

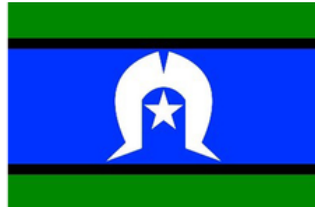
ANNUAL REPORT

2023



AUSTRALIAN NUTRITION FOUNDATION (QLD DIV.) INC
T/A NUTRITION AUSTRALIA QLD

**Nutrition
Australia**
QLD Division



Nutrition Australia Queensland are committed to continued engagement and partnership with First Nations people and communities. We acknowledge and recognise Aboriginal and Torres Strait Islander People as the longest living culture in the world, and their continued connection to Country and role in caring for and maintaining Country.

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FROM OUR CHAIR



MIKAEL WEDEMEYER CHAIR

I am pleased to report that 2023 has been one of continued development and growth for Nutrition Australia Qld. Following a challenging period during the pandemic, the Committee of Management have focused on strengthening business and financial management practices and ensuring the future viability of our organisation.

Throughout the past year the committee has also played an active role in developing a new vision, mission and set of values that reflect Nutrition Australia Qld's renewed purpose and future direction.

Our audited 2023 financial report shows that we finished the year in a sound financial position, having made significant improvement since 2022.

We achieved this through efficiencies gained in organisational operations, scaling programs and services, and implementing processes and systems that increased team outputs. As a result, we were able to continue offering affordable nutrition programs and services within the community, along with subsidised initiatives for priority populations, community groups and settings of highest need.

We have maintained diverse representation on our Committee with members holding a range of skills across varied sectors including nutrition and dietetics, primary health care, information technology and design, marketing and communications, private business, disability and respite, and government.

In 2024 we are welcoming a new Treasurer, Danny Naidoo, who will bring valuable skills in business and finance to the Committee. We will also be welcoming Dr Bonnie Searle, researcher and dietitian, with a background as a qualified teacher. Bonnie holds invaluable practical and research expertise around positive feeding and mealtime practices for children in early childhood education and care settings, particularly those experiencing developmental vulnerability, disadvantage and food insecurity.



I look forward to the launch of our new website in 2024, along with continued growth and impact underpinned by our new vision, values and commitment to making a meaningful difference across Queensland communities.

Mikael Wedemeyer
Chair

"I would like to take this opportunity to thank the NAQ team for a successful year and their dedication to supporting nutrition and wellbeing in Queensland. I would also like to thank our valued partners, organisations and communities that we work with; without whom our initiatives would not be possible".

FROM OUR CEO



**KIRSTY
ELLIOTT**
CEO

I am thrilled to share that 2023 was a year of growth for Nutrition Australia Qld. We increased our reach across all key program areas and provided direct initiatives and services to nearly 1,200 community-based organisations and settings throughout Queensland.

We continued to streamline processes and implemented new technologies for more efficient service delivery; strengthened our governance and reporting; implemented a new HR system to enhance our capacity for onboarding and management of a significantly larger volunteer workforce; and enhanced our data collection for monitoring, evaluation and reporting on our impactful work. Planning is also underway for an exciting new website, which is due to be launched mid-2024.

Since its inception thirty years ago, Nutrition Australia Qld has existed to serve the Queensland community and enhance wellbeing. Nutrition and population health messaging and approaches have advanced significantly throughout this time, and particularly in recent years. There has been a much-welcomed focus on:

- inclusion and embracing all bodies
- how we frame food and promoting positives relationships with food
- sustainable food practices and supporting an ethical food system
- the power of the early years period in determining long-term wellbeing
- acknowledging trauma and childhood adversity
- the broader social and corporate determinants of health
- a shift from individual responsibility to creating nourishing food environments
- equity-driven initiatives that support food literacy and food security for communities most in need

We will continue to advocate for this approach and have responded as an organisation with a vision, mission, set of values and key approaches for which we are incredibly passionate and proud of.



