

# **ANNUAL REVIEW**

## **2021 - 22**

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FOR MORE INFORMATION  
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*ANZAED acknowledges the traditional custodians of the country throughout Australia and their continuing connection to land, sea and community. We pay our respects to them and their cultures and to their elders both past and present.*

*ANZAED respects Māori as tangata whenua of Aotearoa New Zealand and is committed to upholding the principles of Te Tiriti o Waitangi.*

*ANZAED embrace and encourage diversity in many forms and are committed to promoting greater inclusivity amongst our members and community. We define diversity as people of different cultural backgrounds, races, genders, sexual orientations, body sizes, religions, socio-economic statuses, abilities, and more. We define inclusivity as an approach where we respect, welcome, encourage and engage diverse perspectives, and in particular are highly committed to deeply listening to the perspectives of those with lived experience and from marginalised groups.*

## Dear Members,

It is my pleasure to introduce the Australia & New Zealand Academy for Eating Disorders (ANZAED) Annual Report for 2021–2022.

After a prolonged period of disruption due to COVID–19 restrictions it has been wonderful to bring back in–person gatherings this year that are accessible for all our members, starting with our Annual Workshop Series held in the Sunshine Coast in March and our upcoming Annual Conference in Sydney in August. These events highlight the importance of connecting with colleagues and the value of interactive and productive conversations that result from being together.

It is also with great excitement that we look to celebrate ANZAED's 20<sup>th</sup> birthday at the upcoming annual conference. This milestone provides an opportunity to reflect on ANZAED's beginnings and consider our future. The vision of ANZAED's founders, including the late Peter Beumont, Paul Foulkes, Susan Paxton, Stephen Touyz, Chris Thornton, and Lois Surgenor in establishing an organisation to "*facilitate the development and networking of professionals working in the area of eating disorders*" remains appropriate and relevant to this day. Over the 20 years of ANZAED's history, countless people have continued to drive this vision and I would like to acknowledge their work, particularly past members of ANZAED's Executive Committee for supporting professionals in our field.

During 2021–2022 ANZAED has brought to its members a variety of activities to support member development and networking.

These include our monthly webinars, ANZAED's online consultation program, the Autumn Workshop Series, facilitation of member connections through our 13 Special Interest Groups and the hybrid annual conference hosted from Perth.

ANZAED has continued to recognise, value and support those working with eating disorders to build a stronger workforce. I would like to particularly highlight the achievements of the [ANZAED Eating Disorder Credential](#) this year and thank our ANZAED team and our partner, NEDC, as well as clinicians who have embraced the program, in bringing credentialing to fruition. This program represents a significant investment from the field in supporting credentialing for eating disorders and ANZAED is proud to be the custodian of the program.

In regard to ANZAED's future, our Executive Committee and staff group have over the last year focused on developing a Strategic Plan (2022–2025) and modifying our organisational structure to improve our ability to meet our strategic priorities. ANZAED's Vision and Mission demonstrate our broad future directions and reflect the continuation of ANZAED's original purpose.

In response to the significant growth of ANZAED, our staff group has also grown to provide sufficient capacity to respond to member needs and deliver services. Importantly, additional staff capacity will also ensure a firm foundation and resourcing to foster organisational excellence. These new roles bring specialist skill and expertise to complement the existing skill and wide–ranging capabilities of the ANZAED team. I extend my sincere thanks to our ANZAED staff for their dedication and the hard work they do on behalf of our members and in supporting the Executive Committee.

Despite the significant disruptions to usual activities over the last few years, ANZAED is in a stable financial position for 2021–2022. This allows ANZAED to reinvest in our operations and to respond to feedback from our members and colleagues in the field. This feedback has emphasised the importance of professional development activities and networking. We will continue to explore ways to provide discipline and specialisation support to members to expand our engagement with those whose needs have been less well-recognised or addressed in the past, including our New Zealand members and members from different disciplines, such as researchers and non-psychology or dietetic clinicians. We will also continue to build on opportunities for connection between professionals working in eating disorders, an area of value recognised by our members.

Sector collaboration is essential to support the growing activities of ANZAED and to meet future challenges and the growing need for treatment.

ANZAED members are also crucial to meeting sector challenges through their work and involvement with ANZAED.



I thank the many ANZAED members who are actively involved as volunteers in our Committees and Special Interest Groups and bring so much to creating the energy and ideas that are crucial to our vibrant community. If you are not already involved with a Committee or Special Interest Group, please take the [opportunity](#) to connect with colleagues and find a space to engage with ANZAED and your fellow members in an ongoing way.

