

**BIAV Board of Directors Meeting
November 8, 2025 9:30am**

Next Board Meeting: February 7, 2026 – 9:30am

Organizational Reports

Executive Director's Report – Dan Reeves

Virginia Brain Health Institute (VBHI) Update: Engaged the law firm, Sands Anderson, to explore options for the organizational structure of potentially adding VBHI concept. Also, the firm investigated risk to our DARS' state contract. From this work, I developed a business plan incorporating the findings. Please find this attached in a separate document for your review along with the supporting legal advice. Additional discussions with Amy Loving from DARS to inform and explore any risk was very helpful. This good relationship with Amy is making a significant difference with this state agency. Amy was in agreement that the VBHI would not negatively impact our contract, and would likely be an eventual support to that work. She also suggested that there could be some state funding for portions of this new work.

Team Update: Nabila Noori was terminated from the Office Amin/Events Coordinator position due to performance issues after a long period of coaching and training. Hilary Cassada was recently hired to fill this position. After the awarding of an additional year to our VDH Domestic Violence grant, the hiring process was begun to add a half-time position as a coordinator of the program. Due to the federal government shutdown, this has been postponed pending the resolution of that situation.

Legislative Update: In collaboration with the Virginia Alliance of Brain Injury Service providers (VABISP), our key partners in our state contracted services, a set of three legislative budget amendments are being proposed. We are attempting to recover the funds that the Governor vetoed last year, along with additional funds to keep pushing forward. Our annual Workforce Retention ask is for \$1.5 million. The Safety Net Strengthen/Expansion ask is for \$1.3 million. A new, proposed budget amendment is being proposed to begin replacing the statewide data system that is antiquated. This is a one-time ask for \$420,000. Patrons have been found for the majority of these amendments. We are awaiting confirmation on a few final considerations. We are ahead of schedule in comparison to previous years with this work.

Along with our budget amendments, we are following the lead of BIAA with a proposed Bill to require insurance carriers to provide services for brain injury care including: cognitive rehabilitation, neurobehavioral therapy, and community reintegration which are proven to restore function and help individuals return to work, school, and independent living. Senator Marsden and Delegate Lopez may work together to introduce this bill jointly. Getting this bill passed would provide resources for many Virginians and not impact premiums significantly, nor the state budget at all.

Executive Director's Development Update: I applied for a Richard S. Reynolds Foundation grant to support Camp Bruce McCoy. The proposal is for \$40,000 for camp. A decision will be made in November. With the help of Anne McDonnell, we reconnected with Thomas Dashiell of the Virginia T. Dashiell Charitable Foundation. They provide funds for only two organizations annually, including BIAV. The typical amount has

been between \$10,000 to \$15,000. This is nearly guaranteed unrestricted income. I will apply by the end of November for their December decision. Thomas was very supportive and is a key annual partner in our work.

I met with Anned Gilson to discuss our development systems and process. As a result of this, we have consolidated our sources of key contacts into our Salesforce CRM system. This has allowed a strategy to be developed for our year-end giving campaign, and for lead follow-up for other donors.

While the annual Charity Golf Classic is a second quarter event, initial calculations have been analyzed. This event produced a 49% net increase over last year thanks to Victoria Kercado’s leadership. We developed a new relationship with MoveDocs as a sponsor. At the end of the event, they were very pleased and asked to be the first considered for next year. I will also continue to present other sponsorship/partnership opportunities throughout the year. This relationship is an example of how one relationship can produce more opportunities. Joseph introduced us to MediVisuals. Annie Miller from MediVisuals introduced us to Kristen Gibbons of MoveDocs. This illustrates the power of connection in our development work together.

2025 Gross Revenue	\$36,875.00
Sponsors	\$20,680.00
Teams	\$11,700.00
Raffle	\$1,775.00
Mulligans	\$2,720.00
2025 Gross Expenses	\$16,711.17
Hole-in-One Insurance	\$180.00
Trophies	\$936.00
Misc. Supplies	\$17.97
Salisbury CC	\$15,577.20
2025 Net	\$20,163.83

2024 Gross Revenue	\$30,075.00
Teams, Sponsors	\$24,300.00
Raffle, Auction, Donations	\$2,895.00
Mulligans	\$2,280.00
2024 Gross Expenses	\$16,553.26
Hole in One Insurance	\$208.00
Misc Supplies - gift bags, tissue, stickers, labels, cardstock, raffle tickets, containers	\$224.49
Country Club	\$14,323.77
Signs	\$217.00
Trophies	\$1,580.00
2024 Net	\$13,521.74

BIAV Development Committee Board Report 11/08/25 - Anne Gilson

A Development Committee meeting was held via “Teams” on Oct 8, 2025 In attendance: Joseph Cantor, Susan Wirt, and Anne Gilson. Anne followed up with other Development Committee members 1:1 via phone.

