

2025

VASS - AGM Annual General Meeting

ANNUAL GENERAL MEETING
ADAPTIVE SNOW SPORTS
2024- AUGUST 2025

VANCOUEVR
SEPTEMBER

VANCOUVER ADAPTIVE SNOW SPORTS

VIRTUAL ANNUAL GENERAL MEETING

November 5, 2025

7:00 pm – 7:45 pm

By ZOOM

Chair Person	<i>Anne Bethune – President</i>
AGENDA	
1. Call to Order	
2. Welcome & Introductions	<i>Anne Bethune</i>
3. Approval of Agenda	
4. Approval of the Minutes from November 8, 2023	
5. BUSINESS: Reports	
A. President	<i>Anne Bethune</i>
B. Treasurer	<i>Tom Gillespie</i>
C. Operations	<i>James Peters</i>
D. Human Resources	<i>Bryanna Moroney</i>
Motion to Approve all Reports Motion to Accept the Financial Statements and Review Engagement Report for the year ended August 31, 2024 Motion to waive the requirements for an audit of next year's Financial Statements and to engage Baker Tilly WM LLP to perform a review	
6. ELECTIONS:	
A. Election Process Explained	<i>Anne Bethune</i>
B. Introduction of Nominees for VASS Board Positions	
C. Election of Board Members for VASS 2024-2025	
7. Other Business	
8. ADJOURNMENT:	
Motion to Adjourn	



VANCOUVER ADAPTIVE SNOW SPORTS

PRESIDENT'S REPORT - YEAR ENDED AUGUST 31, 2025

Thank you to the dedication from the following Board Members;

Anne Bethune - President
Ewa Holender - Vice President
Tom Gillespie - Treasurer
Sandy Millar
Tom Mooney
Jack Hughes
Liisa O'Hara
Bryce Eyton
Jim Neal
Amelia Gillies
Bryanna Moroney
Mark Davison

VASS Paid Contractors

James Peters - Executive Director
Alison Scholefield - Financial Controller, Secretary
Alex Cavanagh - Administration Assistant for ED
Sarah Abbott - Grant Writer

SEASON SUCCESSES

Human Resources

- HR expertise of Bryanna Moroney utilized - see new HR Report
- Renewed the full-time contract with James Peters, Executive Director
- Renewed and expanded contract with Alex Cavanagh, new title Operations Director full-time
- Retirement/transition of our part-time contracted services with Alison Scholefield, Financial Controller
- VASS continued with the services of Sarah Abbott, Grant Writer
- Thank you HR Team - Bryanna Moroney, Anne Bethune, Ewa Hollander, Jack Hughes

Events

- 13th Annual VASS Movie at Centennial Theatre - net **\$19,869**
Thank you to our committee Jim Neal, Tom Mooney, James Peters and others
- Fall Online Silent Auction - net **\$17,583**
- Thank you to our fabulous committee Debbie McLean, Bev Malcolm & others
- 3rd annual VASS-a-thon - net **\$32,535**
- Volunteer Appreciation Party at Cypress Mountain, Hollyburn Lights to the Lodge - wet but fun
- Many VASS volunteers participated in the Vancouver/Whistler Invictus Games

Programs and Training

- VASS delivered a record of approximately 1900 lessons!
- CADS Certifications
 - CADS 1 Ski - 150
 - CADS 1 ASD SKI - 10
 - CADS 1 SB - 42
 - CADS 2 SKI - 11
 - CADS 2 SB - 4
 - CADS 3 Ski - 4 - Jack Hughes, Stanley Tse, Lauren Round, Rebecca King
- New Course Conductors
 - CADS SKI CC1 - 1 Ewa Holender, Derek Tomkin, Amelia Gillies

- CADS Precourse in Calgary - James Peters, Simon Cho, Anne Bethune, Craig Dickson, Lorne Milne, Zuzia Wodzynska, Ewa Holender, Derek Tomkin, Amelia Gilles, Alex Cavanagh, Teresa Medina
- BCAS Summit - Darren Pringle, Nicole Pringle, Joseph Spooner, Magdalena Szpala, Ed Tai, James Peters, Alex Cavanagh, Amelia Gillies, Derek Tomkin
- bimonthly well attended Instructor Skill Improvement Nights
- Blue Streaks Adaptive Racing Program - a successful 21st season.
- enjoyed the 13th season in our Yurt home on Grouse
- Had our TETRA ski in action - "The world's only independent alpine ski for complex disabilities". VASS is the only club in Canada to have this special sitski
- Purchased a new Trailer 'Home' for Mt Seymour program
- Summer Neurodiversity Camp with Grouse - did not get off the ground
- see ED report