I am grateful for the tremendous support and guidance that I receive from our Chair, Mikael Wedemeyer, along with our Committee, who have supported me to take our organisation in this renewed direction. I am also grateful to have a team of Dietitians, Nutritionists, volunteers, colleagues and partner organisations from around Australia who are equally committed to social impact and implementing evidence-informed initiatives.

Alongside my team, I look forward to collaborating with our partners and supporting our key settings to build nourishing, affordable and sustainable food environments.

Yours in Connecting and Nourishing Queenslanders in 2024 and beyond,

Kirsty Elliott
Chief Executive Officer

“At the heart, is recognition of the importance of food in connecting and nourishing people and communities culturally, socially, emotionally and physically”.



OUR VISION

“Connected and Nourished Queenslanders”

A thriving community that is nourished through the food we eat and the people we connect with.

OUR MISSION

We are on a mission to help Queensland communities build nourishing, affordable and sustainable food environments.

“We do this by delivering tailored programs, support, workshops, resources and training with organisations and settings to benefit children, young people, families, older people and communities”.

OUR VALUES

- **Reframing Food** - The way we talk about and experience food matters. We are here to promote positive relationships with food for all.
- **Positive partnerships** - We understand the importance of collaborating with organisations and communities to maximise our impact. Together we can make positive change.
- **Food equity** - Access to nutritious and sustainable food environments should not be determined by socioeconomic status. We will support you to do all that you can for your people.
- **Inclusive** - All bodies should be embraced and celebrated. We are passionate about shifting the narrative to nourishment.
- **Integrity** - We are driven by social impact. We will remain courageous, independent, and transparent.

WHO WE ARE

The Australian Nutrition Foundation (Qld Div) Inc, trading as Nutrition Australia Qld (NAQ), is an independent not-for-profit community nutrition organisation. NAQ was established in 1994, as the Queensland Division of Nutrition Australia, and has a 30-year history supporting key settings and organisations across Queensland.

- Since 1994 - Queensland's leading not-for-profit community nutrition organisation for over 30 years.
- Registered charity - NAQ is a registered charity and Deductible Gift Recipient (DGR) organisation.
- Industry leaders in nutrition - Our expert team of Accredited Practising Dietitians, Nutritionists and Health Promotion Professionals ensure the very best in nutrition education and health promotion.
- Registered Training Organisation - We are a registered training organisation providing Accredited Food Safety Supervisor Training

NAQ's purpose is to help enable children, young people, families, older people, and communities access safe, affordable and nourishing food. We do this by delivering tailored programs, support, workshops, resources and training for community-based organisations and settings. We work in partnership with communities, other charitable organisations, government, NGOs and researchers.

As a well-established not-for-profit organisation, NAQ provides:

- Affordable nutrition programs and services - within the community through funding and donations, or on a cost-recovery basis
- Genuine connections with communities - we provide direct support to deliver initiatives in person where possible and virtually when necessary
- Resources and fact sheets- For community organisations, groups and individuals.
- Subsidised nutrition services and initiatives - For priority populations, community groups and settings when funding is not available. Our main charitable programs include:
 - *Food Foundations* for Early Years settings
 - *Nutrition in OSHC* for Outside School Hours Care settings
 - Practical cooking and food literacy workshops with communities

Whilst our current financial model makes our services accessible for many community-based organisations and settings, cost remains a barrier for those experiencing disproportionate levels of disadvantage and food insecurity. Our aim is to seek charitable funding for delivering services and initiatives within communities most in need.





WHO WE WORK WITH



Early Childhood Education and Care (ECEC) - Including long day care, kindergartens and playgroups



Outside School Hours Care (OSHC)



Schools - Public, Independent and Boarding Schools



Aged Care



Workplaces



Community Groups & Organisations

HOW WE WORK

- **Place-based** - We support people and communities through food initiatives in the places we grow, play, learn, live, work and age.
- **Food literacy focused** - We build skills for planning, budgeting, shopping, preparing, and eating food to support community settings and households with mealtimes, particularly those experiencing food insecurity.
- **Child and youth invested** - We work with child and youth settings to create environments that help them to thrive and build strong foundations for lifelong wellbeing.
- **Community-led** - We partner with community groups and other not for profits to co-deliver initiatives within their settings so that we can meet the unique needs of their people.
- **Equity-driven** - We make our services accessible to all communities, particularly First Nations, culturally and linguistically diverse (CALD) and priority groups; strengthening communities through food.
- **Evidence-informed** - We hear and amplify the community voice and develop our programs in consultation with experts and researchers from across Australia. We translate the guidelines and science to make them realistic and meaningful for communities.
- **Decreasing the access gap** - We work alongside volunteers and other health professionals to make local nutrition activities more accessible for communities across Queensland.

