



SKI NB

Annual General Meeting
October 19, 2025
Fredericton Inn, Salon B & Zoom

MINUTES

Attendees:

Mike Bacon – CMRC - zoom
Clarence Bennett – Director Ski NB (PMRC)
Marc-Antoine Berube – Director Ski NB (MFRT)
Michel Bois – Director Ski NB (MFRT)
Julie Bois – MFRT
Amy Brennan - PMRC
Julie Couturier – MFRT
France Daigle – MFRT -zoom
Pierre Daigle – Director Ski NB (MFRT)
Erik de Jong – President Ski NB (CMRC)
Bruno de Passille - CMRC
Mark Derrah – CMRC
Dan Doherty – PMRC
Sarah Doherty – PMRC
Jeff Ellis – Director Ski NB (PMRC)
Ben Kaley – Vice President Ski NB (CMRC)
Brad Lashley – Ski NB
Joel Lee - PMRC
Michele Leger - Ski NB
Angus MacDonald - PMRC
Carla MacNeil – Executive Director Ski NB
Mike MacNeil - Poley
Marla Pisegna – Director Ski NB (CMRC) - zoom
Justin Roherty - CMRC
Jason Russon – CMRC
Stephanie Russon - CMRC
Alex Viens – PMRC

1. **WELCOME AND CALL TO ORDER:** President Erik de Jong called the meeting to order at 10:12 AM.

2. **QUORUM:** It was determined that a quorum was present.

3. **APPROVAL OF AGENDA:** *M/S (Clarence Bennett/Amy Brennan) that the Agenda be approved.*
CARRIED

4. **APPROVAL OF MINUTES:** *M/S (Jason Russon/Michel Bois) that the minutes of the October 20, 2024 Annual General Meeting be approved.*

CARRIED

- a. There was no business arising from the minutes.

5. REPORTS:

PRESIDENT’S REPORT: Appendix I. President Erik de Jong presented the report. No questions were raised.

TREASURER’S REPORT: Appendix II. Carla MacNeil presented the Treasurer’s report and draft Financial Statements. No questions were raised.

Carla MacNeil presented the 2025_2026 draft annual budget. No questions were raised.

EXECUTIVE DIRECTOR’S REPORT: Appendix III. Carla MacNeil presented the Executive Director’s report. No questions were raised.

ATHLETIC DIRECTOR’S REPORT: APPENDIX IV. Brad Lashley presented the Athletics Report. No questions were raised.

M/S (Marc-Antoine Berube/Ben Kaley) that all reports presented be approved.

CARRIED

6. **BYLAW AMMENDMENTS:** Clarence Bennett, Chair of the Governance and Nominations Committee presented the proposed changes. Clarence explained the purpose and responsibilities of the Governance and Nominations Committee. There was also a question as to how widely the open positions were communicated. Carla responded that there were several communications via email to membership as well as postings on socials. The Committee will begin the board recruiting process much earlier. Clarence explained that the bylaws don’t need to contain a clause to explain the process for board member selection. A question was raised regarding the removal of the voting process. Clarence explained that all applications for open positions will go to the Governance & Nominations Committee to be vetted.

M/S (Jeff Ellis/Amy Brennan) that the proposed changes be approved

CARRIED

7. **ELECTIONS:** Clarence Bennett discussed the board skills matrix which is the basis of evaluating and selecting board members. A question was asked about the transparency of the selection process and Clarence responded that the skills matrix will be available on the Ski NB website. A question was also asked about gender balance on the board. Clarence and Carla commented that it is very difficult to secure female board members. A suggestion was made that the matrix include Diversity which will be added. Clarence presented the selected candidates for election – Angus MacDonald (PMRC) and Stephanie Russon (CMRC).

M/S (Marc-Antoine Berbue/Bruno de Passille) that the proposed candidates be approved

CARRIED

Clarence Bennet then recused himself. President de Jong announced that he is stepping down and presented Clarence as the nominee for President.

M/S (Michel Bois/Alex Viens) that the proposed candidate be approved

CARRIED

8. **AWARDS:** President Erik de Jong thanked the retiring Directors for their service and contribution.
- Jeff Pike (PMRC)
 - Ben Kaley – Vice President (CMRC)

President Erik de Jong also presented awards to the following:

- Ski NB Official of the Year – Christian Duguay (MFRT)
- Ski NB Coach of the Year – John Teague (CMRC)
- Ski NB Volunteer of the Year – Renee Williams (PMRC)

Clarence and Carla thanked Erik for his time as President and welcomed him to the Past President role.