Major Financial Supporters to VASS (\$3,000 or more)

Craig H. Nielsen Foundation - \$ 42,276
British Columbia Gaming Grant - 31,000
Lululemon - 21,236
ViaSport - 15,000
Unity for Autism - 10,000
Grant Thornton - 7,500
Honda - 5,120
ICBC Community Engagement - 5,000
West Vancouver Foundations - 4,500
District of North Vancouver - \$4,080
Beem Credit Union - 3,750
Canadian Tire - 3,000

Season Challenges

- Demand for our programs fills up immediately and exceeds our capacity
- Demand for CADS Instructor training exceeds our capacity
- Consistent attendance of instructors/students
- Retention of trained instructors
- Summer Camp with Grouse - did not start early enough to organize
- Uniforms

Looking Forward

- See 2025/26 Strategic Plan & ED Report

Respectfully submitted,

Anne Bethune
VASS President



VANCOUVER ADAPTIVE SNOW SPORTS

TREASURER'S REPORT - YEAR ENDED AUGUST 31, 2025

2024/2025 FINANCIAL SUMMARY

2025 was a very successful year for VASS both from an operational and financial perspective. We enjoyed good snow and a full ski season in 2025 and as a result membership fee revenue increased from 2024 which suffered from a temporary suspension of ski activities due to lack of snow. Furthermore, fundraising efforts were more successful in 2025 with donation, grant and other fundraising activities all up from the previous year. As a result, total revenues recognized in the 2025 financial statements increased by \$61,994 or 24.7% to \$312,469 (2024 - \$250,475). A detailed assessment of the change in revenue is included in a subsequent section of this report.

Total expenses incurred in fiscal 2025 were \$302,005 (2024 - \$244,735) which represented an increase of \$57,270 or 23.4% over the prior year. The largest expense increase was seen in salaries and wages, which was a result of our operations manager now working full-time for VASS. A detailed assessment of the increase in expenses is included in a subsequent section of this report.

As shown in the table below, VASS' cash and investments balance increased by \$53,142 over the prior year. VASS finished the year with a cash and investments balance of \$356,941 (2024 - \$303,799). VASS' cash and investment balance remains strong, and the organization is well prepared for the upcoming 2026 snow sports program and beyond. Below is a comparative reconciliation of the 2025 financial results from the accounting basis used in our financial statements to a cash basis:

Financial Summary (all amounts in CAD \$)	Year Ended Aug 31, 2025	Year Ended Aug 31, 2024
Total revenues and other income	\$ 312,469	\$ 250,475
Expenses	(302,005)	(244,735)
Excess of Revenues over Expenses	\$ 10,464	\$ 5,740
Add: Amortization of equipment	39,270	27,627
Add: Deferred contributions for equipment	42,276	59,000
Less: Amortization of deferred capital contributions	(14,344)	(4,780)
Less: Capital expenditures	(33,434)	(15,792)
Less: Deposits made for future capital expenditures	-	(140,000)
Adjust for Change in Non-Cash Working Capital	8,910	29,804
Increase (Decrease) in Cash and investments	\$ 53,142	\$ (38,401)
Cash and investments at Beginning of Year	\$ 303,799	\$ 342,200
Cash and investments at End of Year	\$ 356,941	\$ 303,799

2024/2025 REVENUE SUMMARY

On a cash basis, grants for program and equipment funding received in 2025 amounted to \$156,078 (2024 - \$155,109) which represented an increase of 1% over 2024 and 33% over 2023. However, this translated to a more significant increase in grant revenue recognized on an accounting basis in our financial statements. This is due to the fact that for accounting purposes we are not permitted to recognize revenue from capital grants when these funds are received but rather over time as the equipment purchased with these funds is used. So, there is a fairly significant delay in when we receive capital grants and when these are recognized as revenue in our financial statements. Speaking of capital grant projects, a highlight of the 2025 fiscal year was the acquisition of our mobile trailer facility that is based at Mount Seymour Resort and the completion of a new instruction application.

Several of the grants received in 2025 related to program funding for 2026 as well as capital grants for equipment that has yet to be purchased and used and thus these have been reported as deferred contributions in the financial statements.

