developed and invited interested athletes and parents to Zoom meetings in April so that the back bone of the HP Program could be conveyed and folks had a chance to ask questions.
- Our TD prepared a presentation, delivered the material and fielded questions from athletes and parents. Sessions were well attended with over 40 participants.
- It was communicated that the 2022/2023 Season is currently targeted for the beginning of the next phase of HPP and not the upcoming Season of 2021/2022
- After the 2021/2022 season there will be a Team Selection in the spring (using defined criteria that will be published prior to next season)
- The focus moving forward will be primarily on FIS athletes.
- Recently invitations have been sent to athletes to formally apply for the training opportunities this summer/fall with training expected to start late June.
- Next season more information and engagement with Clubs and Parents and of course athletes will be a key area of focus leading into Summer of 2022

### Season 2021-2022

- The 2021/2022 season will not see a full implementation of the program as funding is required to accomplish those goals, a full competition season is needed to implement a criteria and some time is needed to develop and mature strategies further.
- FIS athletes for 2021/2022 will however be availed of Mike's consultation on race selection and assistance in connecting with teams and coaches at races where possible.
- Like any new initiatives there is a crawl, walk, run strategy that is best to build momentum as well as adapt and pivot based on any external factors. The HPP program will continue with this strategy in mind.
- Next season more information and engagement with Clubs and Parents, and of course athletes will be a key area of focus leading into Summer of 2022

### Funding

- Current Budget within Ski NS will essentially only provide for remuneration of a part time TD
- Currently there is very little funding for Athletes and Coaches within this HP Program as such only the mental training and fitness training can be accommodated at this time.
- Funding will be applied for to support the program however we expect funding from Sport NS to be minor next year and build out based on success factors of the program. The main success factor is executing what you plan to do in the development of Athletes as opposed to being specifically based on podium results.
- A key focus area to increase funding in the future is for the SKI NS to move up in status when compared to other PSOs in the province. Currently ranked as a Tier 3 organization (based on 4 Tier system) other Tier 1 and 2 PSO's are able to avail of higher amounts of funding opportunities.
- It is imperative that the Clubs and Ski NS continue to work on the development of the Clubs and Ski NS as a whole so that Ski NS can advance in the ranking process which in turn will benefit the HP Program.
- Apart from Sport NS funding, a key focus area for next season will be the implementation of a fundraising committee that will have focus on initiatives to help create a capital/operational expenditures fund for the program. Volunteers and chair of this committee are welcome and of course required, if interested please send a note to Andrew Hayes.
- Additionally, the fundraising committee will also have to focus on corporate sponsorship( else a separate committee formed) which will be necessary to obtain a number of major corporate sponsors for the HP Program in order to directly offset program costs for athletes. This cannot be done through fundraising as it is variable. Sponsorship contracts are a certainty once signed and can thus be accounted for in the budget and final price tag of the program.
- Until sponsorship and fundraising funds are in place it must be understood that the majority of program costs will fall upon the participants in full. Even the highest level of government funding will provide little financial relief to the athletes.

## Coaching Report 2020/21



Though this past season was a challenging one we managed to have an opportunity to update level 2 and 3 officials, which many of the coaches took part in and received updating credits for (plus not to mention it is important for coaches to be up to date on the rule changes).

Ski NS was fortunate to host multiple coaching courses over the 2021 Winter season, training 25 candidates;

- EL Coach Course @ Ski Wentworth January 2021
- EL Coach Course @ Ski Martock January 2021
- EL Coach Course @ Ski Wentworth February 2021

We did try to provide an on-snow update for Ski NS coaches which was intended to be a personal ski improvement day hosted at Ski Wentworth. We had arranged for two Level 4 instructors / coaches (who are PL & DL trained) to offer our alpine coaches as an opportunity to improve their advanced skiing skills. The opportunity to provide a different type of training was not supported by our member clubs (understanding that Ski Ben Eoin is a long trip) which was disappointing. Alternative types of ski training for coaches is highly recommended.

All being said, I know that the clubs have had high quality in house training sessions for coaches and all had programs in place to certify EL and DL coaches, which is amazing for our province. One of the few places in the country our coaches had opportunities to put their skills to work in a competitive setting, which is amazing.

We cannot wait (after a nice warm summer) for it all to get going in a hopefully "more normal" 2021/22 season.

### Background

Canadian Adaptive Snowsports (CADS) Nova Scotia is a provincial division of CADS which strives to give people living with disabilities the opportunity to eliminate barriers that have prevented them from experiencing Snowsports in a fun and inclusive environment that embraces diversity in an accessible community that treats each individual with respect. This includes individuals with visual impairments, physical impairments, cognitive impairments and everything in between. CADS Nova Scotia delivers this by providing CADS members with lift passes, adaptive equipment, and lessons delivered by trained volunteers in conjunction with resort partners across the province including Ski Martock, Ski Wentworth, Ski Ben Eoin, and Ski Cape Smokey. The 2020-21 season was conducted during the global COVID-19 pandemic which impacted CADS Nova Scotia's operations. CADS Nova Scotia developed a COVID-19 Return to Snow plan prior to the start of snow activities to put protocols in place to ensure the safety of all CADS members. As well, CADS switched from Goalline to Skiportal, a new registration and scheduling program for the 2020-21 season. CADS Nova Scotia's resort partners faced difficult weather and snow conditions throughout the season affecting opening and closing dates and were only able to offer approximately 70 opening days during the 2020-21 season as opposed to a regular season's 90-100 open days.

