



OUR VISION

All persons affected by disordered eating experience discovery, recovery and healing.

OUR MISSION

BridgePoint Center for Eating Disorders is a provincial resource providing recovery based programming for people who are experiencing disordered eating.

OUR VALUES

Safety

A place where all are respected without judgement and experience physical, spiritual, emotional well-being

a Participant Centred Focus

The participant is the expert in their experience and free to be their authentic self and the voice of their healing journey

Compassion

Embracing the uniqueness of each person with empathy, caring and kindness to build a sense of trust and belonging

Expertise

Excelling through competence in our specialty, knowledge, continuous learning, and a multidisciplinary holistic approach

Collaboration

The best outcomes result from working together and empowering our strengths through partnerships with others A special thank you to everyone who makes sacrifices that make such a positive impact on our program.

BOARD OF DIRECTORS

Anne Rankin - Chair Amy Pickering- Vice Chair Marie Kleven - Secretary/Treasurer Kayla Seipp Karen Gibbons

Sharon Lyons Dave Nelson

2020-21BRIDGEPOINT TEAM

Leadership

Carla Chabot, B. Admin, Executive Director Lauralyn Blackburn, MSW, Clinical RSW, CEDS-S, Clinical Program Director Helen Uhrich, Senior Program Facilitator

Financial Office

Linda Bahr, Financial Co-ordinator (retirement in 2020) Joline Watt, Financial & Office Co-ordinator

Multi-Disciplinary Program Facilitators & Support Team

Kara Carlson, B.A. Lindsay Crowley, LPN Marilyn Erickson (retirement in 2020) Fleurette Gallais, B.Sc. Kin., CEP Janelle Kapeller Louiese Kemp (retirement in 2020) Rhea Lewandoski, RD Sky Pryor, B.A. Barb Sanderson, RP, CCPA (retirement in 2020) Janine Wagar, RD (maternity leave) Shasta Zeeman, BsCN MSN PHC-NP

Kitchen & Night Support

Sandra Hellings, Kitchen Coordinator Barb Hannah Joline Watt

Housekeeping & Maintenance

Barb Hannah Barry Craig

Нарру Retirement to many of our dedicated team. We wish you well in in this next chapter.

We acknowledge we are on Treaty 6 Territory and the Homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

what we've been up to... where we are going...





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Executive Director Report

We are now embracing the historic one-year mark of COVID-19 which was a tremendous year of uncertainty. The wellbeing and safety of our team, participants, their families, and our partners were our top concerns as we navigated throughout the year.

It has also been a year of growth, development and clarity for the team on personal levels and as an organization. Uncertainty is a continuum and we have experienced many stops along the way as we navigated risk and sought clarity and transformed the program to continue to provide support for our participants.

Our biggest accomplishments and celebrations include:

- Creating a successful Virtual Intensive Outpatient program options and support
- Launching of new online youth and caregiver programs
- · Charity Accreditation from Imagine Canada
- Revamping our center with renovations that enable a more inclusive and comfortable environment
- A continued focus on training and development of team. All team completed the core courses and accessed the virtual leading-edge conference through the International Association of Eating Disorder Professionals (iaedp).
- More low barrier access to resources and selfguided care through daily texting programs and online e-mental health learning.
- Participation in research to help drive quality improvement and funding opportunities.

We are incredibly proud of BridgePoint team's resiliency and couldn't have done it without you. For some of the team, it brought the clarity and a calling that it was time to embrace retirement or other opportunities. For others, we have jumped out of our comfort zones and embraced creativity and more technology than we ever thought was possible. Our participants also took a leap of faith and embraced the online virtual programming world. We were able to scale up our program capacity to meet demand and try new programs based on real-time feedback from those with lived experience. That's been one of the most rewarding parts of the year – being able to continue to meet participants where they are at and offer hope and recovery even in the midst of a global pandemic.

We look forward to reopening our residential program in a new normal, welcoming new team members and participants. It is our hope that we can secure increased funding to continue to offer our virtual care programs to meet an increase in demand and provide better access to care.

Please take a moment to celebrate and reflect as you go through this annual report. Thank you for walking this journey with us.

Carla Chabot Executive Director





Clinical Program Director Report

Dr. Brené Brown described the pandemic experience of 2020 as a "massive experiment in collective vulnerability."