Fundraising revenue in 2025 of \$80,547 (2024 - \$72,843) increased compared to the prior year. Fundraising revenue increased for all of the events that were held in 2025 with the largest increase over the prior year coming from the VASS-a-thon event, followed by our online auction and then the movie night event.

Fortunately, a better snow season resulted in more programming being provided in 2025 as compared to 2024 which translated to an increase in membership and program fees over the prior year.

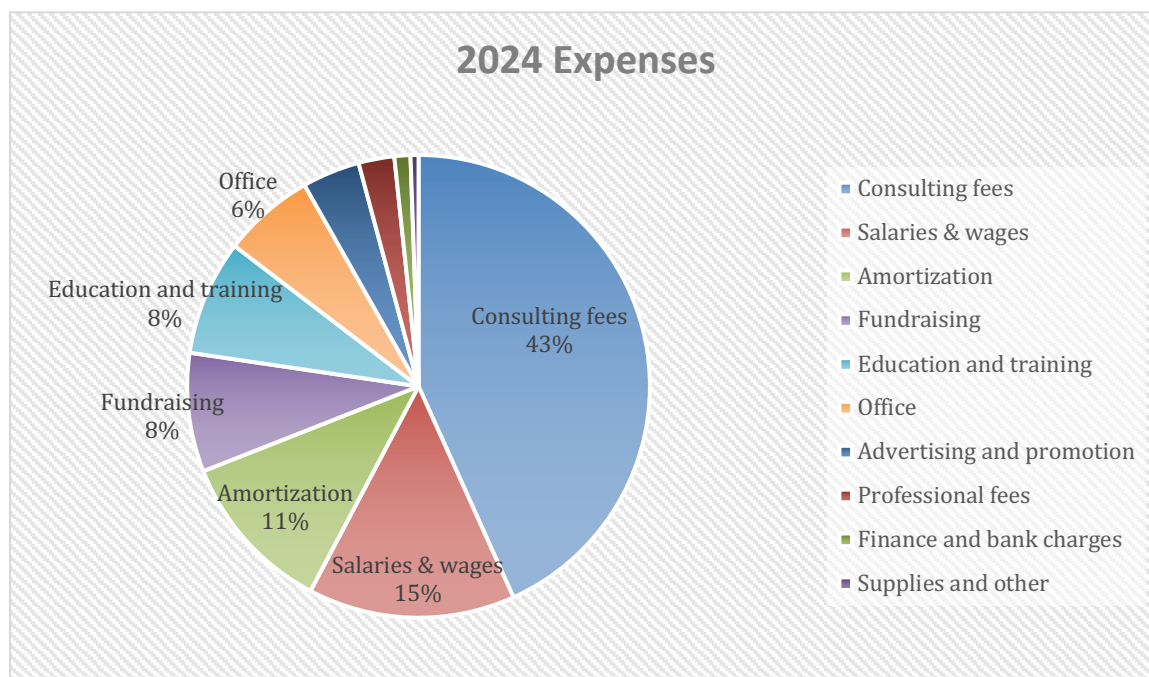
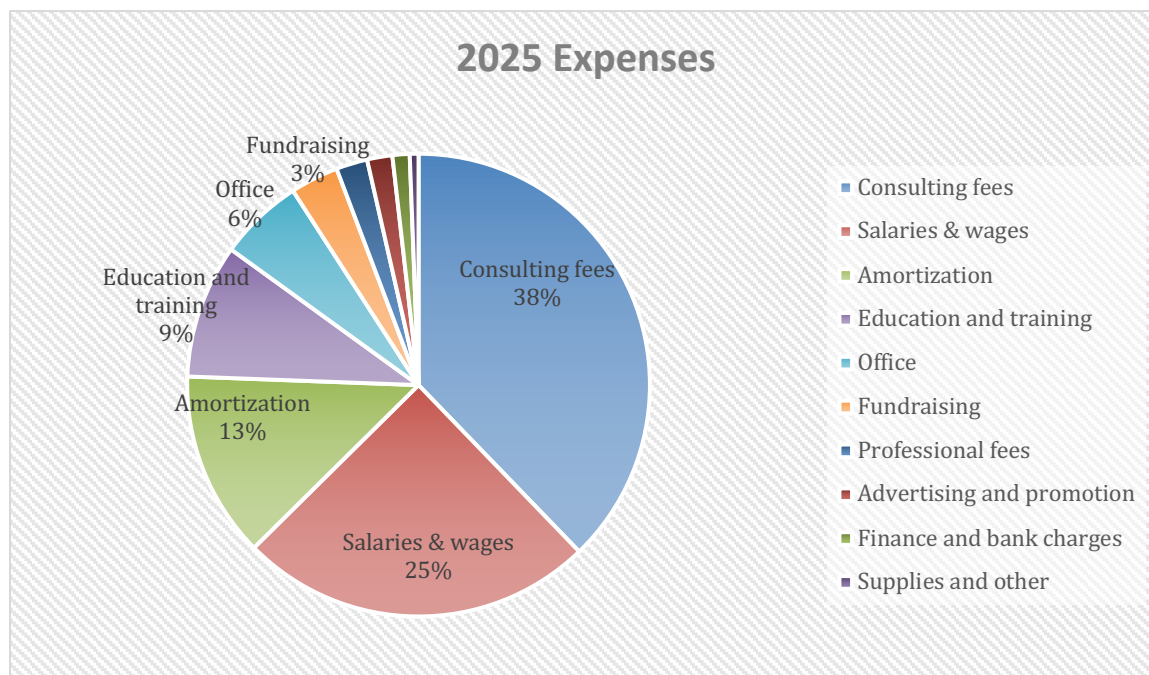
Total Revenues by Major Category	Year Ended Aug 31, 2025	Year Ended Aug 31, 2024
Donations and grants	\$ 158,081	\$ 119,759
Fundraising revenue	80,547	72,843
Membership and program fees	68,916	50,787
Interest income	4,846	6,999
Foreign exchange	79	87
Total Revenues	\$ 312,469	\$ 250,475