OUR IMPACT



1193 community based organisations and settings across Queensland engaged in our services

“Our initiatives help children, families, older people and communities to thrive. We can only thrive when we’re connected and nourished”.



Hands-on cooking and nutrition workshops for more than **520** children, young people, parents/carers and community members.



691 early childhood education and care (ECEC) services reached



454 outside school hours care (OSHC) services reached



Food safety services and Accredited Training to over **160** community services: ECECS, OSHC, schools, aged care, disability & respite services



26% of the sector



Benefiting over 50,000 children aged 0-5 years



57% of the sector



Benefiting over 48,000 children aged 5-12 years



EARLY CHILDHOOD EDUCATION AND CARE SERVICES

Target group: Children aged 0-5 years, parents and carers, ECEC staff (educators, directors and cooks)

In 2023, we delivered services to 691 long day care services and kindergartens across Queensland (reaching 29% of the sector and benefiting over 50,000 children aged 0-5 who attend these services) through the following initiatives and services:

- *Food Foundations* program
- Professional development for ECEC staff
- Menu planning, reviews and support
- Nutrition information and resources for staff and families

Aligning with our renewed vision and approach, we aim to support children to thrive through food environments that connect and nourish them socially, emotionally, culturally and physically.

Our future direction includes a greater focus on positive mealtimes and feeding practices, curriculum and food experiences for children attending ECEC services; creating nourishing food environments that extend far beyond only 'what' is eaten and included in the menu.

Food Foundations Program

Our *Food Foundations* program has been the leading food and nutrition program for early years settings in Queensland for 30 years. Our team of dietitians and nutritionists provide evidence-based nutrition and food safety information for staff, parents/carers and children. The program includes access to resources, professional development, training, telephone and email support.

Food Foundations is based on a subscription model, with the annual fee being highly subsidised to ensure that cost is not a barrier, and the program remains accessible to centres throughout Queensland.