### Stats

- CADS Nova Scotia ran 70 lessons for students in the 2020-21 season across Martock, Ski Wentworth and Ski Ben Eoin. This includes;
  - 8 sit ski lessons.
  - 13 snowboard lessons.
  - 51 ski lessons.
- CADS Nova Scotia had 35 certified instructors registered in the 2020-21 season.
- CADS Nova Scotia had 2 uncertified volunteers registered in the 2020-21 season.
- CADS Nova Scotia had 17 friends & independent members registered in the 2020-21 season.
- CADS Nova Scotia had 84 students registered in the 2020-21 season.

- CADS Nova Scotia ran 3 Level 1 Ski ASD/CI Instructor Modules at Martock and Ski Wentworth in the 2020-21 season.
  - This led to 14 newly certified ski instructors/ volunteers.
- CADS Nova Scotia ran 2 Level 1 Snowboard ASD/CI Instructor Modules at Martock in the 2020-21 season.
  - This led to 7 newly certified snowboard instructors/ volunteers.

### Processes

For the 2020-21 season, CADS moved to the Skiportal registration system. All registration and scheduling was done on this platform. The process for students to register and book lessons was;

- Student visits skiportal.org and registers for a student membership.
- Students complete the lesson request form on Skiportal.
- CADS-NS Program Coordinator emails volunteers to determine coverage for requested lessons weekly
- CADS-NS Program Coordinator matches available volunteers and students requesting lessons on Skiportal and schedules lessons weekly.
- CADS-NS Program Coordinator sends confirmation email for scheduled lessons to students & volunteers with where/ when/ how, etc.
- CADS-NS Program Coordinator emails any lesson requests that were unable to be matched with a volunteer with an update.

### Challenges

There were a few challenges CADS faced throughout the 2020-21 season including;

- The COVID-19 pandemic.
- Some past students taking the year off due to the COVID-19 pandemic.
- Being unable to offer programming for students if they could not follow our partner resort's COVID-19 protocols, namely wearing a mask at all times on the hill.
- Shortened season due to poor weather and snow conditions. The 2020-21 season was approximately 70 days long versus 90-100 in a regular season, and the majority of CADS programming was unable to be offered for the first 15-20



days of the season due to insufficient appropriate terrain being available for the majority of our student base.

- A lack of sit ski certified volunteers leading to a large number of sit ski students being unable to get out for lessons.
- The inability to train & certify new sit ski volunteers due to COVID-19 restrictions on which instructor modules could be run.
- A week long lockdown on interregional travel within Nova Scotia in February which prevented students living in Halifax Regional Municipality from participating for two weekends, leading to the cancellation of a number of lessons.
- Learning and troubleshooting the new registration system, as well as confusion while registering for participants due to a lack of familiarity with the system. CADS Nova Scotia was the first program in Canada to use the system at scale and led to multiple learning curves, bugs to be fixed, etc.
- Weekly scheduling led to inconsistent schedules for participants and volunteers, different lessons times every week.

#### **Accomplishments**

Despite the challenges faced throughout the season, CADS Nova Scotia also had multiple accomplishments during the 2020-21 season including;

- 21 new volunteers trained as Level 1 ASD/CI instructors to teach students with Autism Spectrum Disorder and other Cognitive Impairments.
- 18 of the 21 newly trained volunteers came from outreach and marketing within Acadia University.
- CADS Nova Scotia increased the number of lessons undergone with students from 35 lessons in 2019-20 up to 70 lessons in 2020-21. *This is a 100% increase despite the challenges faced with COVID-19 restrictions and severely shortened season.*
- CADS Nova Scotia was one of the only provinces to offer any programming during the 2020-21 season, with the majority of other divisions across the country having to cancel due to the COVID-19 pandemic.
- CADS Nova Scotia was one of the only divisions across Canada to run any CADS instructor modules during the 2020-21 season.
- CADS Nova Scotia saw an increase in active volunteers from 7 to 30+.

- CADS Nova Scotia had no COVID-19 exposures or cases within the membership during the 2020-21 season.

#### **Recommendations**

Based on the challenges and accomplishments from the 2020-21 season outlined above, the following recommendations are being made for the 2021-22 season;

- CADS Nova Scotia should run 2-3 full level 1 certification courses for volunteers at the beginning of 2021-22 at Martock and Ski Wentworth in both ski & snowboard to train a larger volunteer base for sit skis, VI & ¾ track students.
- Due to the nature and experience needed to volunteer with sit ski students, CADS Nova Scotia should provide additional weekly sit ski training and/or mentorship for interested level 1 sit ski instructors at the beginning of the season to allow them to practice and gain experience tethering and bucketing sit skis in order to be able to take out students later in the winter. These two steps will work to address the current challenge of limited sit ski volunteers.
- CADS Nova Scotia should continue to recruit volunteers from nearby post secondary institutions such as Acadia University, Saint Mary's University, and Dalhousie University. This proved successful in growing our volunteer base in 2020-21, and will allow CADS Nova Scotia to market and grow our student base since we now have the volunteer base to handle more students.
- CADS Nova Scotia should offer 2 lesson options in 2021-22; (1) An 8 week program for regular students similar to snow school programs at our partner resorts, and (2) regular on demand lessons for other students scheduled weekly. The addition of an 8 week program would allow consistency for interested participants where they would be guaranteed to get on snow 8 times throughout the season, at the same time each week, and with the same volunteer allowing them to build a stronger relationship with their volunteer. This is now possible due to our larger volunteer base, and would also reduce weekly scheduling loads for the CADS-NS Program Coordinator during peak periods mid-winter.
- The CADS Nova Scotia Program Coordinator should spend time pre-season working on the backend of Skiportal to develop a more in depth registration process including set times, hill selection, skill level required, auto mailchimps, etc. as well as develop a CADS Nova Scotia website. This will address the challenges students faced with the new registration system, will reduce the back and forth emails required with the CADS Nova Scotia Program Coordinator for scheduling, and give members and potential members a centralized site where they can learn about the program, see FAQs, etc.

