



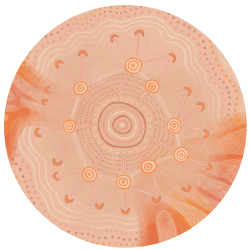
RRR
NETWORK

ANNUAL REPORT

2025



We would like to acknowledge the past, present and future traditional owners and elders, whose culture and customs have and will continue to nurture the land on which the RRR Network community stands, walks and lives. We pay our respects to Elders past and present.



RRR Board⁵

5 Members of the 2024/2025 RRR Network Board

Chairs Report⁶

6 Amplifying voices, building capacity and driving advocacy - Naomi Evans

Achievements⁷

7 Network growth, media presence and Advocacy

8 Partnerships and storytelling

CEO's Report⁹

9 Kendall Galbraith - Our Strategy's missing piece

Partnerships¹⁰

10 The RRR Business Champions

11 Collaboration

Treasurers Report¹²

12 Millie Milligan-Leeson - Sound Financial Position

Financial Statements¹³

13 Audited Financial Statements for 2024/2025



Follow

@RRR Womens Network of WA

Email

admin@rrrnetwork.com.au

Phone

(08) 6316 0407

Visit

www.rrrnetwork.com.au

ABN 42 246 101 482



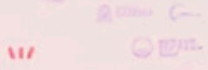
CBH

Agri

Agri
Rural
Award



รางวัล
เกษตรกร
ดีเด่น
ประจำปี 2562
สาขา อุตสาหกรรม



Our purpose is to connect and empower women to build strong communities and improve liveability in rural, regional and remote Western Australia.



RRR NETWORK BOARD



Chair
Naomi Evans



Deputy Chair
Fleur Thompson



Secretary
Louise O'Neill



Treasurer
Millie Milligan-Leeson



Jess Heasman



Elizabeth Brennan



Deb Pearce



Ellen Smith

CHAIR'S REPORT

It is with great pride that I present this year's Chair's Report, reflecting on a year of strategic growth, community engagement, and impactful advocacy for women across rural, regional and remote Western Australia.

In 2025, our Network continued to deliver on its core purpose: to connect and empower women to build strong communities and improve liveability in the regions. Our strategy this year focused on three pillars:

Amplifying Regional Voices

Through storytelling, events, and partnerships, we elevated the lived experiences of RRR women, ensuring their voices are heard in policy and decision-making forums.

Building Capacity and Connection

We expanded our reach through leadership programs, regional workshops, and strategic partnerships, including the Career Ready in the Regions initiative, which has

empowered up to 140 women to take charge of their career pathways.

Driving Advocacy Through Data

The launch of our inaugural "What RRR Women Want" survey was a landmark moment. With over 360 participants from across WA, the survey provided critical insights into the challenges and aspirations of women in the regions. Key findings included:

- 62% of respondents reported difficulty accessing a GP, highlighting urgent health service gaps.
- A decline in higher education attainment among RRR women, attributed to cost-of-living pressures and limited local opportunities.
- Strong concerns around housing, cost of living, community infrastructure, and digital access.

These findings now underpin our advocacy agenda and inform our conversations with government and stakeholders.



As Chair, I am continually inspired by the resilience, innovation, and leadership of the women in our network. Together, we are shaping a future where regional women are not only heard but are leading change in their communities.

I extend my deepest thanks to our Board, staff, volunteers, and partners for their unwavering commitment. I would like to thank long-term board members Elizabeth Brennan and Fleur Thompson for the significant contribution over the years in helping to shape the RRR Network.

I look forward to continuing this journey with you all.

A handwritten signature in black ink that reads "Naomi Evans".

