

Bulimia Anorexia Nervosa Association

Board Meeting October 27, 2025

AGENDA

Item	Person Responsible	Time Allotted
1. Accept Agenda	Kelly	1 minute
2. Accept Previous Minutes	Kelly	2 minutes
3. Matters Arising from last meeting	Kelly	2 minutes
4. President's Report	Kelly	20 minutes
5. Executive Dir Report:	Luciana Rosu-Sieza	20 minutes
5.1 Organization & Staff Updates		
5.2 Ontario Health Updates		
6. Treasurer's Report	Marzena	10 minutes
7. New Business	Board	10 minutes
8. Q&A/Adjourn	Board	10 minutes
9. Next Meeting	Board	November 24, 2025

Meet the Staff & Meet the Board

*Patrick Kelly, Public Relations & Communications
Lead*

4.0 President's Report

President's Report



Executive Director Report

Luciana Rosu-Sieza

Executive Director, BANA

1500 Ouellette Ave Suite 100 Windsor, ON Canada N8X 1K7 P # 519-969-2112 F # 519-969-0227 www.bana.ca

5.1 Organization & Staff Updates

- BANA hired the Prevention Specialist for Hamilton- Lisa Doan. She is starting November 3, 2025
- Report submissions begin for Quarter 1 and 2 (April 1-Sept 30) due end of Oct beginning of November. Intensive Outpatient Program statistics and financials have been submitted to Windsor Regional Hospital- the program is on track to meet the targets.
- In partnership with weCHC and WRH and BANA we have a fantastic mass marketing campaign now- billboards, bus ads, radio spots and experts on call. LOOK OUT FOR THE ADS around the community- images on next page. Our staff Alicia and Leta participated in the first and second segment and Dr. Madigoe (Psychiatrist) will be in the third segment in November

Alicia Regier and Ashley Marchini (Sept 13)

<https://www.iheart.com/podcast/962-experts-on-call-on-am800-154901569/episode/experts-on-call-bana-294137468/>

Leta Scott and Stephanie Soulliere (Oct 4)

<https://www.iheart.com/podcast/962-experts-on-call-on-am800-154901569/episode/wechc-bana-experts-on-call-saturday-october-298553290/>

- Motor City Community Credit Union was on site on October 21 to do a cheque presentation for a \$10,000 donation. Although, we were not successful with the national grant submission (Motor City applied for a large grant on our behalf), the decision on behalf of MCCCCU to move forward and support BANA signifies so much for our team. Rob Griffiths (CEO), Giorje Kaniouras (COO), Sonia Lenhardt (Senior VP) and Costin Beliciu, (VP, Marketing and Community Engagement) attended the cheque presentation and it was shared on both our social media accounts
- BANA continues to work with Windsor Regional Hospital to develop pathway for admissions and discharges. We are exploring options for Dr. Desai to work in the community. Dr. Madigoe (psychiatrist) will be getting a residents at the hospital which will be doing rotations with the eating disorder clinics at BANA and weCHC starting Dec 1.
- I am sitting on a steering committee and subcommittee for a Mental Health Symposium- Connecting our Community which will be held on January 19th- Blue Monday. It is geared towards frontline staff working in mental health and addictions
- HOOPP pension/pay scale increases and potential 4% base funding increase- Staff survey results (next page)
- Strategic Plan- Motion to accept 5 year Strategic Plan (copy emailed and posted on board portal)

HOOPP

1. Did you find the presentation about the HOOPP benefits useful? [Multiple Choice]

Answer Choices	Responses	Responses Percentage
Yes	19	100%
No	0	0%
Valid Count Per Participant	19	

2. If BANA enrolled in the HOOPP benefit, I would... [Multiple Choice]

Answer Choices	Responses	Responses Percentage
Join HOOPP	17	89.47%
Remain with the RRSP Match	2	10.53%
Valid Count Per Participant	19	

3. If BANA enrolled in HOOPP, I would consider the buy back option (buy back time employed with BANA or a HOOPP provider) [Multiple Choice]

Answer Choices	Responses	Responses Percentage
Yes	15	78.95%
No	4	21.05%
Valid Count Per Participant	19	