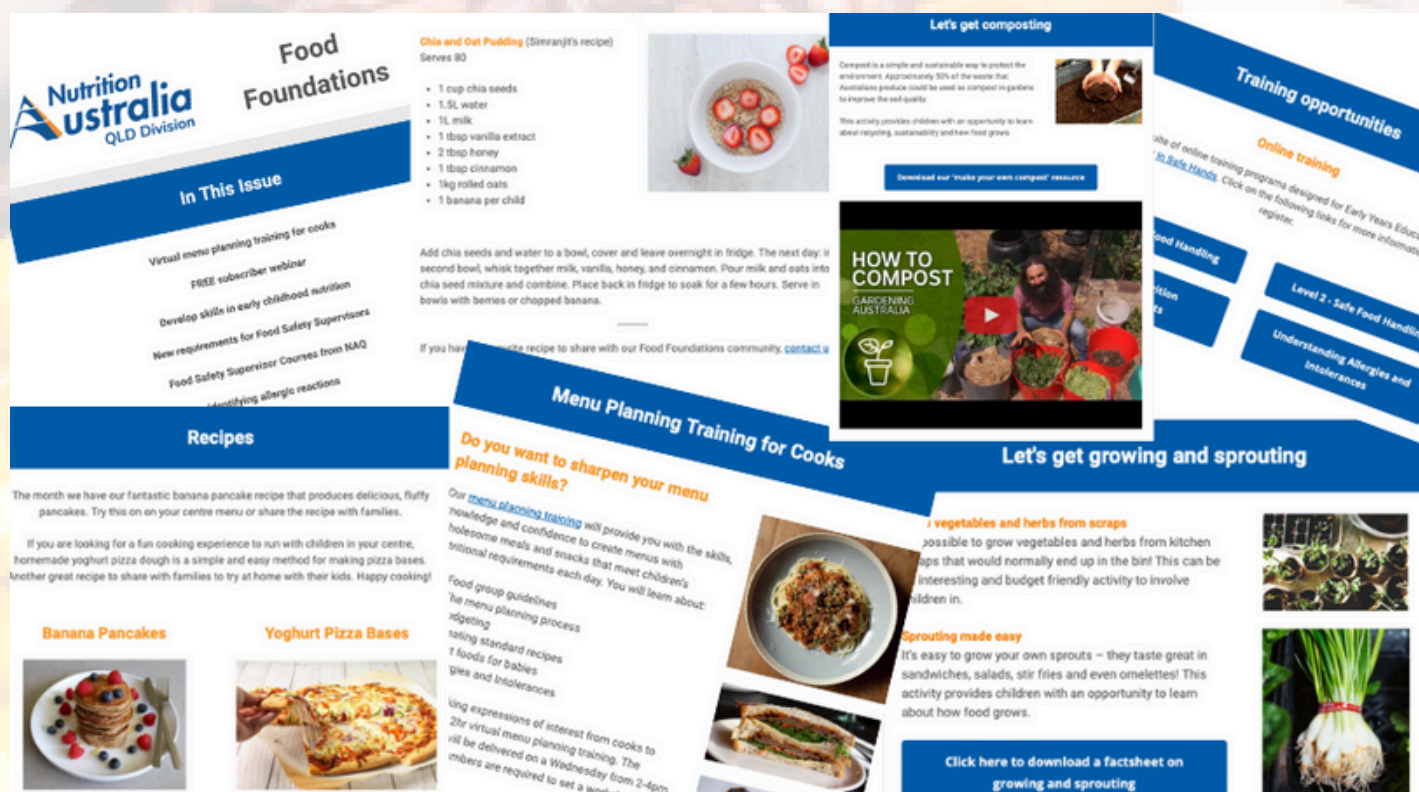
288

services participated in the
Food Foundations Program in
2023, reaching

20%

of Long Day Cares (LDC) in
Queensland who provide
meals to children.

The *Food Foundations* program to date has provided tailored support predominantly for Long Day Care settings providing meals. Planning will be undertaken in 2024 to strengthen the support provided through the *Food Foundations* program for kindergarten and LDC services that do not provide food and are lunch box settings (of which there are nearly 700 in Queensland).



The *Food Foundations* program includes:

- Monthly eNewsletters
- Quarterly professional development webinars, delivered by experts in early childhood nutrition on a range of key food and nutrition topics
- Access to the *Food Foundations* website portal, including access to resources, information and fact sheets, recipes, menu planning tools
- Phone and email support from our team of Dietitians, Nutritionists and food safety experts

In 2024, we will be providing additional direct support and collaboration with services, including:

- Cooks Community – Connecting Cooks and Chefs in Early Years
- Monthly Menu Planning workshops for ECEC directors, cooks and chefs

Professional development for ECEC staff

NAQ continued to deliver nutrition and food safety education for ECEC staff via in person and virtual workshops and training, as well as self-paced online training.

A total of 363 ECEC services, and 2000 staff, completed our self-paced online training in 2023. In addition, over 150 staff participated in tailored workshops for their services (including Educators, Directors, Cooks and Chefs).

We continued to operate our Registered Training organisation, delivering accredited Food Safety Supervisor (FSS) training that is tailored for the community and health services sectors. In 2023, we offered in-person FSS training for ECEC cooks, chefs, and staff, and also introduced a FSS Recertification Course for those requiring renewal of their certification (in light of the legislative changes stipulating qualification renewal every 5 years).



Menu reviews and food provision support

Throughout 2023 our dietitians worked directly with the Directors, Cooks and Chefs from 39 long day care services to enhance the meals and food environments for children in their care. This included menu planning training and menu reviews with tailored recommendations and guidance. We also continued to offer information and advice via phone and email for centres and parents/carers with queries regarding food provision in their ECEC setting.