Naomi Evans
Chair



14%
NETWORK GROWTH
SINCE
2023/2024 FY

"APPRECIATE THE WORK THE RRR DOES"

"I VALUE THE IMPORTANCE OF THIS ORGANISATION"

"I'M ONLY YOUNG, PLUS I'VE ONLY JUST FOUND OUT ABOUT THIS AMAZING NETWORK"

"KEEN TO SUPPORT THE STRENGTHENING AND UNIFIED VOICE OF RRR WOMEN"

"HAVE ONLY JUST BECOME AWARE OF AND STARTED FOLLOWING RRR"

"I SUBSCRIBED TO THE NEWSLETTER LAST MONTH (BETWEEN JOBS) AND I INTEND TO JOIN SOON"

"YOU REPRESENT MY INTERESTS AS A RURAL WOMAN"

9
OFFICIAL MEDIA STORIES
ON RRR WOMEN
& THE NETWORK

Working from home a game changer for women in regions

Breaking the urban-regional divide has been on many leaders' agendas, making regional people and their communities a critical diversity to unlock and include. An unexpected and welcomed opportunity met this agenda item head-on with the pandemic. Remote work practices were introduced to keep the economy ticking and industries looked to local markets to fill vacancies with herder shutdowns. Remote work was a game changer for the regions.

KENDALL GALBRAITH

Post pandemic, the urban-regional divide has reduced, with our regions remaining front and centre. For instance, the regions are flourishing with tourism and hospitality. Many areas are struggling to keep up with demand. Also, since 2020, the WA Government has invested (or allocated) more than \$1 billion into our main roads to ensure safety and reduce travel time to our most popular regional areas.

benefits of work from home, particularly for women, further saying the increase in women work the 8 equit regio best. He come chall An RRR Network

COMMENT
 By KENDALL GALBRAITH
 RRR Network

Lifting regional governance benefits us all

THE RRR Network, Mt Burdett Foundation and the Department of Primary

Directors have the same roles, responsibilities and risks. RRR Network wanted to impress this point upon regional women who often volunteer for the CRC boards. ACD stress that when good governance is in effect, the structure, systems and by which the organisation is controlled can improve delivery-organisation's objectives and in a sustainable way. For matter if you're living in the country, we should all be striving for governance standards. good governance, capability is exactly what happened with network in recent years. RRR Network is committed to this. We have gone from strength-RRR women are benefiting because of it. CRCs are the lifeblood of many regional communities and their sustainability is paramount. With an effective CRC, all of community benefits and it starts with good governance. To measure the impact of this training on the CRC women participants, the RRR Network will be working closely with them over the next year to see, if and how, the governance training made an impact on their CRC.

Regional university students need more support

Data continues to show that regional students are leaving university at significantly higher rates than their metro peers. The reasons are varied, but the most common include the financial str from home:

KENDALL GALBRAITH

Second — supporting regional students studying away from home. We must also do more to support regional students who move away for higher education. Whether or not they complete

upskill or change career direction from the regions are struggling to complete. Similarly, the What RRR Women Want Survey Report revealed a decline in bachelor's degree attainment for regional

Women want a fair go

Political campaigning is under way, and it has taken up real estate in my head. Recently, without a second thought, I reformed the political Aussie catchphrase "a fair go" to summarise a meeting of mine. I was introducing the work of our organisation — the RRR Network, when I received an unexpected and condescending raised eyebrow about the overall bias, because geography has no bearing on intellect or capability. I recall a recent article that said "country kids are punching well above their weight in the office towers of corporate Australia, with 21 per cent of top chief executives from regional towns". Second, the hustle and bustle of the city could be listened to the region's tough going. Regional people have limited access to corporate governance at the drop of a hat. Women like Tracy Lefroy, Elizabeth Eveman and Ria Dowell, and other women who grew up regionally and are now superstars advocating from the city, such as Naomi Evans, Brianna Poole and Karlie Mucjaniko. There are many more. Underestimating regional women's capability and desire to

4
REFERENCE GROUPS THE
RRR NETWORK
IS A MEMBER OF



Horizon Power Customer Council (2024) - CEO - Kendall second from the right.

21

INDUSTRY PARTNERSHIPS
INCREASED BY
10 IN THE LAST YEAR



23

RADIO INTERVIEWS
FACILITATED
FOR OUR PARTNERS



"GREAT READ VANESSA HIGHLIGHTS
YOUR COMMITMENT TO
EVERYTHING YOU DO."