A year after we were thrown into the pandemic, I am so proud of how BridgePoint Center has responded to COVID-19. We chose hope over fear, embraced the awkward, and leaned into the unknown. We certainly had to **D.I.G.** Deep as an organization and "get deliberate, get inspired, & get going".

We got **Deliberate** with our intention of continuing to provide quality services to those struggling with disordered eating. We embraced using a virtual platform and (when safe to do so) re-opened on-site programs. We took purposeful action to ensure the safety of participants and team while reaching potentially more people than ever before! We practiced using different online platforms to improve our comfort and skill levels. We also changed our name to reflect that BridgePoint is a center of recoverv!

We were *Inspired* to be creative in our service delivery, bringing components of our longer modules online with weekly "deep dive" virtual group learning. We created weekly team zoom calls and offered online training opportunities to ensure the team felt informed and supported. We created daily texts to keep recovery a priority and helped participants focus with monthly "21 Day" themed practice texts. We were also inspired to reimagine how to offer support for youth and their caregivers through the creation and implementation of a two-day caregiver workshop and a 5-week youth group.

And most importantly, we got *Going*. We took massive action to make this all happen! I am eager to see what 2021/2022 has in store for us as we continue to navigate our way through the pandemic, grow as a team and continue to build BridgePoint Center for Eating Disorder Recovery.

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Lauralyn Blackburn MSW, Clinical RSW, CEDS-S, CDWF Clinical Program Director

Pandemic Prograv

In response to our pandemic and resumption planning this year, BridgePoint's programs were primarily hosted online. We temporarily resumed onsite residential services in the fall of 2020 for a retreat and a Module 1 and moved back online during the second wave of COVID. The creation of virtual care options allowed us to provide timely program options that will help us increase capacity and relieve some pressure on our waiting lists. Access to low-barrier, inclusive, timely, participant-centered care remains a high priority. As recovery is not linear, participants are able to utilize our services along the recovery journey continuum as needed to support their recovery.



117

individuals attended our virtual pilot program in our online group room

9400 Website Visits

70% were new users, with the largest age range between 24-35.

1823 Program Emails

(Doesn't include administrative, internal or leadership email)

1142 Support Calls

Recovery Support Line for participants (79%), potential participants (10%), SHA professionals (4%), Family/Friends (3%) and other professionals and educators.



Eating disorders don't discriminate. They affect all ages and demographics.

- Average age of BridgePoint participant was 34 years old
- 68% of our participants were new to our program
- 3% of our participants identified as men, transgender or other.



Virtual Programs

Comprehensive virtual eating disorder treatment creates a sense of community within the comfort of the home environment. These programs enhance capacity, extend reach, and are cost-effective.

When we made the calculated decision to pause our residential program during the pandemic and move our programming online, we knew it was going to be a tremendous effort, but it was such a worthwhile endeavor.

Since the late spring of 2020, we have been consistently able to provide virtual low-barrier programs. While we were developing initial virtual program offerings, we hosted live, daily public components on Facebook . Topics included a variety of groups lead by the BridgePoint team including meal support groups, Ask an NP live, movement sessions, yoga, and other psychoeducational topics-- including an inspirational favorite session, QuaranTEAtime. The uptake of this was surprising with an average of over 40 participants for each session. Individuals were truly seeking connection and community.

BridgePoint's Virtual Retreats were transitioned into a 2-day virtual group room experience. Through the preliminary review of evaluations, it was evident that we are still able to form connections and a sense of community for our participants in an online setting. Most surprising, we were able to expand program options to those who may have not been able to access programming in the past - including those with medical instability, non-ambulant, and unable to travel to the center.

Our partnership with the Body Peace Collaborative was so important to have a national support team while piloting the new e-learning mental health platform to support our online virtual care. This team of leaders is so inspiring and a much-needed community.

Collaboration leads to innovation in a time of uncertainty thanks to the Body Peace Collaborative.

A special thank you goes out to Body Brave for all their behind the scenes hard work and support. The online virtual care platform is an interactive digital space where organizations, providers, caregivers and individuals with lived experience can access training, support, and education. Our platform facilitates the twoway flow of information between all stakeholders involved in eating disorders. It is a groundbreaking yet simple approach to mental healthcare that fosters communication, collaboration, and co-creation.