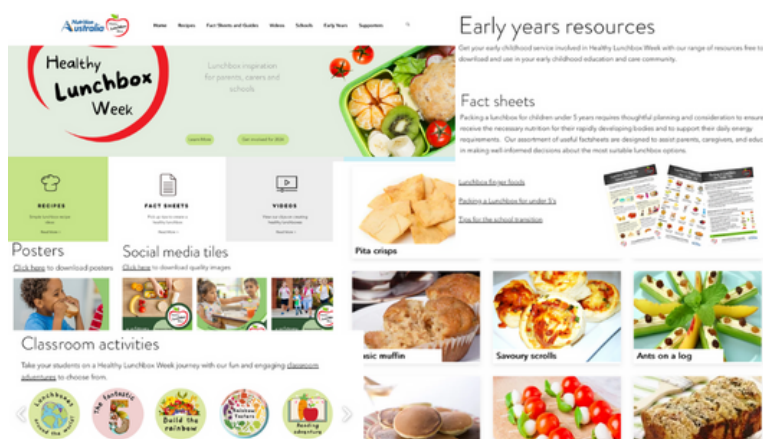
An additional 80 centres had food safety audits conducted, ensuring that the children in their care are receiving safe provision of food daily. Centres were located predominantly in South East Queensland however our services extended to North Qld.

In 2024, we will be offering menu planning workshops for ECEC cooks, chefs and directors at no cost for all centres participating in the *Food Foundations* program. This highly interactive training will have small participant groups and be delivered via zoom with an early years' dietitian, making it accessible to service directors and cooks throughout all of Queensland.

Nutrition information and resources

NAQ has a long history providing resources, fact sheets and recipes for ECEC staff and parents/carers. Freely available online resources have also been created for children and their families including videos and fact sheets. Several lunchbox resources for parents/carers and educators are also housed on Nutrition Australia's Healthy Lunchbox Week Website.

Our annual Healthy Lunchbox Week Campaign, led by our ACT division, ran from 5 to 11 February 2023. Whilst the campaign has traditionally targeted schools, in 2023 we developed a suite of resources tailored specifically for kindergarten and long day care services where children bring lunchboxes. Campaign materials and resources for early years included fact sheets, posters, curriculum activities and a Communication Toolkit.





Cooks from Rochedale Kids Early Learning Centre: Creating positive mealtime experiences for children everyday!



The cook from Whispering Gully Childcare - Warwick, and her Nutrition Wall!



OUTSIDE SCHOOL HOURS CARE (OSHC)

Target group: Primary school aged children, parents and carers, OSHC staff (educators, directors and cooks)

In 2023, we delivered services to 454 OSHC services across Queensland (reaching 57% of the sector and benefiting over 48,000 children aged 5-12 who attend these services) through our *Nutrition in OSHC* program and professional development for staff.

Nutrition in Outside School Hours Care (OSHC) Program

Our *Nutrition in OSHC* program has been the leading food and nutrition program for OSHC settings in QLD for over 20 years. Our team of dietitians and nutritionists provide evidence-based nutrition and food safety information for staff, parents/career and students.

The program includes access to resources, professional development, training, telephone and email support.

Our *Nutrition in OSHC* program is based on a subscription model, with an annual subscription fee for participating ECEC services. This program is subsidised to ensure that cost is not a barrier, and it remains accessible to centres throughout Queensland.




In 2024 we will be undertaking extensive consultation with OSHC services and stakeholders with the aim of strengthening the direct support that we provide and ensuring that we are meeting the needs of the sector.

256|32%

Outside School Hours Care (OSHC) services

participated in the *Nutrition in OSHC* program in 2023.



NAQ continued to deliver nutrition and food safety education for OSHC staff via in person and virtual workshops and training, as well as self-paced online training.

A total of 204 OSHC services, and 1,384 staff (predominantly Educators and Directors), completed our self-paced online training in 2023.

We also delivered in-person accredited Food Safety Supervisor (FSS) training for OSHC staff working in services that require staff to hold this qualification.