- CADS Nova Scotia should market the program in the fall with community organizations to draw more students to the program. Due to our increased volunteer base, it is now possible to take on more students into the program and fulfill our goal of making snowsports accessible to persons living with disabilities. This also will permit new athletes to eventually enter the competitive Para streams with Nova Scotia Snowboard and Alpine Nova Scotia since we can integrate potential athletes into CADS programs to learn the basics before moving on to competitive streams.
- CADS Nova Scotia should work with our resort partners to designate specific CADS Nova Scotia meeting areas for lessons. This could include purchasing CADS Nova Scotia flags to designate meeting spots to ensure easy and obvious meeting locations for CADS activities. As well, CADS volunteers should be provided with jackets, pinnies or some sort of alternative identifying clothing so that they are easy to identify for students. This will all contribute to a more streamlined and professional look for the program, and make the start of lesson easier for first time participants.

*CADS-NS Program Coordinator*  
*Zachary Dickson*  
[zach@snowboardnovascotia.ca](mailto:zach@snowboardnovascotia.ca)



## 2020- 2021 Ski Nova Scotia Equipment Report

The portfolio of the Equipment Director for SkiNS generally includes timing systems and B-netting. Over the past couple of seasons, individuals have been assessing the SkiNS equipment inventory with the goal of upgrading systems where necessary. It became clear that all three clubs would benefit from timing system upgrades. Timing volunteers would benefit from a new user-friendly timing system, but agreed it may not make sense to fully commit without a trial. B-netting also requires continuous upgrading as equipment breaks or ages.

Summary of each item provided below:

### **Timing system update**

- Split Second software identified as the latest timing system utilized by other clubs across Canada
- Split Second was implemented and tested at Brunner and Slingshot races
  - No issues identified and considered a great upgrade from past systems
- WSRC provided \$2,500 to upgrade various timing components
  - Club purchased headsets, new laptop and 6 Month Split Second license
- Ben Eoin provided \$2,500 for upgrades to their timing equipment
  - Club purchased Free Lap training software and equipment

### **Fencing**

- Purchased 17 rolls of new fencing and associated clips and tape
- Delivered to WSRC and is now stored in secure container.
- New rolls are in rotation and available for use by clubs as needed.
- With minimal races this year the fencing did not have to travel between clubs.

### **Equipment MOU and path forward**

- Post Canada Games an MOU was entered into between SkiNS and the local clubs.
- The MOU covers fence and timing equipment that was purchased for the games.
- MOU is not signed and much of the legacy equipment is outdated
- Objective for 2021/2022 is to develop a new system where each club owns their equipment
- MOU likely still required for shared fencing.

### **Equipment funding going forward**

- Developing a program to setup funding criteria to help support clubs with upgrades to their timing systems.

## Ski Nova Scotia By-laws

A By-law relating generally to the conduct of the affairs of Ski Nova Scotia.

### ARTICLE I GENERAL

1.1 **Purpose.** These By-laws relate to the general conduct of the affairs of Ski Nova Scotia, a Society incorporated under the *Societies Act* (Nova Scotia).

1.2 **Definitions.** In these By-laws

“Act” means the Nova Scotia *Societies Act*, as amended from time to time and any legislation that may be substituted therefore.

“Annual General Meeting” means the annual general meeting of the Society contemplated under Section 19 of the Act.

“Auditor” means an individual appointed by the Board to audit the books, accounts, and records of the Society.

“Board” means the Board of Directors of the Society.

“Committee” means a committee established by the Board pursuant to Section 5.14.

“Days” means all days including weekends and holidays.

“Delegate” means an individual duly authorized by written instrument to attend and vote at a meeting on behalf of a Member that is a corporation as provided by Section 3.12.

“Director” means an individual elected or appointed to serve on the Board pursuant to these By-laws.

“Executive” means all of the Officers of the Society.

“Member” means a member of the Society.

“Nominating Committee” means the Committee to be established by the Board pursuant to Section 4.5.

“Officer” means an individual appointed to serve as an Officer of the Society pursuant to these By-laws.

“Ordinary Resolution” means a resolution passed by not less than a majority of the votes cast at a meeting of the Board, a meeting of a Committee, a meeting of the Executive or a meeting of Members.

“Registrar” means the Registrar of Joint Stock Companies appointed under the *Companies Act*, and includes the Deputy Registrar and a person authorized under that Act to perform duties of the Registrar in their absence.

“Society” means Ski Nova Scotia.

“Special Meeting” means a meeting of Members described in Section 3.2.

“Special Resolution” means a resolution passed by not less than three-fourths of such Members entitled to vote as are present in person at an Annual General Meeting or Special Meeting of which notice specifying the intention to propose the resolution as a special resolution has been duly given.

1.3 **Registration.** The Society shall be incorporated and operated as a volunteer, non-profit Society under the Act.

1.4 **Head Office.** The head office of the Society will be located at all times within the Province of Nova Scotia.

1.5 **Corporate Seal.** The Society may have a corporate seal which may be adopted and may be changed by Ordinary Resolution of the Board.

1.6 **No Gain for Members.** The Society will not be carried on for the purpose of gain for its Members and any profits or other accretions to the Society will be used in promoting its objectives.

1.7 **Conduct of Meetings.** Unless otherwise specified in the Act or these By-laws, meetings of Members and meetings of the Board will be conducted according to Robert’s Rules of Order (current edition).

1.8 **Interpretation.** In these By-laws, words importing the singular will include the plural and *vice versa*, words importing the masculine will include the feminine and *vice versa*, and words importing persons will include bodies corporate.

1.9 **Language.** The official language of the Society shall be English.