The Body Peace Collaborative's digital platform was one of 7 organizations to win the Priority Health Challenge in 2020. It was launched by Body Brave, Eating Disorders Nova Scotia, Bridgepoint Center, and the National Initiative for Eating Disorders. These word clouds signify the top words participants used to describe our virtual programs.

835

virtual program seats were utilized this year!

Participants attended an average of 7 virtual programs each.

Average of 14 registrations per group - nearly double what we can accommodate onsite educational heard enlightening comfortable acceptance Positive emotional eye opening encouraging helpful insightful supportive community understanding safe calm hopeful grateful comforting relaxing connection exciting informative connected welcoming hope

grateful interesting enlightening self-compassion informative relevant knowledgeable calm Knowledge healing learning easy comfortable challenging Safe Refreshing Community Good Connection useful encouraging understanding Engaging interesting easy comfortable helpful

comfortable challenging needed hope welcoming practical surprise reassuring eye-opening new support Caring

The pivot to virtual learning with BridgePoint has been exciting, challenging and some days a little overwhelming. We persevered and I am so proud of how our virtual programming has evolved. It has provided opportunities for me as a program facilitator to learn and grow and has provided opportunities for our participants to access support no matter their location in Saskatchewan. That is powerful. I am so proud to be a part of BridgePoint!

- Rhea Lewandoski, Research & Virtual Care Coordinator

COVID has contributed to a surge in eating disorders in youth

Due to the pandemic fuelling a spike in eating disorders among adolescents, we prioritized enhancing our capacity to include more options for youth and their families to get support as needed. Isolation, lack of structure, uncertainty create a "perfect storm" for crisis among youth.

During the COVID-19 pandemic, there has been a significant increase in youth struggling with illnesses such as anorexia nervosa, binge eating disorder, and other eating disorders. Globally, there are no epidemiological data to describe how the prevalence of eating disorders in kids may have shifted during the pandemic, but psychologists, counselors, dietitians, and primary care providers said they've seen higher caseloads and increased referrals to eating disorder treatment centers. In Saskatchewan, we are seeing a similar uptick in demand for eating disorder resources at BridgePoint.

To meet an increase in demand, we created a multi-disciplinary team to develop a 5-week youth program. Overall, youth reported positive experiences with the group. Youth commented on how helpful it was to have the opportunity to connect with others who had similar experiences, to learn to be more patient with themselves and self-compassionate, and to learn more about perfectionism. One youth shared the following:

"I would definitely say self-compassion and really just trying to discover who I am as a person, not my eating disorder. In the past month when I'm having hard days, I've really been able to be more kind to myself and push forward."

Feedback from youth will play an integral role in improving BridgePoint's delivery of future programs for youth. The inaugural group was involved in the co-design of the subsequent youth program options.

There is a demonstrable need for timely access to services for youth experiencing disordered eating. Beyond the COVID-19 pandemic, and once in-person services resume, many youths will continue to face financial and location-based barriers to accessing services. We foresee a need for continued offerings of the Youth Recovery Group in an online delivery format, and intend to offer an online self-guided recovery program as well to allow youth more flexibility in service options.

Youth reported leaving the group with: increased motivation, self-compassion, having others to share their journey with, pride in their progress, and more coping strategies, During the pandemic, we were forced to switch gears to virtual programming to remain a support for so many people. It really allowed us time to expand the Youth Programming, which I have been lucky enough to be a part of co-creating. It may be preliminary to say, but it seems we may have embarked on an instrumental new way to reach youth. Coupled with this initiative has been the EFFT Caregiver Workshops which pairs nicely with the youth programming. I have also used this time to learn more about eating disorders through iaedp.

- Kara Carlson, Youth Program Facilitator

It was also important for us to ensure that we offered resources and support for parents and caregivers as well. Lauralyn Blackburn was successful in obtaining her Emotion-Focused Family Therapy certification, and then we promptly launched an evidence-based workshop introducing practical skills to strengthen relationships, increase cooperation and respond to strong emotional reactions, including expressions of worry, anger, hopelessness, even silence. This workshop was full, as well as subsequent workshops into 2021-22. Parents and caregivers learned skills to navigate and guide their loved ones experiencing big feelings, emotional dysregulation, and/or mental health issues. Different from other mainstream parenting models, EFFT is rooted in a deep belief in the healing power of families. The model provides parents the tools to restore connection in their relationship with their child, and feel more empowered when met with tough parenting situations at home. Parents will also be supported to identify, work through, and overcome many obstacles that surface through the journey of emotional and behavioral change.