Bulimia Anorexia Nervosa Association

STRATEGIC PLAN REPORT

2026 - 2030

ADAPTED FROM
MATERIALS PREPARED BY:
WEST83



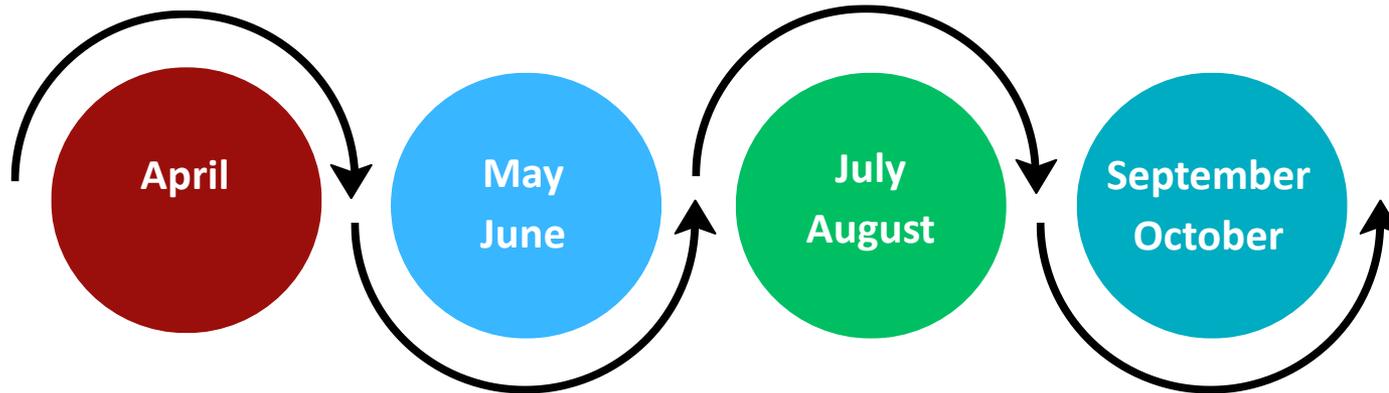
The Process

Environmental Scan

Review of key internal documents and the broader context.

Workshops

Workshopping priorities and goals with the Board of Director and BANA Staff.



Project Kick-Off

Planning meetings with BANA's Board of Directors and Executive Director.

Stakeholder Engagement

Conversations with 25 participants plus 99 survey responses, including the Board of Directors, staff, clients and partners.

Approval

The Board of Directors approves BANA's 2026-2030 Strategic Plan, including priorities, goals, activities and measureables.

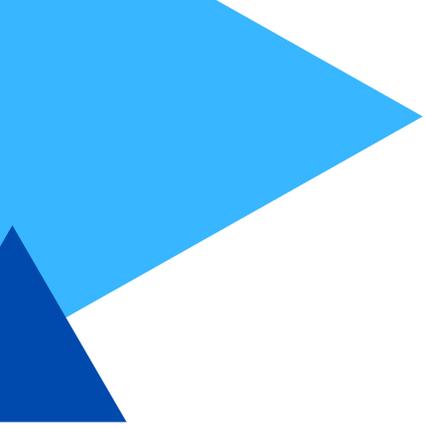
Mission & Vision

Mission

Our mission is to provide compassionate, evidence-based prevention and treatment for eating disorders.

Vision

To be the community's most trusted partner in eating disorder prevention and treatment providing high quality, comprehensive and compassionate care.



Values

- **Dignity, Equity, and Belonging.** We believe in the inherent worth of every person and are committed to care that is inclusive, accessible, and affirming of diverse identities, bodies, and lived experiences.
- **Collaboration and Community.** We work with clients, families, partners, and each other to build a connected, resilient, and holistic continuum of care, rooted in mutual support, shared learning, and collective impact.
- **Client-Centred, Body-Affirming Care.** We respect each individual and honour clients as experts in their own lives. We are committed to transparent weight-neutral care, creating spaces where all bodies are respected, welcomed, and supported.
- **Integrity, Innovation, and Accountability.** We are transparent, responsible, and grounded in best practices, evidence, and professional excellence. We proudly lead, welcome change, and strive to continuously improve systems of care.
- **Confronting Stereotypes.** We actively challenge assumptions about eating disorders and body norms so that all people can access respectful, affirming care.