The work of ANZAED would not be possible without the dedication, hard work, and guidance of our Executive Committee Members and our staff. Thank you to Fiona Sutherland, Deborah Mitchison, Shannon Calvert, Marion Roberts, Jessica Ryan, Sarah Wells, Gemma Sharp, Elizabeth Dale, and Megan Bray. All the best to those who are stepping down or have completed their terms. Please note that Marion Roberts stepped off the Executive for personal reasons but will rejoin as a Co-opted member for another year. In the past 12 months, I have been privileged to benefit from the support of senior staff, Jeremy Freeman, Frances Cook, and Gabbi Heruc, and from ANZAED's Office Bearers, Kim Hurst (Past President), Shane Jeffrey (Treasurer), Mandy Goldstein (Secretary), and Rachel Lawson (President-elect). I thank them for their thoughtfulness, generosity, and contribution to the leadership of ANZAED.

I am writing this report in the lead up to ANZAED's annual conference in Sydney and the anticipation is building. I am very much looking forward to reconnecting with friends, colleagues, and members, to being stimulated by research findings, innovative ideas, and expansive discussions, and to celebrating the achievements of ANZAED's members. In considering the value that involvement with ANZAED brings, it is indeed an honour to serve as ANZAED's President and I thank members for entrusting me with this role.



Dr Siân McLean, President

# OUR IMPACT

1 July 2021 to

30 June 2022

**665** members



**586** Credentialed clinicians



**17** training webinars



attendees  
across all  
professional  
development  
events.

**800**



**13** Special Interest Groups



**80%**

members  
satisfied or  
very satisfied  
with their  
membership.

**1 in 5**

eating disorder professionals told us  
their most pressing concerns are lack of  
workforce and services to meet the  
needs of those they work with, now and  
in the future.



**216,069** page views on ANZAED and connected websites.



**19,157** people reached on  
social media.



# VISION & MISSION

## OUR VISION

**A properly skilled and valued workforce delivering safe and effective eating disorders research, prevention, treatment, and support to all who need it.**



## OUR MISSION

ANZAED is the peak body representing and supporting all professionals working in the field of eating disorders prevention, treatment, and research.

We provide opportunities for collegial interaction, sharing knowledge and resources, networking, and advocacy for the eating disorders workforce.

## OUR PRIORITIES

ANZAED's Strategic Plan for 2022–2025 outlines four strategic priorities that will enable our vision and mission to be delivered. These are:

- ☆ Advancing the Workforce
- ☆ Outstanding Membership Experiences
- ☆ Leadership and Advocacy
- ☆ Organisational Excellence



# MEMBERSHIP EXPERIENCES

ANZAED has experienced an almost 400% growth in our membership over the last decade. Our membership is reflective of the broad range of professions and experiences needed to provide effective eating disorders research, prevention, treatment and support.

We continue to provide opportunities, services and discounts to meet our members' professional development needs. Our member only and online events continue to be our most utilized services; 79% of members surveyed had attended our member training events and 1 in 3 named them as the most valuable ANZAED membership benefit. This year we provided 17 webinars to members on diverse topics in clinical practice.

While 80% of our members tell us they are satisfied or very satisfied with their membership, we know we can always improve what we do. This year, we have focused on better understanding our members needs to plan for the future of membership.

To inform this we undertook our annual Have Your Say survey for members and stakeholders. We heard that members want to be able to connect and learn in ways that are right for them in their profession and career journey. Opportunities for improving our communications and engagement of members in our work were also highlighted and will be priorities for action into the future.

665

Members from a wide range of professions and experiences.

393

Percent growth in membership over the last 10 years

128

Members responded to our Have Your Say Survey.

**Providing members with the networks, tools and services they need to thrive in their work.**

## 13

Scholarships and awards presented.

## 40

Opportunities advertised to members and stakeholders.

ANZAED seeks to recognise the valuable contributions of its members and connect them with opportunities to advance in their field.

This year, ANZAED presented 13 scholarships and awards. Scholarships provide opportunities to attend ANZAED and international conferences. They are particularly targeted to those who may otherwise find it challenging to engage with these events while achievement awards recognise excellence in the field. You can find out more about ANZAED's [scholarships](#) and [achievement awards](#) on our website.

We have shared with our members around 40 research, training and employment opportunities through our website and regular member communications.

Our members are central to everything we do. In 2022-23 we will continue to:

- Implement services that diversify membership value and benefits for all professions
- Improve membership offerings to those in New Zealand and Australia's regional and rural areas
- Streamline our communication processes
- Enhance our online membership space to enable better access, engagement, collaboration and self-directed learning.

**Enhancing career-long value that supports members throughout their career pathway.**



# ADVANCING THE WORKFORCE

ANZAED is dedicated to providing all those working with eating disorders with opportunities to develop and be supported in their practice and be recognized for their expertise.

This year we have been able to adapt our events and services to meet the ongoing challenges and often shifting requirements of providing professional development during COVID.