1.10 **Headings.** The headings used in the By-laws are inserted for convenience of reference only.

## ARTICLE II MEMBERSHIP

### Categories of Membership

2.1 **Categories.** The Society has the following categories of membership:

a) **Member Club**

A Member Club shall be a duly constituted and organized club having members of not less than 10 Individual Members, which shall have been recognized by the Society as a Member Club, and shall have paid its annual fees to the Society ("Member Club").

b) **Individual Members**

- i. **Participant Member.** A Participant Member shall be a member in good standing of a Member Club who is enrolled in a program at the Member Club (i.e. U10, U12 – U18, FIS, Masters and successor categories from time to time), or a certified official or coach, recognized by the Society, in good standing with the Society and the Member Club.
- ii. **General Member.** Any person, other than a Participant Member, who registered and is in good standing as a member or volunteer of a Member Club or the Society.
- iii. **Honorary Members.** An Honorary Member shall be any one or more individuals who have distinguished themselves in the cause of skiing and who are named from time to time by the Board to be an Honorary Member.

2.2 **Admission of Members.** No individual, entity or organization will be admitted as a Member of the Society unless:

- a) the candidate has made an application for membership in a manner prescribed by the Society;
- b) the candidate is not subject to a disciplinary investigation or action of the Society;
- c) the candidate has been approved by majority vote as a Member by the Board or by any Committee or individual delegated this authority by the Board; and
- d) the candidate has paid dues as prescribed by the Board.

### Membership Dues

2.3 **Year.** Unless otherwise determined by the Board, the membership year of the Society shall commence annually on the 1<sup>st</sup> of October and shall run until the 31<sup>st</sup> of September.

2.4 **Dues.** Membership dues for all categories of Membership will be determined by the Board.

### Withdrawal and Termination of Membership

2.7 **Resignation.** A Member may resign by delivering written notice of such resignation to the Secretary.

2.8 **Arrears.** A Member will be expelled from the Society for failing to pay membership dues or money owed to the Society by the deadline dates prescribed by the Society by way of Ordinary Resolution of the Board.

2.9 **Discipline.** In addition to expulsion for failure to pay membership dues, a Member may be suspended or expelled from the Society in accordance with the Society's policies and procedures relating to discipline of Members by way of Ordinary Resolution of the Board.

2.10 **Removal.** A Member may be removed by Special Resolution of the voting Members present at an Annual General Meeting or Special Meeting, provided the Member has been given fourteen (14) days written notice of and the opportunity to be present and to be heard at such a meeting.

### Good Standing

2.11 **Definition.** A Member of the Society will be in good standing provided that the Member:

- a) has not ceased to be a Member;
- b) has not been suspended or expelled from membership, or had other membership restrictions or sanctions imposed;
- c) has completed and remitted all documents and certifications as required by the Society;
- d) has complied with the By-laws, policies, rules and regulations of the Society;
- e) is not subject to a disciplinary investigation or action by the Society, or if subject to disciplinary action previously, has fulfilled all terms and conditions of such disciplinary action to the satisfaction of the Board; and
- f) has paid all required membership dues.

2.12 **Cease to be in Good Standing.** Members who cease to be in good standing, as determined by the Board, will not be entitled to vote at meetings of Members and, where the Member is a Director, at meetings of Directors, or be entitled to the benefits and privileges of membership until such time as the Board is satisfied that the Member has met the definition of good standing as set out above.

### ARTICLE III MEETINGS OF MEMBERS

- 3.1 **Types of Meetings.** Meetings of Members will include Annual General Meetings and Special Meetings.
- 3.2 **Special Meeting.** A Special Meeting of the Members may be called at any time by the President, by the Board or upon the written requisition of twenty (20%) percent or more of the Members who have voting rights. Agenda of special meetings will be limited to the subject matter for which the meeting was duly called.
- 3.3 **Location and Date.** The Society will hold meetings of Members at such date, time and place within Nova Scotia as determined by the Board. The Annual General Meeting will be held within 90 days of the fiscal year end.
- 3.4 **Notice.** Notice of meetings of Members will be given to all Members at least twenty-one (21) days prior to the date of the meeting and shall be delivered in accordance with Article 8. A notice of any Meeting of Members wherein special business will be conducted shall contain sufficient information to allow a Member to make a reasoned judgment on the decision to be taken.
- 3.5 **Adjournment.** Any meetings of Members may be adjourned to any time and place as determined by the Board and such business may be transacted at such adjourned meeting as might have been transacted at the original meeting from which such adjournment took place.
- 3.6 **Agenda.** The agenda for the Annual General Meeting may include:
- a) Call to order;
  - b) Establishment of Quorum;
  - c) Appointment of Scrutineers;
  - d) Approval of the Agenda;
  - e) Declaration of any Conflicts of Interest;
  - f) Adoption of Minutes of the previous Annual Meeting;
  - g) President's Report;
  - h) Financial Report;
  - i) Board, Staff and Committee Reports;
  - j) Election of new Directors;
  - k) Business as specified in the meeting notice; and
  - l) Adjournment.
- 3.7 **New Business.** Any Member who wishes to have new business or a matter placed on the agenda at an Annual General Meeting will give written notice to the Society at least fifteen (15) days prior to the meeting date.
- 3.8 **Quorum.** A quorum for any meeting of the Members shall consist of not less than ten (10) voting Members, including a representative from each Member Club, present in person or by teleconference, with the exception that quorum for a meeting at which a Special Resolution is proposed requires Members to be present in person. For greater certainty, for a meeting at which a Special Resolution is proposed, Members attending by teleconference or other electronic means shall not be included in the quorum count and shall not be entitled to vote on such a Special Resolution.