2026-2030 Strategic Priorities



Strengthen Our Roots



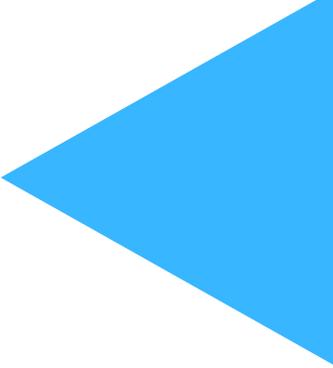
Nurture What Sustains Us



Illuminate Our Impact



Strengthen Our Roots



Objectives:

1.1

- Co-create a positive, equitable, and inclusive culture with BANA's community

1.2

- Invest in our physical space to reflect our full spectrum of care

1.3

- Support our team's growth and development with better tools, structures, and enhanced learning opportunities

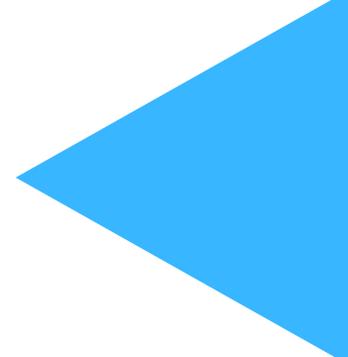
1.4

- Expand supports and address gaps to ensure continued visionary, innovative, and inspiring leadership





Nurture What Sustains Us



Objectives:

1.1

- Explore opportunities for new values-aligned revenue streams and fundraising to ensure long-term financial sustainability

1.2

- Deepen and expand funder, partner, and client relationships to enhance service and foster openness and collaboration across the sector

1.3

- Seek opportunities to advocate for funding and system change





Illuminate Our Impact

Objectives:

1.1

- Share client and program stories in ways that move hearts and systems

1.2

- Leverage our information-rich environment to demonstrate impact and gain new insights



Meet
THE TEAM
Monday



Angela

**EATING DISORDER
PREVENTION
SPECIALIST**

ABOUT

Name: Angela Rozema (She/her)

Job Title: Eating Disorder Prevention Specialist, RP (Registered Psychotherapist)

Favourite part of my job: Supporting community partners and schools in becoming body inclusive and watching them thrive!

Favourite Mental Health resource(s): www.brightbites.ca which offers practical food neutrality suggestions and information (especially for educators but useful as a parent or for those who care for children/youth as well)

Mindshift: CBT for Anxiety, originally designed by Anxiety Canada it helps teach practical relaxation techniques, ways to change thought patterns and is free.

Fun fact: When I was younger, I was heavily into the arts - drama, playing music, singing etc. Now I sing just for fun!