9. **NEW BUSINESS:** There was no new business raised from the floor.
10. **DATE FOR NEXT MEETING:** The next Ski NB annual meeting will take place on October 18th 2026.
11. **ADJOURNMENT:** *M/S (Angus MacDonald/Alex Viens) that the Ski NB Annual Meeting be adjourned at 11:15 AM.*



President's Report Ski NB AGM 2025

Thank you for attending the 2025 Ski NB Annual General Meeting. I would like to extend a special welcome to Greg Evans, our Sport Consultant from the Province's department of Sport & Recreation, Mark Newton Senior Manager, Para-Alpine Domestic Programs and Pathways at Alpine Canada and Nick Kawasniak – Head Coach Alpine Ontario Para-Alpine Ski Team.

I am excited to share the progress and achievements that have been made over the past year. Our commitment to fostering a vibrant ski racing community continues to drive our initiatives and events.

We've executed on several of our Strategic Priorities through the successful implementation of our FIS and U16 Performance Programs. A Governance & Nominations Committee was established to guide the organization, review policies and secure new board members. Another key priority is increasing our financial strength through new external revenue streams. Finally, Ski NB made strategic investments in equipment – both fencing and gates, with the long term goal of being able to provide safety fencing to each of the clubs for use throughout the season. In addition, we are donating our existing non-FIS gate inventory to clubs.

From an on-snow perspective there was strong attendance at all of our camps which provided training opportunities for U10 and up as well as crucial coach development and mentoring.

All clubs had very successful races, again with strong attendance. We had to pivot at the start of the race series as a result of the lift issue at Mont Farlagne. I would like to thank the Mont Farlagne and Poley clubs as well as the resorts in supporting the changes. The coaches that attended the U10-12 Tech camp at Mont Farlagne were very agile and creative when Edmundston was hit with a widespread power outage and extremely cold weather. They pulled off a great camp! Unfortunately Ski NB had to cancel our FIS race due to warm temperatures, however, its back on for this season.

We have a strong coaching team across our clubs working as one unit to coach all athletes at our Ski NB events. The coaching team came together at the end of the season to discuss how to enable our athletes and coaches to become even stronger this season.

From a board perspective I would like to say a sincere thank you to all board members for their hard work and dedication to ski racing. Your passion and commitment are the backbone of our success.

This year we're also saying goodbye to two board members – Jeff Pike from Poley Mountain, and Ben Kaley from Crabbe. I want to express my appreciation to both of you for your contributions and commitment to Ski NB and our sport.

In closing, I am excited about the future of Ski NB and confident that together we will continue to foster a successful ski racing community. Thank you for your ongoing support and commitment to our athletes.

Sincerely,

Erik de Jong

President – Ski NB

Appendix II



Treasurer's Report Ski NB AGM 2025

Ski NB continues to be in a stable financial position, supported by a combination of strong partnerships and prudent management. We have continued to receive grants that support a wide range of projects, and our core government funding has once again increased. This ongoing support allows us to deliver quality programs and services across the province. We would like to extend our sincere thanks to the Province's Department of Tourism, Sport & Recreation for their continued confidence and investment in our organization.

This year, Ski NB also received a three-year grant from the Canadian Ski Instructors' Alliance (CSIA), which provides direct support to our performance programs. A sincere thank you to Brad and Michele for their work in securing this important funding.

While our national events experienced a financial loss, this was offset by positive results from our camps, which helped balance overall operations. Ski NB also invested approximately \$16,000 in equipment used for club races and Ski NB events—an investment that enhances safety, efficiency, and event quality.

From an operations perspective, there was an increase in staff salaries and some unexpected expenses. We now have three staff positions, which strengthens our capacity to deliver on our strategic priorities and provide greater support to athletes, coaches, and clubs.

It is important to note that 98% of Ski NB's cash and short-term deposits are restricted for specific purposes, including performance programs, planned investments in fencing and gates, the 2027 Canada Winter Games reserve and an operating reserve.

Overall, Ski NB finished the fiscal year with a small loss which is well within general expectations for small non-profit organizations.

In closing, I want to extend thanks to everyone who contributes to the financial and operational success of Ski NB. Your continued support allows us to grow the sport and strengthen our programs for the future.

Regards,

Carla MacNeil

Executive Director – Ski NB



Executive Director's Report Ski NB AGM 2025

I would also like to thank everyone for attending this year's AGM and welcome and thank Greg Evans for his continued support. This past season saw many changes and new initiatives which I was excited to be involved in.

