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October 2, 2017

BCAS BOARD OF DIRECTORS ANNOUNCES DEPARTURE OF CEO

From Nigel Collett, President & Board Chair, BC Adaptive Snowsports

It is with a mix of sadness and gratitude that the Board of Directors of BC Adaptive Snowsports announces Wayne Leslie's departure as Chief Executive Officer, effective October 20, 2017. Since 2013, Wayne has played a critical role in the development and success of the organization, and while we will miss him, his leadership and vision, we wish him the very best in his new endeavor as the Executive Director of the Down Syndrome Research Foundation in Burnaby, BC.

We want to thank Wayne for his 4 years of dedicated service which involved many significant accomplishments, including:

- Development of a transformative new strategic plan focused on re-branding, fund development diversification, advocacy and increasing services for participants and volunteers.
- Leading the organization through a comprehensive review by the Provincial Government resulting in BCAS being awarded the highest possible ranking.
- Implementation of extensive fund development strategies to diversify and more than double self-generated (non-government) fundraising revenues.
- The creation and successful development of the annual Black Diamond Gala, which is now the organization's largest single fundraising event.
- Development of a strong team environment for staff and volunteers. Establishment of a Senior Leadership Team model to improve staff input and collaborative decision making. Restructuring of volunteer operational committees to improve volunteer participation in strategic decisions.

Over the coming months, we will be conducting a search to find the new BC Adaptive Snowsports CEO. During this transition period, Jason Campbell, currently our Director of Fund Development, will serve as interim-CEO. It is our priority to find the best individual to lead, while still maintaining a stable and effective organization.

Again, we cannot thank Wayne enough for the dedication, leadership, passion and motivation he has given BC Adaptive Snowsports over the past four years. He will be greatly missed by the staff, Board, BCAS members and partners alike. We look forward to following the success of his career and are





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hopeful and excited for the next chapter of BCAS as we continue to support our community and our important work.

Sincerely,

Nigel Collett, President

From Wayne Leslie, CEO, BC Adaptive Snowsports

After four wonderful years with BC Adaptive Snowsports, I recently submitted my resignation to the board in order to pursue new opportunities. While I have a mix of emotions as I move into this next chapter of my career, as the new Executive Director of the Down Syndrome Research Foundation, I will be able to continue in the work that has become so important to me: helping children, youth and adults with disabilities.

I leave with a tremendous amount of pride and appreciation for not only what I have achieved but knowing that I have forged wonderful bonds with my staff and our many volunteers. They are among the very best I have had the privilege of working beside. I hope each found their time working with me equally rewarding. I enjoyed the opportunity to work with so many whose dedication and vision for the organization and its mission inspired me to be an even more dedicated and visionary leader. I see similar capable, dedicated, hard-working contributors in my new organization.

I depart with the knowledge that I leave BC Adaptive in much better condition than I found it. I am hopeful continued movement of the board and organization along the new path we charted together will lead to achievement of the goals set out in our strategic plan and see BC Adaptive through to the next level. I am saddened I will not be able to share in that success, but confident it will have an amazingly positive and significant effect on the lives of people with disabilities. I look forward to continuing to support this amazing organization and watching it grow in the years to come.

Thank you again for the opportunity to serve BC Adaptive Snowsports for the past four years.

Sincerely,

Wayne Leslie, CEO