Joseph’s Update on BIAV & Development:

- RABA Bike event – met our quota of volunteers, will receive their support
- Golf event – 6 new sponsors, new law firm, have 21 teams, max 28 (last year 24)
- Only one of the additional sponsors were from Denise the “non-profit expert fund-raiser”

- New Sponsors: Sheltering Arms, CityWide, Family Support Partners (David Corbin, Board Member), MoveDocs

Development Committee Member Updates

- Susan
- Association Connections: VA Association of Rehab Nurses, attempted to be 1 of small # of non profits, we aren't in the group this year (Friday Nov 7)
- Attempting to connect with other Rehab organizations
- Education & Funding Opportunities:
 - Lewis Gale did a bike helmet event – potentially a consideration for BIAV
 - Known contact with Food & Beverage Manager at Alliance Music venue in Richmond (7500 seats – looking to grow)
 - They may be looking for ideas to connect with local non-profits
 - Beth Masy – Dope Sick (first book) opioid issues, Tom husband, does local PBS events - - potentially getting coverage; hone in our stories, newspaper articles, blog posts, writing a book....Webner was the doctor – this story is very religious....
 - Consider David Stanley's daughter's story...
- Anne Update on activities
- Met with Founder Rich Reinecke at Fahrenheit Advisors
 - Dan now has connection to Roar360
 - We will be invited to monthly meeting to share our story
- Sports Backers – confirmed BIAV will be part of an event in March
- Make-A-Wish – met with Board member, shared fund-raising ideas
- U of R Athletic Development Director* Non-profit Development Leader
- Education & Funding Opportunities
 - RABA thank yous – are we sending any?
 - Post Golf event thank yous
 - Mining the database
- David – ideas about potential fund-raising programs
 - Having walks (or hikes) with participants required to have sponsors
 - Has a connection with NeuroRestorative in his area; will be meeting with him
 - VA Tech Foundation connection (who works for Carillion development) will be having dinner together soon
 - His daughter has shared her story; knows the Worley family well; knows many other families
- Maria – had/has some health issues Objective to reach out to ice rink folks, not been back to ice rink (still a to do)
- Dan Reeves
 - We have an opportunity to educate staff and board on engagement process suggestions
 - Follow-up with community groups: Kiwanis, Rotary Clubs, Elks, Shriners, etc.
 - Consider creation of an advisory board made up of donors, and Brain-injured participants, other stakeholders
 - Create a vision, then a strategy, so that we can create “fundable priorities”

- Mine updated database – maybe help from a college intern (U of R possibility)

Salesforce Database status – Victoria taking the lead to update and clean data. Once data base is up to date, Dan will draft a strategy and execute (who to contact, how to communicate, what to communicate).

Vision/Strategy and “Fundable Priorities”- Anne expressed need for and offered to help Dan and the team design a draft plan. Some items Dan shared:

- Need to define “growth specifics”
- Identify Camp “gaps”
- Concern BIAV has Data gaps – such as the # of brain injured people in VA; and other data
- Potential benefits of Dan’s desire to execute on the *Brain Health Institute*
 - Benefit we get is introductions to deep pocketed people
 - Major donor opportunities
- Covered program gaps – who’s doing what, what else needs to be done
- Engagement campaign – shift from 1100 to 2000 unique individuals served

Treasurer’s Report to the Board – Daniel Klyce

FY26-Q1 Financial Position

Assets as of September 30, 2025

- Total Operating: \$214,717.87
- Total Reserves: \$297,030.29
- Total Assets: \$605,153.35 which is \$104,400.88 less (15%) than this period last year

Income (Year-to-Date)

- Finished Q1 with net revenue of \$41,744.12, which is 113.42% of budget
- Total income (year-to-date) is \$282,759.23 which is 87.06% compared to budget
 - Total restricted income (mostly grants/contracts) is \$220,667.71 which is 79.79% compared to budget
 - Total unrestricted revenue at 131.33% compared to budget for end of Q1:

	Actual \$ (% Budget)			
Unrestricted Revenue	FY26-Q1	FY26-Q2	FY26-Q3	FY26-Q4
Donations	\$8,580 (86%)	-	-	-
Sponsorships/Exhibits	\$27,183 (136%)	-	-	-
Event Registration	\$10,599 (132%)	-	-	-
Membership Dues	\$11,635 (289%)	-	-	-
Total	\$61,698 (131%)	-	-	-

Expenses (Year-to-Date)

- Total expenditures (year-to-date) is \$241,015.11 which is 83.69% compared to budget:

Expenses	Actual \$ (% Budget)			
	FY26-Q1	FY26-Q2	FY26-Q3	FY26-Q4
Salaries	\$133,022 (95%)	-	-	-
Benefits	\$15,379 (77%)	-	-	-
Organizational Expenses	\$5,480 (109%)	-	-	-
Professional Fees	\$33,654 (67%)	-	-	-
Travel	\$92 (4%)	-	-	-
Total	\$241,015 (80%)	-	-	-

Respectfully submitted to the Board of Directors,



Daniel W. Klyce, PhD, ABPP
Treasurer, Brain Injury Association of Virginia

Program Director's Report – Megan Ingram

1st Quarter Update:

- Initial efforts in Q1 centered on detailed planning and collaborating with the team to map out our annual deliverables.
- Secured location and date of 2026 Making Headway conference: March 20, 2026 at VCU Parham Road location. We secured this location free of charge because of a connection made with Jim Segneri from Lightning Strike and Electric Shock Survivors who spoke at last year's conference.
- I&R: We are off to a busy start - when comparing data from Q1 last year, our information and referral calls have doubled what they were last year at this time.
- In Q1 we created a new page on our website dedicated to Survivor Stories - a space to share personal experiences with brain injury, offering a source of hope and inspiration for survivors, caregivers, and clinicians - 7 Speakers Bureau participants volunteered to share their stories to help kick off this new project.

THE VOICE OF BRAIN INJURY

- Our Community Resource and Support Manager, Julia Stankova, spoke about BIAV to a Recreation Therapy class at Virginia State University in September. This was a new connection and a great public awareness opportunity.
- Staff training: Julia participated in Concussion Awareness Webinar and Megan participated in Community Foundation Strategic Planning in Action workshop. Megan continues to participate in Greater Richmond Trauma Informed Care Network bimonthly meetings.
- VCU/CNI Grant partnership continues to move forward where we are assisting their research on addressing discrimination in access to care to achieve equitable health outcomes for individuals with traumatic brain injury. Virtual and in-person focus group interviews started in Q1 and have been going very well. Megan continues to assist with distribution of participant gift cards via Tango.
- Continued year 5 partnership with VDH focusing on screening the domestic violence population for brain injury and building the skills of professionals working in the field to intervene with brain injury supports – monthly check-in emails to partners, answering questions from current partners, pursuing potential new partnerships, monitoring of redcap data, monthly meeting with VDH. Amy and Megan developed and submitted year 6 workplan and budget. This includes the addition of a new part-time staff dedicated solely to this project. Year 6 of the project was projected to start October 1st however, delay in receiving notice of award because of government shutdown.
- Megan, Amy, and Amanda began working collaboratively to create monthly e-newsletter.
- Public Awareness event - RABA Heart of Virginia Bike Festival on September 20, 2025 – was a success with 300 cyclists and 96 total volunteers (similar to numbers from last year).
- Continuing to build relationship with new DARS Director Amy Loving – meeting with Amy monthly.

Looking Ahead – Next Quarter

- Assist Victoria with Annual Charity Golf Classic and training of new Office Admin staff training.
- 3-Part Wellness Series begins in October
- Continued planning of Making Headway Conference
- Attending BIAA Annual Leadership Conference in October

Education & Engagement Director's Report – Amy Smith

Status Update – FY26 Q1

- 23 purchases of online course “Virginia Brain Injury Professional Certificate Course”, \$3397.90 payout in Q1
- 1 purchase of online course “Navigating After a Brain Injury”, \$23.97 payout in Q1
- Joy Koeppen and Brittany Stratton from Brain Injury Services presented one webinar for Professionals - Brain Injury 101 for Mental Health Therapists: Adapting Therapeutic Practice for Clients with Brain Injury, 39 attendees.
- Kristin Carleton from All Needs Planning presented one webinar for PWBI & Caregivers, 25 participants.
- Amanda & Amy exhibited at Sheltering Arms Brain Injury, Stroke, and Spinal Cord Injury Patient Reunion in September with over 100 attendees
- Continued year 5 of Screen & Intervene Brain Injury Screening Project (in collaboration with VDH). In Q1:

THE VOICE OF BRAIN INJURY

- Staff at partnered agencies completed BIAV online training course “Brain Injury and Domestic Violence”
- Partnered organizations reported 57 HITS brain injury screenings to VDH
- State funded BI programs completed IPV screenings with clients
- Attended LOTUS Board meeting with the VCU Partnership for People with Disabilities in September.
- Launched our outreach campaign project with Red Orange Studios this quarter and are well on our way to beginning the campaign itself. We are targeting our outreach towards several populations, including veterans and caregivers. Storyboards are moving into final approval and ad builds are set to follow, so we are on track for a late October campaign launch. Grant reporting and tracking dashboards are also in progress to ensure transparency and measurable results. We are strategizing with multiple variations of all campaign assets to maximize our reach and funding.
- As part of our Speaker’s Bureau, BIAV launched the Survivor Stories page on our website to tell stories of those who have experienced BI in Virginia: <https://www.biav.net/survivorstories/>
- Amy received CBIST certification in August to be able to offer CBIS training to professionals in Virginia
 - Already have some interest in training from several OT programs at universities, looking for additional opportunities

Looking Ahead – Next Quarter

- Amanda planned for the first 3 wellness events in October, including Virtual Yoga, Self-Care with Greater Richmond SCAN, and an in-person Halloween Pizza Party at the BIAV office. 3 more Wellness events will be planned for the spring.
- Amanda engaged Tim Horton as a speaker’s bureau member to speak at the Annual Golf Tournament in October
- We are planning on completing an outreach project for BIRN this quarter, targeting veterans and professionals that work with veterans
- Evaluation and updates of existing online courses is ongoing, will be focusing on getting these ready to sell and marketing them.
 - Hoping to launch the BI and corrections/justice system course in Q2
- Looking for other exhibition, outreach, and presentation/education opportunities
- VDH funding will continue for another year, with a focus on recruiting new programs outside of DV agencies, and on sharing project accomplishments with the public

Director of Operations Report – Victoria Kercado

Status Update for Last Quarter

- My 3 year work anniversary with BIAV was in August.
- Made the difficult decision to terminate our Office Administrator/ Events Coordinator, Nabila Noori. Although a lot of training was provided, Nabila failed to provide quality work while employed at BIAV.
- BIAV had great success with finding volunteers for the RABA event. The event went smoothly and Kim Moore was very happy with BIAV’s efforts and flexibility in volunteer roles.

THE VOICE OF BRAIN INJURY

- BIAV has been included as a charity partner for the Virginia Credit Union River City Half & 5k Fundraising event. We plan to table at this event in March 2026 to bring more awareness to brain injury.
- I worked closely with Denise Shafer and supported her efforts on gaining more sponsors for our golf tournament. We faced some challenges here and BIAV did not make as many new sponsorship connections as we would have liked. A success during the golf sponsorship efforts, Allen, Allen, Allen and Allen increased their partnership with BIAV from \$1,700 to \$2,500. We are happy to continue to work with them as a partner.
- This quarter I participated in my first audit with BIAV. Our field work meeting went great and I look forward to completing this process and learning more about this as I continue my work.

Feedback from I&R survey last quarter

Feedback from people with brain injuries:

"I'm grateful there are resources out there for TBI individuals like myself. It's been over 32 years since my car accident but I am still dealing with the aftermath from it every day of my life."

"God bless all of you beautiful people. I have been lost in my brain or over a year now I had no idea what it was gonna be like when I got home from the hospital or what you expect and I was kind of just pushed out to figure life out"

"I am grateful for the information provided to me. Thank you!"

Looking Ahead – Next Quarter

- BIAV's new Office Administrator/ Events Coordinator starts October 2025.
- With a new Office Administrator starting I hope to be able to put more time into BIAV's Development efforts. My goal is to update our benefit package and support Dan in Development efforts. I also hope to update our acknowledgements to donors and be more connected to BIAV's donors.
- Wrap up my continued education hours to renew my AIRS certification in February.
- Work on updating BIAV's Operations documents/ processes.
- Wrap up the BIAV audit. Work closely with Dan and Clarkson David on getting the information and documentation they need to complete the audit.