During fiscal 2025, VASS received significant donations from many organizations. Below is a list of VASS' Key Financial Supporters who provided funding of \$5,000 or more.

Key Financial Supporters (donations and grant funding of \$5,000 or more)	
Craig H. Nielsen Foundation	\$ 42,276
British Columbia Gaming Grant	31,000
Lululemon	21,236
ViaSport	15,000
Unity for Autism	10,000
Grant Thornton	7,500
ICBC Community Engagement	5,000

2024/2025 EXPENSE SUMMARY

A breakdown of VASS' fiscal 2025 and fiscal 2024 expenses are illustrated in the charts below:



Consulting fees, salaries and wages, and education and training constituted the bulk of the cash expenses for VASS in 2025 and 2024. Amortization, while a significant accounting expense, is a non-cash item and thus did not have an impact on the organization's cash resources.

CONCLUSION

In conclusion, 2025 was a very busy and successful ski season from both an operational and financial viewpoint and there are plenty more good things to come in 2026.

Thank you to the Board Directors and all VASS stakeholders for your ongoing support!

Respectfully submitted,
Tom Gillespie – Treasurer

(Please see appendix for 2025 financial statements)



VANCOUVER ADAPTIVE SNOW SPORTS

OPERATION'S REPORT - YEAR ENDED AUGUST 31, 2025

OVERVIEW

We experienced a very typical season, with the core of the programming being delivered over a 6-week period. We have continued to grow, reaching a new high 650 volunteer instructors and delivering more than 1900 lessons to over 350 unique students, resulting in a banner year for VASS. Notably, we also saw a record low number of precipitation days in January in 2025 (only ten days). As environmental conditions become increasingly variable and unpredictable, being proactive in our planning will remain a priority and will inform our strategic long-term planning.

Grouse Mountain introduced a new gondola to the mountain, which resulted in most cases, a quieter and calmer experience for our students. Although the gondola cars do not have interior lights, this was easily overcome with a phone screen when needed. The new gondola cars are wheelchair accessible and Grouse Mountain personnel were very accommodating and supportive by storing the students' wheelchairs in their control room. The gondola landing is significantly closer to our yurt, and is stair-free, which is a notable operational improvement for VASS.

PROGRAMMING

In total, we ran 23 specific programs, listed below. We moved the All-Mountain Blue Streaks Program from Sunday afternoons to Thursday nights, with great success. Volunteer availability was significantly improved with this new time slot, and we were able to increase the number of participants. This change also resulted in easier parking and drop-off logistics at the base.

We also split the Saturday Seymour Sit Ski program into two programs (morning and afternoon) to create distinct volunteer offerings for increased enrollment. As a result of this success, we will continue with this format this coming season.