Daily texting

During the COVID19 pandemic, many individuals were experiencing a collective trauma with an impact on their mental health. BridgePoint created a texting program called "BridgePoint RecoverED" that delivered daily supportive text messages to subscribers' mobile phones. Through a set of daily messages, people received advice and encouragement that was helpful in developing coping skills and resiliency. For approximately 5 cents per day per user, this program is a cost effective service that increases the capacity of existing mental health supports, especially for those in self-isolation who can't access face-to-face services, as well as those in remote locations. With the success of this program, we have introduced shorter 21-day texting programs on Mindfulness and Gratitude. Future offerings coming soon!

Intended Goals:

- · Provide supporting daily text message interventions to subscribers in Saskatchewan
- Ensure no geographical barriers to access:
- Free service; promoted widely in Saskatchewan; includes all areas with cellular connectivity
- Timely support with no waitlist: Supportive text message interventions can be delivered immediately to thousands simultaneously.
- · Alleviate pressures on those seeking counseling

Program Evaluation Highlights

- 98% of respondents identify as female, with the majority of ages disbursed almost evenly between ages 21-49
- 100% of participants reported either a diagnosed eating disorder (38.5%) or undiagnosed disordered eating (61.5%)
- 98% of participants reported anxiety, 69% reported depression, and 100% reported either having a diagnosed eating disorder or disordered eating
- Participants engaged in the following by finding information on BridgePoint social media platforms and website, word of mouth, and referrals from the Saskatchewan Health Authority.
- The program received a rating of 4.3/5 in terms of being satisfied with the texting service
- 79% of respondents want to receive texts daily; 15% requested more than once per day
- Participants reported that the majority of subscribers would read the messages and reflect on them, often returning more than once to review the message.
- 100% would welcome other technologically delivered healthcare solutions as part of their overall mental health care package



subscribers within the first 6 months of the program

BridgePoint RecoverED texting service was funded through the support of the Saskatchewan Health Research Foundation Research Connections: COVID-19 Rapid Response grant

estimonia

"I first opted into RECOVERED text service when the Covid Pandemic hit Saskatchewan. It really helped keep my focus on recovery rather than slipping through the cracks of a system that still needs improving. I was really hoping to attend in person care but due to the pandemic that wasn't an option, this service is a great way to bridge the gap for the time being.

"It's nice to receive an encouraging thought daily to keep me going. I look forward to the text every day. It is a positive way to start my morning."

"Nice to have a service like this available. The daily text helps me reframe regularly and approach things mindfully."

"This helps me take at least a moment each day to consider my eating disorder, and remember that I am still a good person, who's simply fighting an illness. They also provide me with inspiration, and I write down many of the quotes for myself, and utilize the resources like videos, authors, etc that they send. And I think most importantly, they help me feel a little less alone.

"I really enjoy the daily messages. They remind me that my disordered eating doesn't define me and that I have the power to affect substantial change in my own life without making food my entire life. It makes me feel like I'm getting the reinforcement of therapy without having to sit in an office or even say a single word. During the era of COVID-19, especially, this is incredibly uplifting. Thank you!" "This is a fantastic free resource for us to access. It's over and above what BridgePoint is already offering during COVID19. Daily resources are so important. I look forward to texts every morning because it gives me a nice motivational nudge to keep working on myself and my recovery.

Submit

Impa

"I thoroughly felt like this was such a safe space. The instructors did a great job at creating that space."

"The team at BridgePoint have been, and continue to be, an integral part of my recovery journey. Without their openness, their approach to healing, their mindset when it comes to eating disorders, their patience and time, their dedication, and their belief in the healing power of community, I would not be the woman I am today. I would not be in a position where I no longer feel torn between my past and my future, unable to find peace in the present. I would not feel so sure of myself; so confident, and able to allow myself to be in the uncertainty which is the now. I can honestly say that BridgePoint had changed my life."

"Connecting with the team again through this retreat helped me to recognize the hard work that I have done since first coming to Bridgepoint two years ago. They encouraged me and helped me to understand how far I have come, and to have more tools to use as I continue on my recovery journey."