- 3.9 **Where No Quorum.** If a quorum of Members is not present at a meeting, Members in attendance may reschedule the meeting to a new date and time. Written notice shall be given to all Members at least fourteen (14) days prior to the rescheduled meeting date, and at such rescheduled date the Members shall, with the exception of passing a Special Resolution, be permitted to transact business at the meeting with or without a quorum.

- 3.10 **Closed Meetings.** Meetings of Members will be closed to the public unless the Board determines otherwise.

#### Voting at Meetings of Members

- 3.11 **Voting rights of Members.** Members are allowed to attend and participate at any meeting of Members but only Individual Members shall be entitled to vote, each Individual Member being entitled to one (1) vote.
- 3.12 **Delegates.** The name of a Delegate(s) will be communicated to the Society in writing prior to the meeting of Members. Delegates must be eighteen (18) years of age and older and a Member in good standing. No Delegate may hold voting privileges for more than one Member.
- 3.13 **Scrutineers.** At the beginning of each meeting, the Board may appoint one or more scrutineers who will be responsible for ensuring that votes are properly cast and counted.
- 3.14 **Proxy Voting.** Voting by proxy is not allowed at meetings of Members.
- 3.15 **Determination of Votes.** Votes will be determined by a show of hands, in writing, or orally unless a secret or recorded ballot is requested by a majority of those Members voting.
- 3.16 **Majority of Votes.** Except as otherwise provided in the Act or these By-laws, an Ordinary Resolution will decide each issue. In case of an equality of votes, either on a show of hands, a ballot or the results of electronic voting, the Chair of the meeting shall not have a second or casting vote and the question shall be deemed to have been defeated.
- 3.17 **Electronic Means.** If the Board chooses to make available a telephonic, electronic or other communication facility that permits all participants to communicate adequately with each other during a Meeting of Members, any person entitled to attend such meeting may participate in the meeting by means of such telephonic, electronic or other communication facility in accordance with the procedures prescribed by the Board. A person participating in a meeting by such means is deemed to be present at the meeting. Notwithstanding any other provision of this by-law, any person participating in a Meeting of Members pursuant to this Section who is entitled to vote at that meeting may vote by means of any telephonic, electronic or other communication facility that the Society has made available for that purpose. The Board shall establish procedures for collecting, accounting and reporting the results of voting by means of a telephonic, electronic or other communication facility that i) enables the votes to be gathered in a manner that permits their subsequent verification, and ii) permits the tallied votes to be presented to the Society without it being possible for the Society to identify how each Member votes.



## ARTICLE IV GOVERNANCE

### Composition of the Board

- 4.1 **Directors.** A board of not less than four (4) and not more than fourteen (14) Directors shall be responsible for the management of the Society.

### Election of Directors

- 4.2 **Eligibility of Director.** Any individual who is nineteen (19) years of age or older, who has the power under law to contract, and whose appointment is deemed to be of benefit to the Society may be nominated for election or appointment as a Director.

- 4.3 **Skills and Characteristics.** Potential Directors will preferably exhibit multiple attributes and skills listed below:

#### *Attributes*

- a) commitment and capacity (time, energy, expertise) to fulfill the commitment as a Director;
- b) commitment to betterment of the sport throughout the Province of Nova Scotia and to act as a fiduciary to the Society;
- c) knowledge about roles and responsibilities of a Director, the Board and staff;
- d) good communication skills;
- e) experience in formulating policy;
- f) experience in thinking strategically;
- g) knowledge of the alpine ski community;
- h) ability to identify principal business risks and ensure implementation of appropriate systems to manage those risks;
- i) knowledge of organizational performance mechanisms and ability to monitor, evaluate and report on performance;
- j) strategic connectivity to key clients;
- k) ethical and values-based behavior;
- l) representative of client population (athlete & coach); and
- m) other attributes valued by the Board.

#### *Skills and Qualifications*

- a) accounting designation (CA, CMA, CGA);
- b) legal designation (LLB);
- c) professional qualifications (MD, PhD, MBA, Sport Science);
- d) personnel management (Human Resource Professional designation);
- e) media/marketing/public relations contacts/experience;
- f) fundraising and funding source contacts;
- g) administration/management experience;
- h) government relations/contacts;
- i) organizational development/Strategic Planning experience; and
- j) other skills valued by the Board.

### 4.4 Nominating Committee.

- a) The Board may appoint a Nominating Committee, which will be comprised of three individuals appointed by the Board. The Nominating Committee will be responsible to solicit nominations for individuals to serve as a Director, with the skills and characteristics defined in Section 4.3 and may nominate additional candidates to serve as a Director.
- b) Any Member of the Society may nominate another Member to be one of the Directors of the Society, provided however that each Member is limited to one (1) nomination *per annum*.

### 4.5 Nomination. Any nomination of an individual for election as a Director will:

- a) include a completed application form;
- b) include the written consent of the nominee by signed signature;
- c) include a cover letter and resume of the nominee; and
- d) be submitted to the Executive Director of the Society no later than fourteen (14) days prior to the Annual General Meeting. Nominations will not be accepted from the floor.

### 4.6 Incumbents. Individuals currently on the Board and wishing to be re-elected are not subject to nomination but must notify the Nominating Committee twenty-eight (28) days before Annual General Meeting at which the election is to take place, of their interest in re-election.

### 4.7 Circulation of Nominations. Valid nominations will be circulated to voting Members at the Annual General Meeting prior to the elections.

### 4.8 Decision. Elections will be decided by the voting Members at the Annual General Meeting in accordance with the following:

- a) One Valid Nomination – Winner declared by acclamation.
- b) Two or More Valid Nominations – Winner is the nominee receiving the greatest number of votes. In the case of a tie for the greatest number of votes, the tied nominees will take part in a second vote.