Anything is
Paw-sible

when you
Be Yourself

Team BANA recognizes the
**National Day for
Truth and
Reconciliation**

#everychildmatters
www.bana.ca

Thank You

Motor City
community credit union

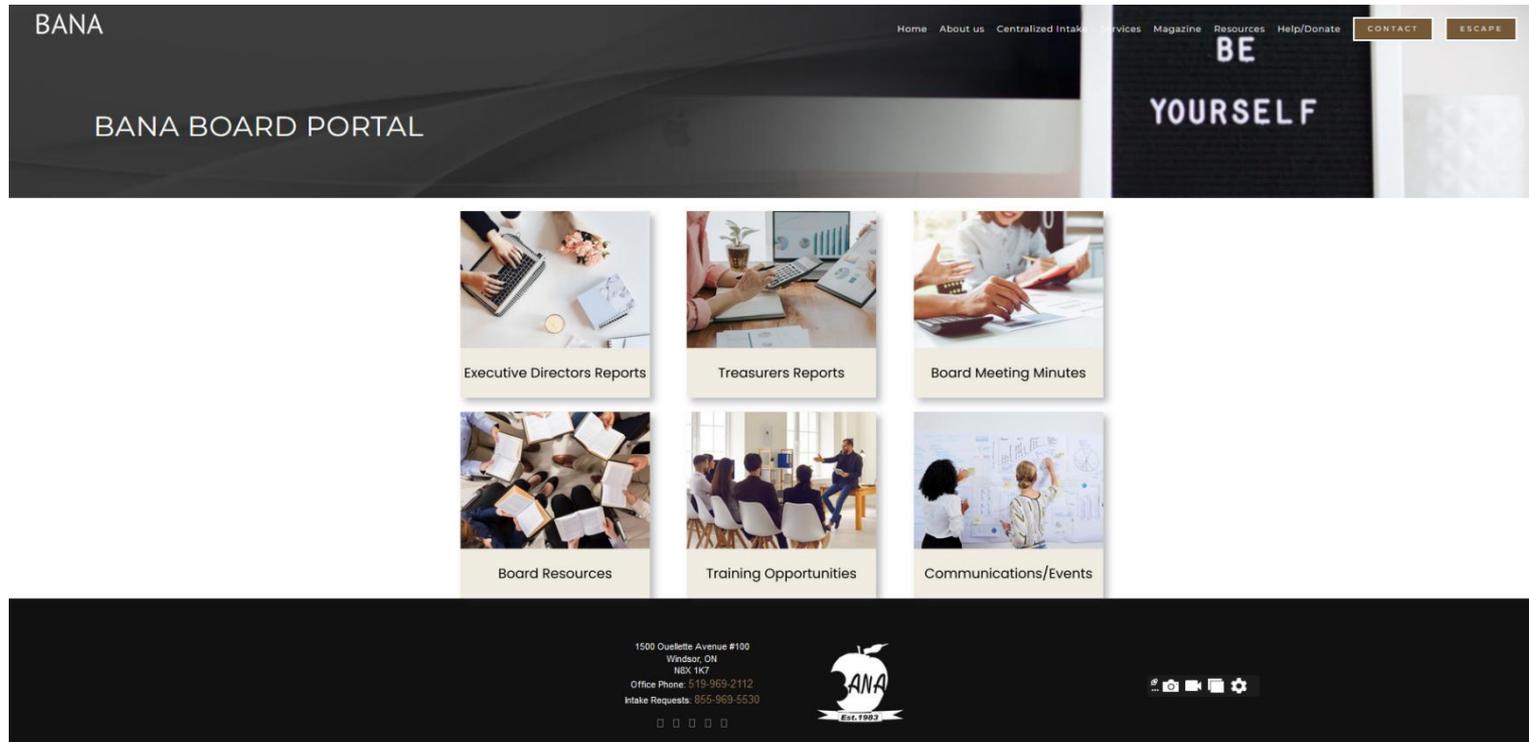


**Bulimia Anorexia
Nervosa Association**

FOLLOW US
@BANAWINDSOR
519 989 2112
BANA.CA

Be Yourself
www.bana.ca

BOARD PORTAL



Instructions:

1. Go to www.bana.ca/boardportal
2. Enter password- BANABoard@ (case sensitive)
3. Click and open any of the folders

You will be able to find all reports, minutes, communication and resources in the portal

Clinical Report- Sept 23-Oct 24

Outpatient:

- In person appointments: 75
- Virtual appointments: 154
- Consultation: 2 hours per month with Dr. Masson for RSW's and consultation with Dr. Debbie Wilkes-Whitehall.
- All staff can connect with Psychiatry during monthly rounds.
- Wait list is currently 23 - average time waited for treatment is 7 months
- RSW Sara Dalrymple's employment ended September 26th.
- RSW Heather Leblanc is transitioning back into her full-time outpatient role as of August 2025 (Mat leave contract completed in IOP)
- A new round of Body Image Group started as of September 18th -this will run for 13 weeks with another group being offered this winter.
- Treatment for ARFID is starting on the outpatient side. RSW Heather is mentoring RSW Kayla in the treatment protocol. They are currently working with 2 clients diagnosed with ARFID together.

IOP :

- RSW's receive 2 hours of consultation per month from Dr. Masson
- NP has consultation with Dr. Debbie Wilkes-Whitehall and Dr. Madigoe (Psychiatry)
- All staff can connect with Psychiatry during monthly rounds.
- RSW Shaina Thompson returned from her maternity leave (3 days/wk in August - full time resumed September 8th) Transition back is going well.
- Registered Dietitian - employed by weCHC will be going on maternity leave as of November 17th. WeCHC has had difficulty filling the contract position and thus we do not have an RD to fulfill the roll as of yet. weCHC plans to re post the position as a part time position with hopes of boosting interest. In the meantime -given the wait list on our outpatient side, BANA does not have capacity to take on all clients in the IOP. RD's Trisha and Nicole will take on the care of the clients that RD Sara is currently working with. Moving forward we will admit clients 20 and older into the IOP program and put a pause on admissions for 19 and under until a suitable RD is hired and onboarded through the weCHC.