"The most important parts of the virtual retreat were having a connection with other participants, checking in with the team, and having support and encouragement to continue my recovery journey, especially in the midst of a pandemic when most other services are limited."

"I've worked with a LOT of doctors, dieticians, psychiatrists and have stayed in Dube too many times to count. In all of my experience, I can see that BridgePoint is different from any other treatment facility. I never thought that recovery would ever be possible, let alone I'd be choosing it. Much of that credit goes DIRECTLY to BridgePoint."

"I really like the online format and hope it will continue even after COVID dies down. I have done many things in person in the past and found that online was also very high quality. Also much easier to access since I now have a disability that would prevent me from attending in person for the time being. I am very glad to still be able to access programming."

"I'm glad I got to be part of this as a man. Men are missing out on this."

"Without this virtual retreat being offered my future may have been a totally different route. I've been using my other tools successfully that I've learned at Bridgepoint but I needed this and may need it again. This type of programming allows access to so many people that may not means or the courage or time or ability to go to a retreat that is why this is so critically important to continue on. There are so many people that need help with this and this way you can assist so many at such a greater level while freeing the building for those that need support in person."



Eating disorders are a significant public health issue in Canada:

- An estimated 2.9 million Canadians have an eating disorder
- Eating disorders are the 3rd most prevalent mental illness in Canada
- Eating disorders are the 3rd most common chronic health condition among adolescents
- The age of onset is between 13 and 23 years old
- The incidence of eating disorders among adolescent girls in Canada is 18%
- Approximately 10-25% of individuals with eating disorders are male
- Transgender young adults are 15 times more likely than their cisgender peers to report being diagnosed with an eating disorder
- These disorders have one of the highest impacts on health-related quality of life of all psychiatric disorders
- Eating Disorders carry the highest mortality rate of all psychiatric illnesses, including a high risk of suicide
- Eating Disorders disrupt developmental trajectories, contributing to sufferers' delayed or non-entry into the workforce and increasing dependence on social assistance.

With early intervention and rapid access to quality treatment, approximately 75% of people with eating disorders recover. Despite this, it is estimated that only one in ten people with eating disorders receive appropriate treatment and even fewer receive early intervention.

COVID-19 created the perfect storm for eating disorders. Isolation, lack of structure, uncertainty create crisis among many - including youth.

Hope & Healing Happen Here...

15

Participants rated our programs 4 out of 5

overall based on presentation style, quality, content, tools learned, and facilitator knowledge.

The recovery journey can be a life-long endeavor, on average between 2-9 years. And recovery is possible

' Many individuals who have never struggled before experienced disordered eating during the pandemic. Demand for our program is expected to continue to increase exponentially.

We aim to increase the quality of life of our participants through increased: Self knowledge & Insight,

Sense of Hope, Strong Relationships, Personal Perspective & Meaning

On the Road to Recovery...

Accreditation

BridgePoint is honored to be one of only 259 charities and nonprofits in Canada to have recently earned the Standards Program's prestigious "Symbol of Trust".

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The Imagine Canada Standards Program accredits **charities and non-profits** that demonstrate excellence in five areas of operations: board governance, financial accountability and transparency, fundraising, staff management, and volunteer involvement.

"Imagine Canada's accreditation process is stringent: there are 72 standards, and organizations must demonstrate compliance to each. To complete this process during such a challenging year is commendable," says Bruce MacDonald, President and CEO of Imagine Canada.

"These organizations are committed to building their capacity to serve the diverse needs of communities across Canada. To the accredited organizations: welcome, and well done."





An important research project was completed by the Nutrition Practicum Program, Saskatchewan Health Authority. The research question they explored is such a timely and important topic.

"Are Saskatchewan dietitians and physicians confident in identifying and treating patients/clients with eating disorders in health care settings?"

The purpose of the study was to determine if Saskatchewan dietitians and physicians are confident in identifying and treating eating disorders in health care settings. Their approach involved conducting a Survey and Interviews with Saskatchewan Dietitians and Physicians so that they could explore their attitudes and perceptions on the topic. This study was a cross-sectional, behavioural study design with both qualitative and quantitative data being collected, and interviews were conducted to further analyze participants' perceptions.