### Terms

### 4.9 Elected Directors Terms. Elected Directors will serve terms of two (2) years and will hold office until their successors have been duly elected in accordance with these By-laws, unless they resign, are removed from or vacate their office.

#### Resignation and Removal of Directors

- 4.10 **Resignation.** A Director may resign from the Board at any time by presenting their notice of resignation to the Board. This resignation will become effective the date on which the request is approved by the Board. Where a Director who is subject to a disciplinary investigation or action of the Society resigns, that Director will nonetheless be subject to any sanctions or consequences resulting from the disciplinary investigation or action.
- 4.11 **Vacated Office.** The office of any Director will be vacated automatically:
- if the Director misses two (2) consecutive meetings without the approval of the President;
  - if the Director is found by a court to be of unsound mind;
  - if the Director becomes bankrupt; or
  - upon the Director's death.
- 4.12 **Removal.** Any Director may be removed by Ordinary Resolution of the voting Members in a meeting of the Members or by Ordinary Resolution of the Directors in a meeting of the Board, provided the Director has been given fourteen (14) days-notice and the opportunity to be present and to be heard at the meeting where such an Ordinary Resolution is put to a vote.

#### Filling a Vacancy on the Board

- 4.13 **Vacancy.** If a Director resigns their office, or ceases to be a Member of the Society, their office shall be vacated and the Board may fill the vacancy. The term of the substitute Director will be for the unexpired portion of the term of the Director so substituted.

#### Meetings of the Board

- 4.14 **Call of Meeting.** The meetings of the Board will be held at any time and place as determined by the President or a majority of the Board.
- 4.15 **Notice.** Written notice, served other than by mail, of Board meetings will be given to all Directors at least three (3) days prior to the scheduled meeting. Notice served by mail will be sent at least fourteen (14) days prior to the meeting. No notice of a meeting of the Board is required if all Directors waive notice, or if those absent consent to the meeting being held in their absence.
- 4.16 **Number of Meetings.** The Board will hold a minimum of four (4) meetings per year.
- 4.17 **Quorum.** At any meeting of the Board of Directors, a quorum will consist of at [least fifty (50) percent] of voting Directors holding office.
- 4.18 **Voting.** Each Director, with the exception of the President and the Executive Director, is entitled to one vote. Voting will be by a show of hands, orally or by email unless a majority of Directors present request a secret ballot. Resolutions will be passed by Ordinary Resolution. The President is only entitled to a vote in the event of a tie.
- 4.19 **No Proxies.** Directors may not vote via proxy at meetings of Directors.

- 4.20 **Closed Meetings.** Meetings of the Board will be closed to Members and the public except by invitation of the Board. The Executive Director and Past President may attend and speak at Board meetings but are not entitled to vote.
- 4.21 **Meetings by Telecommunications.** A meeting of the Board may be held by telephone, electronic or other communications facilities as permit all persons participating in the meeting to communicate with each other, simultaneously and instantaneously, and a Director participating in such a meeting by such means is deemed to be present at the meeting.

#### Powers of the Board

- 4.22 **Powers.** Except as otherwise provided in the Act or these By-laws, the Board has the powers of the Society. Without limiting the generality of the foregoing, the Board may:
- implement policies, procedures and rules for managing the affairs of the Society;
  - implement policies, procedures and rules relating to the registration of Members and shall have the authority to register Members accordingly;
  - implement policies, procedures and rules relating to the discipline of Members, and shall have the authority to discipline members accordingly;
  - implement policies, procedures and rules relating to the management of disputes within the Society and shall have the authority to deal with all disputes accordingly;
  - implement policies, procedures and rules relating to the direction and control of monies, funds, investments and securities of the Society and shall have the authority to manage these accordingly;
  - establish committees, appoint members of committees, and determine the duties and functions to any committee; and
  - appoint or employ such persons as it deems necessary to carry out the work of the Society, including an Executive Director, and determine his/her duties, responsibilities and remuneration.
- 4.23 **Managing the Affairs of the Society.** The Board may make and approve policies, procedures, and manage the affairs of the Society in accordance with the Act and these By-laws.
- 4.24 **Employment of Persons.** The Board may employ or engage under contract such persons as it deems necessary to carry out the work of the Society.
- 4.25 **Borrowing Powers.** The Board may borrow up to \$25,000 as approved by Ordinary Resolution of the Board of Directors.



## ARTICLE V OFFICERS AND EXECUTIVE COMMITTEE

### Appointment of Officers

- 5.1 **Appointment.** The Board shall appoint the Chair of the Board and Vice-Chair of the Board, each for a term of 2 years, and appoint the Executive Director on the terms hereinafter set forth, and specify their respective duties. The Board may delegate to the Executive Director the power to manage the affairs of the Society and appoint any other officers of the Society ("Other Officers"). A Director may be appointed to any office of the Society.
- 5.2 **Duties.** Unless otherwise specified by the Board, the Chair and Other Officers of the Society set forth below shall have the following duties and powers associated with their positions:
- a) **Chair of the Board** – The Chair of the Board shall be a Director. The Chair of the Board shall, when present, preside at all meetings of the Board and of the Members. The Chair shall have such other duties and powers as the Board may specify, including without limitation, responsibility for the evaluation and setting of the compensation of the Executive Director, with input from the Board.
  - b) **Vice-Chair of the Board** - The Vice-Chair of the Board shall be a Director. If the Chair of the Board is absent or is unable or refuses to act, the Vice-Chair of the Board shall, when present, preside at all meetings of the Board and of the Members. The Vice-Chair shall have such other duties and powers as the Board may specify.
  - c) **Treasurer** – The Treasurer shall be a Director, and shall supervise the procedures of the Society to ensure that full and accurate books of account are kept, all receipts and disbursements, money, funds, and securities are recorded and controlled.
  - d) **Secretary** – The Secretary will attend all meetings of the Members, Board and Executive and cause to be drafted minutes of all meetings, provide notices to Directors and Members when so instructed, be the custodian of the corporate records and corporate seal of the Society, and perform such other duties as may from time to time be delegated to the Secretary by the Board.
  - e) **Executive Director** – The Executive Director shall be the chief executive officer of the Society and shall be responsible for implementing the strategic plans and policies of the Society. The Executive Director shall, subject to the authority of the Board, have general supervision of the affairs of the Society.
- 5.2 **Removal.** An Officer may be removed by Ordinary Resolution of the Board in a meeting of the Board or by Ordinary Resolution of the voting Members in a meeting of the Members, provided the Officer has been given fourteen (14) days' notice and the opportunity to be present and to be heard at the meeting where the Ordinary Resolution is put to a vote.