In 2024, we will be introducing menu planning workshops for OSHC staff. The training will be interactive, with small participant numbers, and delivered virtually to ensure it is accessible to services throughout Queensland. This training will be offered at no cost for all services who participate in the *Nutrition in OSHC* program.

The *Nutrition in OSHC* program includes:

- Monthly eNewsletters
- Quarterly professional development webinars, on key food and nutrition topics relevant for children aged 5-12 years
- Access to the Nutrition in OSHC website portal, including access to resources, information and fact sheets, recipes and menu planning tools
- Phone and email support from our team of Dietitians, Nutritionists and food safety experts

In 2024, additional support and collaboration with services will be provided, including:

- Bi-monthly menu planning workshops for OSHC directors, educators and cooks
- Bi-monthly workshops focused on incorporating food and nutrition activities and experiences in OSHC services



SCHOOLS

Target Group: Primary and high school aged children, parents/carers, teachers, and staff

Services:

- Nutrition sessions and workshops for students
- Menu planning support, reviews and consultancy services for Independent Schools
- Nutrition information and resources for children, families and staff

A suite of freely available online lunchbox resources for children, families and the school community are housed on Nutrition Australia's Healthy Lunchbox Week Website. Our annual Healthy Lunchbox Week Campaign materials for schools included fact sheets, posters, curriculum activities and a Communication Toolkit.

The screenshot displays the Nutrition Australia Healthy Lunchbox Week website. The header includes the Nutrition Australia logo and navigation links: Home, Recipes, Fact Sheets and Guides, Videos, Schools, Early Years, and Supporters. The main banner features the 'Healthy Lunchbox Week' logo and the text 'Lunchbox inspiration for parents, carers and schools', with buttons for 'Learn More' and 'Get involved for 2023'. Below the banner, there are four categories: RECIPES (Simple lunchbox recipe ideas), FACT SHEETS (Pick up tips to create a healthy lunchbox), VIDEOS (View our clips on creating healthy lunchboxes), and SCHOOL RESOURCES (Classroom activities and promotional material). The 'School resources' section includes a link to 'Get your school involved in Healthy Lunchbox Week with in your school community and classrooms.' The 'Social media tiles' section has a link to 'Click here for more images'. The 'Posters' section has a link to 'Click here for more posters'. On the right, the 'Teacher resources' section is titled 'Take your class on a Healthy Lunchbox Week adventure!' and describes five pit stops for a classroom journey. It lists resources like 'Reading adventure', 'Build a rainbow', 'The fantastic five', 'Around the world', and 'Rainbow tasters', each with a brief description and a download button.

In 2023 we continued to partner with several independent and boarding schools, providing ongoing services across the school year to support the wellbeing of students. This included nutrition consultancy services to independent and boarding schools, boarding school menu reviews and planning, and nutrition information sessions and engagement with students.



COMMUNITY GROUPS AND ORGANISATIONS

We believe that everyone deserves to experience connection and nourishment through food. We aim to empower Queensland families and communities with practical knowledge and skills so that everyone is better able to access and prepare nutritious food and meals, particularly for those experiencing food insecurity.

We partner with other charitable organisations as well as government settings to deliver tailored food literacy and cooking skill workshops and programs for community groups and families, with a focus on priority populations.

In 2023, we partnered with a number of community groups, organisations and local councils (including Brisbane, Ipswich and Logan) to deliver 33 practical cooking, food and nutrition workshops to more than 520 children, young people, parents/carers and community members. All initiatives were provided on a cost-recovery basis however were significantly subsidised for priority populations, community groups and settings within high needs communities when funding was not available.



One of our Accredited Practising Dietitians (and Foodie) Rosie Mohr



Some of our volunteers! Accredited Practising Dietitians Crystal Yin Au-Yeung (L) and Janny Goris (R) with community member Alannie and her baby





Workshops with the Inala Women's group, in partnership with the Inala Hub Neighbourhood Centre



Workshops for children aged 5-12 across the Logan City Council area



'GOLD Workshops' in the Brisbane City Council region

In addition, we delivered nutrition sessions to over 270 employees across a number of workplaces including transport, manufacturing, energy and construction with topics ranging from women's health, food and mental wellbeing to eating for shift work and when on the road.