The most exciting addition this season was the creation of a new home for VASS at Mt Seymour. Our trailer is a fully accessible base of operations, designed specifically for sit skiers. One of the best features is the lift-and-lower system that creates an extremely low-angle ramp for safe and easy access in and out. We now have a visible, dry, and safe dedicated space for both volunteers and participants. A sincere thank you to Mark Davison and Bryce Eyton as we continue to learn from this first season of use and continue VASS-proofing the trailer for years to come.

List of Programs

Monday Night Grouse Learn to Snowboard	Saturday Grouse Blue Streaks RACE SNOWBOARD TRAINING
Tuesday Night Cypress Intermediate Ski	Saturday Morning Grouse Learn to Ski
Tuesday Night Grouse ASD Learn to Ski	Saturday Mt Seymour Sit ski Mornings
Wednesday Afternoon Grouse DEAF SPORTS Group	Saturday Mt Seymour Sit ski Afternoon
Wednesday Night Grouse Learn to Ski	Sunday Afternoon Grouse Blue Streaks All Mountain
Wednesday Night Mt Seymour Learn to Sit ski	Sunday Morning Grouse Learn to Ski
Thursday Night Grouse Blue Streaks SKI PRACTICE ONLY	Sunday Morning Grouse Learn to Snowboard
Thursday Night Grouse Blue Streaks SB PRACTICE ONLY	Family Program NEVER SKIED OR SNOWBOARDED
Thursday Night Grouse Blue Streaks All Mountain	Family Program SKI AND BOARD AT A GREEN LEVEL OR BETTER
Thursday Night Drop-Ins (pilot)	Peer-to-Peer Program
Saturday Grouse Blue Streaks RACE SKI TRAINING	TETRASKI PRIVATE Drop-In Lessons
	Drop-in Lessons



Figure 1 and 2: Interior and Exterior of Trailer

CLOSING REMARKS

We remain committed to honouring the legacy of VASS, while continuing to forge ahead with new technology, equipment, and program models to enable more people to access mountain sport. We aim to continue to strengthen adaptive sport accessibility across the Lower Mainland and beyond.

VASS is also exploring new ways to expand our impact within our communities. This summer, we piloted a summer camp program to assess viability. In partnership with Grouse Mountain, we are continuing to explore this path to ensure equal and equitable access to the mountains. Specialized neurodiversity training was delivered to both existing summer camp teams and snow school programs at Mt Seymour and Grouse Mountain. We also supported Mt Seymour by assisting in an accessibility review focused on wheelchair accessibility. A special thank you to Angie Meyer, who joined me in that review and ensured that we were approaching from a position of lived experience and authenticity. This work will continue – there is more ahead of us.

The VASS community is made of a remarkable tapestry of volunteer instructors, program coordinators, participants, Board Directors, community partners, and supporters. To each of you, I offer my sincere thanks. Together, we embody and uphold the VASS values: **I DO. I GIVE. I GROW. I AM SAFE. WE ARE VASS.**

Respectfully submitted,
James Peters - Executive Director



VANCOUVER ADAPTIVE SNOW SPORTS

HUMAN RESOURCE REPORT - YEAR ENDED AUGUST 31, 2025

OVERVIEW

Over the past year, the VASS board and employees came together to develop a Strategic Plan to effectively guide the organization over the next three years.

Key HR Focus areas:

- Increase board participation in VASS organizational development activities.
- Create a process for managing annual events to better support our ED
- Identify clear goals for enhancing training and leadership development

THE TEAM

We are pleased to renew contracts for VASS employees for the 2025 – 2026 season:

James Peters – Executive Director

Alex Cavanagh – Operations Manager

Sarah Abbott – Grant Writer

Alison Scholefield – Accounting & bookkeeping support & training

PERFORMANCE MANAGEMENT

- In the 2024 – 2025 season, established a full cycle performance management process for VASS that included goal setting and year-end performance reviews for VASS employees.
- With the development of a Strategic Plan, performance goals are tied to the strategic goals of the organization and will be reviewed on a regular basis with the board.
- Includes development of SOP's for key positions in the organization to improve the operational sustainability of VASS.

CONCLUSION

Vass continues to move in a strong direction, and as we continue to grow, ensuring we have strong systems and strong people will lead us to many more years of success.

Respectfully submitted,
Bryanna Moroney - HR Board Member