### Executive Committee

- 5.3 **Executive Committee.** The Executive Committee will be comprised of the Officers.
- 5.4 **Authority.** The Executive Committee will have the authority to oversee the implementation of Board policies during intervals between meetings of the Board, and will perform such other duties as are prescribed by these By-laws or may be prescribed from time to time by the Board.
- 5.5 **Executive Director.** The Executive Director may attend meetings of the Executive Committee and participate therein to the extent permitted by the Executive Committee at such meetings but is not authorized to vote thereat on any matters in their capacity as Executive Director.
- 5.6 **Call of Meeting.** Meetings of the Executive Committee will be held at any time and place as determined by the President or upon the request of any two (2) Executive Committee members.
- 5.7 **Notice.** Written notice, served other than by mail, of Executive Committee meetings will be given to all Executive Committee members at least three (3) days prior to the scheduled meeting. Notice served by mail will be sent at least fourteen (14) days prior to the meeting. No Notice of a meeting of the Executive Committee is required if all Officers waive notice, or if those absent consent to the meeting being held in their absence.
- 5.8 **Number of Meetings.** The Executive Committee will hold at least two (2) meetings per year.
- 5.9 **Quorum.** A quorum of the Executive Committee will consist of three (3) of the Executive Committee's voting members.
- 5.10 **Voting.** Each Executive Committee member is entitled to one vote except the Executive Director who is not entitled to vote. Voting will be by a show of hands, electronically or orally on a conference call unless a majority of Executive Committee Members present request a secret ballot. Resolutions will be passed by Ordinary Resolution. The President is entitled to a second vote in the event of a tie.
- 5.11 **No Proxies.** Executive Committee members are not entitled to vote via proxy.
- 5.12 **Closed Meetings.** Meetings of the Executive Committee will be closed to Members and the public unless the Board determines otherwise.

### Other Committees

- 5.13 **Appointment of Committees.** The Board may appoint such committees as it deems necessary for managing the affairs of the Society and may appoint members of committees or provide for the election of members of committees, may prescribe the duties of committees, and may delegate to any committee any of its powers, duties, and functions except where prohibited by these the Act or these By-laws.
- 5.14 **Quorum.** A quorum for any committee will be the majority of its voting members.
- 5.15 **Vacancy.** When a vacancy occurs on any Committee, the Board may appoint a qualified individual to fill the vacancy for the remainder of the Committee's or Committee member's term.

- 5.16 **President Ex-officio.** The President, or designate as appointed by the President, will be an *ex-officio* (non-voting) member of all Committees of the Society.
- 5.17 **Removal.** The Board may remove any member of any Committee.

#### Remuneration

- 5.18 **No Remuneration.** With the exception of the Executive Director, all Directors, Officers and members of Committees will serve their term of office without remuneration except for reimbursement of expenses as approved by the Board.

#### Conflict of Interest

- 5.19 **Conflict of Interest.** A Director, Officer, Executive Committee member or member of a committee who has an interest, or who may be perceived as having an interest, in a proposed contract or transaction with the Society will disclose fully and promptly the nature and extent of such interest to the Board or Committee, as the case may be, will refrain from voting or speaking in debate on such contract or transaction; will refrain from influencing the decision on such contract or transaction; and will otherwise comply with the requirements of the Act regarding conflict of interest.

### ARTICLE VI FINANCE AND MANAGEMENT

- 6.1 **Fiscal Year.** The fiscal year of the Society will be May 1<sup>st</sup> to April 30<sup>th</sup>, or such other period as the Board may from time to time determine.
- 6.2 **Bank.** The banking business of the Society will be conducted at such financial institution as the Board may designate.
- 6.3 **Auditors.** The Board may appoint an auditor or auditors to perform a review or audit of the Society's finances as often as deemed necessary.
- 6.4 **Books and Records.** The necessary books and records of the Society required by these By-laws or by applicable law will be necessarily and properly kept in the office of the Society at 5516 Spring Garden Road, Halifax, Nova Scotia, B3J 3G6, and may be inspected by the Members during regular business hours with prior reasonable notice.
- 6.5 **Signing Authority.** All written agreements and financial transactions entered into in the name of the Society will be signed by two of the following: President, Past President, Vice President, Treasurer, Secretary or Executive Director. The Board may authorize other persons to sign on behalf of the Society.
- 6.6 **Contracts.** Contracts, deeds, bills of exchange and other instruments and documents may be executed on behalf of the Society by any two of the following: President, Past President, Vice President, Secretary, Treasurer, Executive Director, or Past President, or otherwise as prescribed by resolution of the Board of Directors.