Some informal feedback from clients:

Client at the post-treatment check-in noted her gratitude to the BANA clinical team for their support. When discussing treatment, had reported "it was one of the best things I've done for myself". - Referencing IOP

Client shared that having worked with multiple community agencies for mental health concerns, the support and structure of programming at BANA is by far the most supportive and conducive to mental health outcomes. Client noted they "trust and feel safe at BANA" - Referencing Body Image Group

Health Promotions Team Report

Dates: September 22, 2025 - October 24, 2025

Statistics

- Total # of Presentations, Workshops & Sessions: 50
- Total # of Participants: 1501
- Health Fairs: 5
- Other locations: House of Sophrosyne, Problem Gambling, University of Windsor Employee Mental Health Fair, University of Windsor Volunteer Expo, Be Well Expo, Most Precious Blood, WE Serve Seniors

Updates

- HP participated in 50 sessions with 1,501 participants, majority of them taking place in schools and in the community.
- There has been an increased interest in schools requesting presentations for all students. These are booked in individual classrooms over multiple days.
- Lucy and Patrick attended a women's group at Most Precious Blood to discuss BANA and our services.
- Invited back to Be Well Expo & part of the WE Serve Seniors event. There has been an increased need/interest for education and resources for eating disorder as we age.
- Invited to St. Alphonsus to speak about fostering a food neutral environment and food budgeting. Many presentations have been booked recently where food insecurity is a serious issue with attendees. We will be altering this presentation to be more mindful of this.
- Kia from SOAHAC invited us to present with her at their parent's group. It had a wonderful turnout, they were very receptive and had great feedback.
- Due to support from Charyse Pawley at the public board, we have had a significant increase in bookings for the end of the year. We are fully booked until January 2026. For comparison, we had 339 participants in October 2023, 420 participants in October 2024, and 1,501 participants in October 2025.
- Preparation for EDAW 2026 has begun and the HP team has put together an EDAW committee with volunteers to plan the week. A few initiatives already planned:
 - EDAW kick-off with yoga at Lululemon at Devonshire mall.
 - Partnering with local libraries to create a public display of our resources and curated reading lists.
 - Partner with Indigo coordinate for Stephanie to read/sign her book, Editable. The manager of Indigo has agreed to order copies of the book, and we will be able to provide BANA bookmarks to the store to hand out with purchases during that week.
 - Patrick is sitting on the national EDAW planning committee.
 - Requests for illumination locations will be sent out later this year.
 - Health educators will be hosting a virtual Eating Disorders 101 virtual Workshop that will be open to the public.
 - There are a few more ideas in the works, but if there are other suggestions, we are open to feedback.
- Adriana recorded a podcast with Kim Mann discussing Youth Wellness Hub Windsor-Essex and youth mental health. It will be released shortly.
- Adriana and Marisa have begun attending WEAVA meetings to be able to grow our volunteer base more sustainably.
- We are bringing back Meet the Team/Board on social media. We always have great engagement and feedback from this campaign!

5.2 Ontario Health/Partnership Updates

ONTARIO HEALTH

- Windsor Essex Ontario Health Team Partnership Meetings quarterly
- BANA continues to work with Body Brave on the Self-Assessment and Recovery tool. Body Brave has the funding till Dec 31st Solcz Family grant has been spent on extension of contract for RSP. Meeting with Body Brave on Oct 30 to brainstorm ideas for funding
- Intake and Assessment committee and Coordinated Access (a sub-committee of the Mental Health and Addiction table) and Data committee
- Reports for Q1 and Q2 (April 1-September 30) will be due Oct/Nov

6.0 Internal Financial Statement September 2025

Bulimia Anorexia Nervosa Association **Statement of Financial Position** **As of 08/31/2025**