Our 2021 Perth conference attracted 415 attendees across its online and face to face delivery, while our in-person autumn workshop in Mooloolaba was our largest ever with 191 attendees. Our online consultants are also in high demand as professionals seek expert supervision to their work. The engagement across all our professional development services highlights the growing volume and complexity of eating disorder presentations in our community.

Most significantly, this year has also seen the launch of the ANZAED Eating Disorder Credential. The credential formally recognises mental health professionals' and dietitians' skills and experience and will contribute to building an expanded and stronger workforce.

There has been strong support for the program from mental health clinicians and dietitians, and by 30 June 2022 1313 applications had been received for the credential and 586 professionals were credentialed.

To continue our work in advancing the workforce in 2022-23 we will continue to:

- Provide a recognized and valued eating disorder credentialing program.
- Deliver and grow leading a scientific conference alongside training events and forums.
- Expand the online consultation program.

## 415

Attendees at the hybrid 2021 conference in Perth.

## 15

Expert consultants providing group consultation sessions.

## 1313

Applicants for the Eating Disorder Credential.

## Skilling, supporting and valuing the eating disorders workforce.

# LEADERSHIP & ADVOCACY

This year, ANZAED has focused on communicating with professionals and sector stakeholders to connect with those we work for and inform our leadership and advocacy into the future.

Our annual Have Your Say survey was expanded to seek input from current, past and potential members. The survey explored key issues for those working in the eating disorders field and their thoughts on ANZAED and how it can best serve them. Open from April to May 2022 the survey attracted 231 respondents, of which 45% were not current members.

We heard about the challenges of increasing workload and complexity in a landscape of insufficient and inflexible services, and broader mental health reform. Ongoing analysis of these survey results will inform development of membership benefits, advocacy platforms and marketing strategies for ANZAED services and events.

We continue to grow our connection with individuals interested in eating disorders outside of our membership. We have a growing following across social media platforms and over 5000 subscribers who receive regular communications from us about our work and key developments or opportunities in the sector.

ANZAED seeks to foster collaboration across the sector and is proud to be a member of the Eating Disorder Alliance of Australia as well as being represented by our President on the National Eating Disorders Collaboration Steering Committee.

5049

Followers on social  
media.

5071

Newsletter  
subscribers

231

Total respondents to  
our Have Your Say  
Survey.

**Being a voice for eating disorders professionals  
to advance policy and practice.**

## ORGANISATIONAL EXCELLENCE

As ANZAED grows and develops, it is important to ensure that we have a sustainable future, able to adapt and change to meet new needs in innovative ways.

This year has seen a significant expansion of the ANZAED staff team to support the work of the Development Director and Operations Manager. There are now 9 team members across 6.8 full time equivalent roles.

We are establishing strong internal policies and procedures to guide our work and create a well governed, diverse and supportive organisation, ensuring that growth is underpinned by solid foundations for our people and resources.

As a registered charity, our activity statement and financial report for this and previous years can be found online with the [Australian Charities and Non-profits Commission](#).

In to the 2022–23 financial year we will continue to:

- Find ways to recognise and value our volunteers, their needs and contributions to achieving our mission
- Review our systems, structures and processes to improve workflow
- Assess opportunities for investment in our work.
- Implement both internal and external quality review and control measures.

9

ANZAED staff team  
members

20

Years of ANZAED

**Fostering performance, stewardship, innovation,  
and sustainability in an organisation that is fit for  
purpose.**

# THANK YOU TO ALL OUR MEMBERS, VOLUNTEERS, COMMITTEES, AND STAFF.



Each individual and group below worked tirelessly to achieve the activities and outcomes listed in this review. Without their valuable contributions ANZAED would not be able to achieve its goals.

## STAFF

Chanel Agosta, Research Assistant  
Frances Cook, Interim Managing Director  
Gabbi Heruc, Credential Director  
Gee Lee, Administration Officer  
Jane Seberry, Communications Manager  
Jenny Rodrigues, Credential Manager  
Jeremy Freeman, Development Director  
Noni O'Dea, Research Assistant  
Rini Das, Operations Manager

## COMMITTEES

Finance and Risk  
Policies and Procedures  
PD Strategy, Advocacy & Partnerships  
Conference (2021, 2022, 2023)  
Digital Operations  
Social Media  
Online Consultation  
Past Presidents  
Membership  
Autumn Workshop (2022,2023)  
Credentialing Governing Council

## EXECUTIVE COMMITTEE

Siân McLean(President)  
Kim Hurst (Past President)  
Shane Jeffrey (Treasurer)  
Mandy Goldstein (Secretary)  
Rachel Lawson (President-elect)  
Elizabeth Dale  
Deborah Mitchison  
Fiona Sutherland  
Gemma Sharp  
Marion Roberts  
Megan Bray  
Jessica Ryan  
Sarah Wells  
Shannon Calvert