- 6.7 **Property.** The Society may acquire, lease, sell, or otherwise dispose of securities, lands, buildings, or other real or personal property, or any right or interest therein, for such consideration and upon such terms and conditions as the Board may determine.
- 6.8 **Borrowing.** The Society may borrow over \$25,000 as approved by Special Resolution of the voting Members at an Annual General Meeting or Special Meeting.
- 6.9 **Disbursement of Funds.** No Member or employee of the Society will disburse any funds in their keeping belonging to the Society unless authorized policies and procedures are adhered to.
- 6.10 **Intellectual Property.** No person, entity or organization may use the name or any intellectual property of the Society without the prior written authorization of the Board.

### ARTICLE VII AMENDMENT OF BYLAWS

- 7.1 **Voting.** These By-laws may only be amended, revised, repealed or added to by Special Resolution duly passed at an Annual General Meeting or Special Meeting. Upon affirmative vote, any amendments, revisions, addition or deletions will be effective upon approval of the Registrar.
- 7.2 **Notice in Writing.** Notice in writing is to be delivered to the Board forty-five (45) days prior to the date of the meeting at which it is to be considered, and is to be delivered to voting Members thirty (30) days prior to the meeting at which such amendment is to be considered.

### ARTICLE XIII NOTICE

- 8.1 **Written Notice.** In these By-laws, written notice will mean notice which is hand-delivered or provided by mail, fax, electronic mail or courier to the address of record of the Society, Director or Member, as the case may be.
- 8.2 **Date of Notice.** Date of notice will be the date on which receipt of the notice is confirmed verbally where the notice is hand-delivered, electronically where the notice is faxed or e-mailed, or in writing where the notice is couriered, or in the case of notice that is provided by mail, five days after the date the mail is post-marked.

**ARTICLE IX  
INDEMNIFICATION**

- 9.1 **Will Indemnify.** The Society will indemnify and hold harmless out of the funds of the Society each Director and Officer, their heirs, executors and administrators from and against any and all claims, demands, actions or costs which may arise or be incurred as a result of occupying the position or performing the duties of a Director or Officer.
- 9.2 **Will Not Indemnify.** The Society will not indemnify a Director or Officer or any other person for acts of fraud, dishonesty, or bad faith.
- 9.3 **Insurance.** The Society will, at all times, maintain in force such directors and officers liability insurance as may be approved by the Board of Directors.



## Ski Nova Scotia Board of Directors 2021-2022

### **President**

John Boudreau

### **Past President**

Leslie Henderson

### **Treasurer**

Tim Hilton

### **Director – Coaching**

Todd Johns

### **Director – Officials**

Kyle Enders

### **Director – High Performance Programs**

Maurice Cramm

### **Directors - Member Club Representatives**

BEST: Tyler Kaupp

MSRC: Tim McLeod

WSRC: Bruce Young

Ski Cape Smokey: Lisa MacKinnon

### **Directors, Members at Large**

Greg Zwicker - Equipment

Remi Porier – Ski Cross

Mark Fraser

## Mark Fraser

### Director Profile

[Mark@440park.com](mailto:Mark@440park.com)

902-441-9113

[www.440park.com](http://www.440park.com)

@mark\_fraser



Mark Fraser is an accomplished, award-winning executive that has worked inside of some of North America's most recognizable brands. An entrepreneur at heart, he has most recently traded executive leadership in one of North America's largest applied data services organizations for the intimacy of independent advisory at 440park. Mark is providing management consulting services across multiple geographies with senior leadership and board clients that are aiming to create more purposeful plans that deliver results to stakeholders in a more reliable way.

Mark has Board experience that spans private, community, and public sector organizations. This includes Board Leadership roles.

Mark is currently Chair of the Executive Committee of the Mount Allison University Board of Regents, where he is also Chair of the Property and Facilities Committee. The Executive Committee is the governing body that enables and executes on collective agreements with unions and senior leadership role contracts, among other discrete business that is not appropriate for full Board sessions. Mark is in his 9<sup>th</sup> year as a Regent at Mount Allison.

Mark is Lead Independent Director at HomeEXCEPT Inc., a seniors-tech start-up company that has built a sensor product that serves an important social need: providing personal security to seniors as they age gracefully in their homes.

Mark is also Lead Independent Director at Oberland Agriscience Inc., an Agritech scale-up indoor farming operation that is tackling the challenge of global food insecurity by transforming organic waste into innovative products by rearing the black soldier fly. These products include high quality protein (as an ingredient for commercial feed product), specialty pet foods, live feeder insects, and fertilizer.

Mark is Past Chair of the Halifax Chamber of Commerce, having risen to that leadership role after leading the Skilled Workers Task Force and following a one-year appointment as Vice Chair. He currently has the role of Governor with the Chamber, a lifetime appointment.

Mark is also on several non-governing boards included Engage Nova Scotia Business Advisory Council, the Dalhousie MBA Advisory Council and recently was a member of the Mayor's Poverty Solutions Advisory Committee in Halifax. Mark is a member in good standing with the Institute of Corporate Directors.

Mark is an alum of both Mount Allison University (1994) and Harvard Business School (2011).



**Ski NS Open Awards – 2020/2021**

Official of the Year: Murray Pridham

Volunteer of the Year: Duncan Gillis

Sponsor of the Year: Cooked Photography

Coach of the Year: Dawn Scissons



## **Ski NS Athlete Awards – 2020/2021**

U12 Female: Rosa Farmer, Laura Hill, Anna Kaupp

U12 Male: Kai Luther, Charlie McLeod, Jack Richardson

U14 Female: Taylor Jurcina, Jenna Zwicker

U14 Male: Charlie Barbara, Sutton Healy, Rory MacDougall

U16 Female: Kate Childs, Lily Sidorchuk, Maggie Wilson

U16 Male: Stephen Cramm, Luke Ramsden, Eric Seufert

U18/U21 Female: Dorena Brownstein, Elsie Gillis, Tori Pace

U18 / U21 Male: Shane Sommer, JD Todd