"OH WOW THIS IS BRILLIANT.
THANK YOU FOR SHARING
TANGIORA'S STORY AS A
MAORI WĀHINE IT IS VERY
INSPIRING FOR ME"



17

BLOGS
WRITTEN ABOUT
RRR WOMEN

CEO'S REPORT

The RRR Network continues to be a source of inspiration for me. It's an organisation deeply committed to elevating the visibility of rural, regional, and remote women and advocating on their behalf while showcasing the unique value of living in regional Western Australia.

One of the most transformative shifts we made was unpacking the concept of empowerment. We realised that empowering and connecting women cannot succeed if their communities are in decline. For RRR women to thrive - economically and socially - they need strong, vibrant communities. So how do we support this? We believe women are the fabric of community and central to positive change. Recognising the symbiotic relationship between women and community is now at the heart of our strategy and inspired the inclusion of regional

liveability. This discovery turned out to be the key detail that reshaped our approach. This clarity not only strengthened our internal conversations but also improved how we engaged with industry and newcomers to the organisation - leading to a dramatic increase in new partnerships.

We also refined our strategic focus by placing greater emphasis on Advocacy, while intentionally scaling back our Connection efforts. This decision was informed by the growing number of women's groups, events, and activities flourishing across regional WA - a space we recognised we couldn't and shouldn't compete in. In fact, this growth aligns perfectly with our vision: that women are central to driving positive change and building thriving, inclusive communities.

With connection organically thriving across the regions, the RRR Network holding strong ties to government and a renewed purpose in contributing to regional liveability, advocacy emerged as our social responsibility - a space where we could make a meaningful and lasting impact on the landscape for rural, regional, and remote women.

In saying that, Connection is still a pillar of our work. Instead, we focused



on quality not quantity. When we connect with women - it is for education and advocacy purposes. Also, we continued to improve our online network space recognising that a statewide network is no easy feat! We achieve this through online storytelling, promoting partnerships, business members and women who utilise our directory. We encourage members to connect with each other.

I was recently reminded that advocacy isn't about bright lights or Instagram moments. It's the quiet, persistent work behind the scenes- the hard grind that, with time and effort, can lead to meaningful change.

At the RRR Network, we remain deeply committed to advocating for rural, regional, and remote women. We believe this work is not only essential - it's urgent. Advocacy in Western Australia is required now more than ever, and we're proud to stand in that space with purpose and conviction.

**Kendall Galbraith
CEO**





Annual Corporate Dinner 2024 with the Hon Shelley Payne MLC making an address.

Partnership Spotlight

Since its inception, the RRR Network has cultivated strong, strategic relationships with industry leaders. These partnerships have significantly expanded our reach and amplified our voice, enabling us to connect with and support more women across the region. Importantly, they also provide a vital platform to share the challenges faced by RRR women, helping to influence industry practices and drive meaningful economic and social change.

Our ongoing valued partners are:

- Department of Primary Industries and Regional Development
- CBH Group
- Bailiwick Legal
- ANZ
- nbn
- CSBP
- ProcessWorx
- CBA
- Planfarm
- Lawson Grains
- Westpac

However, the RRR Network sought greater diversity within its partnership community leading to ten new partnerships in the 2024/25 financial year.

- Harvest Road
- RSM
- Nutrien Ag Solutions
- Mitsui E&P Australia
- Source Business Partners
- Wheatbelt Development Commission
- South West Development Commission
- Gascoyne Development Commission
- Ord Minnett
- Hon Jackie Jarvis MLC

The RRR Network aims to continue this growth in the 2025/2026 financial year.



(Left to right). Heather Brayford, Matt Macfarlane, Isabella Thrupp, Hon Jackie Jarvis MLC, Jacky Connolly, Kendall Galbraith and Vicki Greenwood.



(Left to right). Tim Bray - CEO of Gascoyne Development Commission, Cate Brooks - CEO of South West Development Commission and the Hon Minister Stephen Dawson MLC

Advocacy and Collaboration

The RRR Network collaborated with a range of organisations throughout the year, including CSBP, which supported informal women's gatherings in the Great Southern, ANZ, which partnered on a leadership event held in the city, Business Transitions workshop in Northam with ProcessWorx, Northam Women in Business for International Women's Day, DPIRD for AgriFutures Rural Women's Awards, International Women's Day online webinar event for all of DPIRD staff and Mt Burdett Foundation for AICD scholarships for ten women.