ACCREDITED TRAINING

Target group: Directors, cooks/chefs and staff from ECECs, tuckshops/canteens, Outside School Hours Care, aged care, respite and disability services

Services:

- Delivery of the Food Safety Supervisor (FSS) Course and Recertification Course for the community services and health services sectors
- Delivery of the FSS Course by our third-party providers for school tuckshops and canteens

Throughout 2023, we continued to operate our Registered Training organisation (RTO), delivering 44 accredited Food Safety Supervisor training courses to 336 staff from ECECs, OSHC, Schools, aged care, disability and respite services. Training is tailored specifically for these settings and is delivered by qualified trainers who hold a Cert IV in Training and Assessment.

The Queensland Association of School Tuckshops delivered our accredited Food Safety Supervisor course both in-person and virtually for school tuckshops across Queensland, as a third-party provider for our RTO.

Training was also provided to school canteens and community settings across Western Australia and the ACT, with the Western Australia School Canteen Association and Nutrition Australia ACT Division delivering Food Safety Supervisor courses as third-party providers for our RTO.

We also introduced a FSS Recertification Course for those requiring renewal of their certification (in response to the legislative changes stipulating qualification renewal every 5 years). In 2024 we will be launching additional FSS courses, delivered virtually while maintaining interaction between trainers and students, with the aim of making this training more accessible to settings throughout Queensland, including rural and remote areas.





FOOD SAFETY SERVICES

Target group: Directors / Managers, cooks / chefs and staff from community settings providing food to populations vulnerable to food-borne illness and allergic food reactions.

Services:

- Development and review of food safety programs
- Food safety onsite compliance audits

For nearly 15 years, NAQ have been offering food safety audits for ECECs, tuckshops, Outside School Hours Care, aged care, respite and disability services. In 2023, over 100 community-based services had food safety audits conducted, ensuring that children and vulnerable people in their care are receiving safe provision of food daily.

AGED CARE SERVICES

Target group: aged care residents, nursing and medical staff and food service cooks / chefs and staff

We aim to empower Queensland residential aged care facilities with skills, knowledge and confidence to promote and support optimal nutrition for their residents.

Services:

- Menu, mealtime and policy reviews
- Staff Professional Development
- Dietitian consults with aged care residents

In 2023 we provided ongoing services to six aged care facilities, which included working directly with residents, as well as providing foodservice initiatives and staff training.

OUR SUPPORTERS

We would like to thank the community groups and organisations, local councils, universities, government and non-government organisations, and our colleagues within Queensland and throughout Australia who we have collaborated with in 2023.

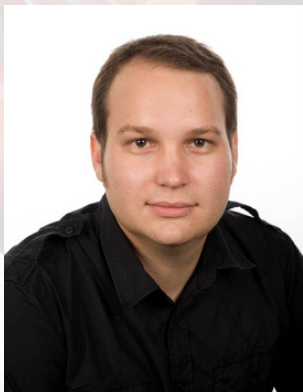
We would particularly like to thank the National Nutrition Network - Early Childhood Education and Care (NNN), led by Dr Ros Sambell.

We are incredibly grateful to the NNN researchers and practitioners from across the country for their ongoing support and guidance, ensuring that the work we do in ECECs is evidence-informed and impactful.

We would also like to thank our partner organisations Nutrition Australia ACT, the Queensland Association of School Tuckshops, Western Australia School Canteen Association, and In Safe Hands, with whom we look forward to continuing to deliver services and training in 2024 and beyond.

We are also incredibly grateful for the generous strategic support that we receive from the Knowledge Brokering Group, and their Director Dr Helen Alexiou.

OUR COMMITTEE



Mikael Wedemeyer
Chair



Rachael Mussig
Secretary



Danny Naidoo
Treasurer (2024)



Leah Browning
Member



Kate Di Prima
Member



Nathan Mussig
Member



Dr Bonnie Searle
Member (2024)

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