Key research findings

- Saskatchewan dietitians and physicians lacked confidence when identifying and treating eating disorders
- · Confidence can be increased through additional education and training
- Better support for health care professionals is needed through multidisciplinary teams and standardized screening tools

We would like to extend special acknowledgments to the authors and contributors of this work...

Students

Amy Hoang, Ashley Rodman, and Cassidy Caron

Research Dietitian Roseann Nasser

Amy Pickering (Student Wellness Center, University of Saskatchewan) Dayna Berry (Nutrition and Food Services, Saskatchewan Health Authority) Martina Richmond (Nutrition and Food Services, Saskatchewan Health Authority) Rhea Lewandoski (BridgePoint Center for Eating Disorder Recovery)

Advisors



BridgePoint was honored to be nominated and receive a Change Makers Award in 2020. The Dollar A Day Foundation has a simple mission: to provide adequate funding to frontline mental health and addictions programs across Canada. We are excited to report that this funding has been directly put into our youth and virtual program options to make an immediate impact on the quality of life for our participants.





For the last 24 years, BridgePoint has provided an essential service as part of the continuum of healthcare in Saskatchewan. We look forward to continuing to develop our relationship and share our expertise with the SHA for years to come. The Saskatchewan Health Authority remains our primary funding partner. As our growth continues beyond our current funding, we rely on community partnerships, in kind donations and social enterprise.

We took the opportunity to continue to update the center to ensure that we can offer a comfortable and inclusive setting. All rooms will be single rooms. New flooring, beds, and paint have updated things a bit! We are looking forward to reopening the center for a fresh new start once we are able to safely resume the residential program.



Consider donating today!!

Donate once or monthly, give securities or fundraise for BridgePoint using Canada Helps or via the PayPal Giving fund on Facebook. Thank you for all personal donations, in-kind support and discounts, and memorials again this year. BridgePoint is registered as a Canadian charity and can provide tax receipts for all in-kind and cash donations over \$20.

Thank you to the Province of Saskatchewan for proclaiming Eating Disorders Awareness Week February 1-7, 2021.

Certificate of Recognition

I, Everett Hindley, Minister of Mental Health and Addictions. Seniors and Rural and Remote Health in the Province of Saskatchewan in exercise of the powers conferred upon me, do hereby designate the week of February 1 – 7, 2021 to be:

"Eating Disorder Awareness Week (EDAW)" in Saskatchewan And I request the citizens of the Province of Saskatchewan to recognize this week.

Dated at the City of Regina this 11th day of January, 2021.

Eating Disorder Awareness Week #EDAW2021

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"The last ten months have been challenging for Saskatchewan youth and adults, but our government is committed to making it easier for everyone to access the mental health supports they need, including eating disorder services.
By proclaiming Eating Disorder Awareness Week, we are ensuring our communities truly understand the magnitude of eating disorders, and helping to remove the stigma surrounding the illness."

> - Honourable, Everett Hindley Minister of Mental Health & Addictions

"The Saskatchewan Health Authority is committed to providing programs and services that support the people of Saskatchewan in all aspects of their health and wellness. The COVID-19 pandemic has brought with it a variety of challenges magnifying mental health and addictions issues experienced by many on a daily basis. It is important to know that supports are available and the use of virtual technology has expanded the ways in which we can all work in health care to reach out to many, especially those who may not have accessed programs like this in the past."

> - Scott Livingstone, CEO Saskatchewan Health Authority

hilosophy

We provide...

- Support to Saskatchewan residents who are experiencing eating disorders and their support networks. Our approach is holistic embracing the biopsychosocial model of recovery.
- A safe, BRAVE, nurturing environment for individuals to heal that is separate from the stress of daily life.
- Ongoing, individualized support services and collaboration with the Saskatchewan Health Authority professionals and care teams.
- Ongoing interdependent planning among BridgePoint, the Saskatchewan Health Authority and the province.

Available for Consulting, Workshops, Presentations & Training:

- Programs based on the research of Brene Brown including Daring Greatly, Rising Strong, Gifts of Imperfection & BOLD Adolescent Program
- Emotion focused family therapy coaching for caregivers & professionals
- SafeTalk
- Applied Suicide Intervention Skills Training
- Equine Assisted Learning
- BridgePoint Webinar Series
- Body Peace Collaborative Dietitian Training
- Other individualized training based on your needs!

Just call or email \ to arrange for a quote

for training

for your group or organization!





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