Account Type	Description	Balance
Asset	Petty Cash	100.00
	Bank - Operating Motor City-Sub 1	284,577.54
	Bank - Term D-GIC	40,382.24
	Bank - Term D-Sub 19	44,754.67
	Term Deposit-Sub 18	68,594.33
	Share Account	100.00
	Bank - Bingo	17,838.37
	AR Current - Employee	-17.03
	AR Current - Rebates GST Federal	2,731.38
	AR Current - Rebates PST Provincial	7,170.31
	Prepaid Expenses	6,903.89
	Office Furniture & Equipment	124,154.47
	Leasehold Improvements	<u>20,984.48</u>
		Total Asset:
Liability	Accounts Payable –Current	687.25
	Accrued Current Liab - Audit fees	2,286.00
	Accrued Current Liability _RRSP Benefit	24,708.93
	Accrued Other	304.74
	Due to Receiver General	22,451.89
	Accrued Cur Liab - Salaries and Wages General	53,379.17
	Accrued Health Tax	2,348.20
	Deferred_YQG	6,877.84
	Deferred_Staffing Resources	9,000.00
	Deferred_MED	4,250.00
	Deferred_Children's Fest	26,490.91
	Deferred_Bingo	25,942.87
	Deferred_Magazine	4,774.31
	Deferred_Staff Development	14,300.00
	Deferred_UWSA	1,000.00
	Deferred Grant - EDO-G	130,129.02
	Deferred Capital	57,659.36
Restricted Reserve Fund	<u>14,229.23</u>	
	Total Liability:	400,819.72
Net Assets	Invested in Capital	145,138.95
	Current Year Earnings for Period	39,260.05
	Unrestricted Reserve Fund	<u>33,055.93</u>
	Total Net Assets:	Total Net Assets:
	Total Liabilities and Net Assets:	<u>\$618,274.65</u>

6.0 Internal Financial Statement September 2025

Bulimia Anorexia Nervosa Association						
Statement of Activities						
For the period ended September 30, 2025						
Description	<u>Current Month</u>			<u>Year to Date</u>		
	Actual	Budget	Variance	Actual	Budget	Variance
<u>Operating Income</u>						
Investment Revenue - Interest In	\$64	\$35	\$29	\$3,164	\$3,128	\$36
Funding - LHIN	42,052	42,052	\$0	252,317	252,317	\$0
Pay Master Ministry Of Health	23,416	23,416	\$0	140,496	140,496	\$0
Total Operating Income	\$65,532	\$65,503	\$29	395,977	395,941	\$36
<u>Operating Expense</u>						
ED_BANA S Salaries and rela	64,491	58,717	-5,774	359,133	350,952	-8,181
Total Other Expenses	8,146	8,356	210	50,900	50,816	-84
Total Operating Expenses	72,637	67,073	-5,564	410,033	401,768	-8,265
Operating Surplus / (Deficit)	(\$7,104)	(\$1,570)	(\$5,534)	(\$14,056)	(\$5,827)	\$8,229
<u>Fund Raising, Grants, & Miscellaneous Net</u>						
Donations - Individual/Corporate	756	710	46	3,047	4,221	-1,174
Other Revenue	25	167	-142	10,320	998	9,322
Magazine Revenue	0	0	0	-140	0	-140
Income from FR/Donations/C	781	877	-96	13,227	5,219	8,008
BANA Net -Surplus/ (Def	(\$6,323)	(\$693)	(\$5,630)	(\$829)	(\$608)	(\$221)
<u>Special Fundraising Programs</u>						
Bingo Income	2,624	0	2,624	13,401	0	13,401
Bingo Expense	1,668	0	-1,668	13,920	0	-13,920
Bingo Net Income	\$956	\$0	\$956	(\$520)	\$0	(\$520)
BANA Net S/D after Bingo	(\$5,367)	(\$693)	(\$4,674)	(\$1,349)	(\$608)	(\$741)
<u>Grants / IOP Funding</u>						
IOP Income	54,223	54,223	0	325,338	325,338	0
IOP Salaries & Related OH	47,182	45,750	-1,432	256,646	249,887	-6,759
Total IOP other expenses	5,153	9,781	4,628	47,315	58,689	11,374
IOP Net -Surplus/ (Defici	\$1,889	(\$1,308)	\$3,197	\$21,377	\$16,762	\$4,615
EDO-P Prevention	56,614	0	56,614	331,063	0	331,063
EDO-P prevention Salaries & Re	42,711	0	-42,711	293,918	0	-293,918
EDO-P- Expense	3,141	0	-3,141	17,914	0	-17,914
EDO-P Net -Surplus/ (Def	\$10,763	\$0	\$10,763	19,231.09	\$0	\$19,231
Checking	\$7,284	(\$2,001)	(\$9,285)	39,260.05	\$16,154	(\$23,106)

BANA Board Meeting October 27, 2025

Agenda Item 7
New/Old Business

Agenda Item 8
Q&A

Agenda Item 9

***Meeting:
November 24, 2025***