In terms of overall membership we are back to pre-Covid numbers (well 96% of pre-covid) which took much longer than anyone anticipated, however, all sports have experienced the slow return. The U8-U10 category now renamed from Snow Stars to Strive/Acencion by Alpine Canada has seen strong growth since 2023. I believe that is a result of both the "Try it/Festival" events made possible by funding from the department of Sport & Recreation and a strong partnership with the resorts and their Snow School programs. Those programs are a feeder to the race clubs.

The overall ratio of female to male athletes is strong at 48%. This growth can be attributed to our Girls Fast Forward initiatives for the past two years largely funded by the Go NB grant.

We've also had growth in our general membership (non-athletes) since 2023, with Coach and Officials numbers continuing to grow. As you know it is critical to keep that trend going as we would not be able to run our sport without the volunteers, officials and coaches. I thank everyone who contributes in those roles.

In addition to government funding and sponsorships/fundraising our initiatives are also funded by race fees and athlete fees. Those fees are allocated across three areas – athlete support at 43%, race support at 41% and coach support at 16%.

This season Ski NB is introducing a Partner Program which Brad will discuss and this afternoon will see the launch of an ongoing fundraiser which will support our provincial programs and provincial teams.

From an operations perspective we will be making some minor updates to our website the most exciting being an interactive calendar which will contain links for registration and notices for all events. We will also be issuing two to three member newsletters this season.

As we look ahead to the coming season, I'm confident that our collective efforts will continue to strengthen our programs, support our athletes and coaches, and grow our sport across the province. Thank you to our board, staff, volunteers, parents and partners for your continued commitment.

Regards,

Carla MacNeil

Executive Director – Ski NB

Appendix IV



Athletic's Report Ski NB AGM 2025

I would also like to thank everyone for attending today. I want to personally thank the ski community in New Brunswick for the wonderful welcome that I received when joining Ski NB and moving to New Brunswick. It is truly a community.

U10-12 Tech camp – this was an extremely challenging camp. Not because of the camp format but rather due to unforeseen issues. The athletes demonstrated their resiliency when faced with extremely cold temperatures and several power outages. Everyone present showed their willingness to adapt – athletes, coaches, parents and the resort. Mont Farlagne was very accommodating. Parents stepped up and supported wherever they could.

Girls Fast Forward camp – was very successful and had very high attendance with 55 athletes. Unfortunately the timing was just prior to the Wentworth race so some of the older athletes didn't attend. There were 14 female coaches in attendance which was a great development opportunity. I want to thank all of the coaches for creating a wonderful positive experience for everyone. The athletes had the opportunity to see these female coaches in action who serve as role models for them.

High Performance Program – the U16 and FIS programs saw tremendous success and growth. Coaches witness the development of the athletes mentally and physically. I want to thank John and Walter Teague for their leadership with these athletes. Some U14 athletes also had an opportunity to train with the U16 group. I look forward to continued development of this program this coming season.

U16 Easterns at Collingwood – the NB team had a contingent of 18 athletes with a quota of 20. The athletes demonstrated improvement over last year, remaining only 7-8 seconds off the pace of the winning time. They closed gap by 4-5 seconds which is an excellent progression and proves that the Performance Program is working. The highlight for the team was receiving the Bronze medal in the Team Dual Slalom. Congratulations to all.

U14 CanAms – the athletes did very well given the conditions that they faced. Again they demonstrated resilience and stepped up to very nasty weather. The most extreme was the day that the track was literally a sheet of ice and the Ski Patrol refused to provide services. Needless to say everyone had to pivot again. Overall the event provided a great experience for the athletes.

New Brunswick Performance Pathway Initiative (NBPPI) – this program is run by the Canadian Sport Institute Atlantic (CSIA) and offers grants to PSOs to establish performance programs. Ski NB has received a three year grant for this program. Last year focused on the U16 group as the rollout for year one. We will focus next on growing our FIS program which is not limited to a quota or selection intake. This season will also see a U14 program being launched.

Lastly I want to thank the coaches in our community who many are parents as well. They are a very professional, dedicated and committed group. They continue to demonstrate their coaching expertise, willingness to learn and desire to improve our athletes.

In closing this was a spectacular athletic year for all of us. I'm excited to work with everyone on the many programs and projects for the coming season.

Regards,

Brad Lashley

Athletic Director – Ski NB