The RRR Network also sponsored the CCI Women's Leadership Summit in Albany and NRM and Value Creators Women's STEM JumpStart program held at Murdoch University.

In the Mid West the RRR Network partnered with WIBBs at the Mingenew Expo where more than 65 women gathered to explore the barriers and opportunities facing women in the region, while enjoying a relaxed brunch setting. The event was officially opened by the Hon. Jackie Jarvis MLC, Minister for Agriculture and Food; Fisheries; Forestry; Small Business; and the Mid West.

Finally, we held our Annual Corporate Dinner in Guildford where our partners enjoyed a dinner together and even did a RRR Network quiz for a group prize. See image below.



The RRR Network also hosted a Leaders Roundtable with GHD, bringing together Cassie Rowe MLC and regional industry leaders to explore ways to better connect women in rural, regional, and remote women to employment and opportunities. This collaborative discussion generated valuable insights and contributed to a policy recommendation submitted to the WA State Government, which is currently under consideration.

Finally, the RRR Network continued its strong partnership with Curtin University, which has engaged with more than 140 women across Western Australia in recent years. As part of this collaboration, the Curtin team travelled to Carnarvon to deliver the Career Ready in the Regions program. Thirteen women participated in the Carnarvon session, receiving high-quality education valued at \$1,500 each, for a contribution of no more than \$50.



TREASURERS REPORT

It gives me great pleasure to present the Treasurer's Report for the 2024-25 financial year.

The Network remains in a sound financial position, with careful management of income and expenditure. Royalties for Regions grant funding continues to provide our core income. Key partnerships with CBH, RSM (new), Bailiwick Legal, Westpac, Lawson Grain, CBA, NBN, and Planfarm have not only provided valuable supplementary income, but also created developmental opportunities for our members and RRR women across the state.

INCOME MAIN ITEMS

- Grants \$320,000
- Corporate Sponsorships \$77,125
- Events \$30,411
- Membership \$21,905

\$457,320

Total income for 24/25

\$116,651

Operating surplus 24/25

EXPENSE MAIN ITEMS

- Salary & Wages \$218,393
- Event Expenses \$27,538
- Superannuation \$23,896
- Travel & Accommodation (Board & Staff) \$18,048

\$340,669

Total expenditure for 24/25

\$263,455

Total Member's Funds at June 30 2024

\$380,106

Total Members Funds at June 30 2024.

Our major expenses for the year continue to be staff and board-related costs, as is typical for a service-based organisation. These were offset by strong partnerships and in-kind support, enabling us to deliver value to members while maintaining fiscal responsibility.

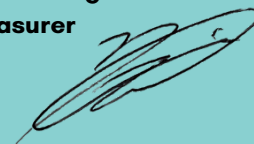
The financial statements, which have been reviewed and prepared in accordance with accounting standards, reflect a balanced and sustainable position. We close the year ending 30 June 2025 with strong reserves of \$380,106 to support ongoing operations and future opportunities.

I wish to sincerely thank Kendall, Danielle, the Board, and our Ambassadors for their commitment, oversight, and tireless efforts throughout the year. Their contributions have been vital in ensuring the continued strength and growth of the Network.

I look forward to another successful year in 2025-26.

Respectfully submitted,

Millie Milligan-Leeson
Treasurer



Rural Regional Remote Women's Network of WA

Financial Statements
For the year ended 30 June 2025

Contents Page

Rural Regional Remote Women's Network of WA
For the year ended 30 June 2025

Committee's Report
Statement of Profit and Loss and Other Comprehensive Income
Statement of Financial Position
Statement of Cash Flows
Statement of Changes in Equity
Notes to the Financial Statements
Officers Declaration
Auditors Independence Declaration
Auditors Review Report

Committee's Report

Rural Regional Remote Women's Network of WA For the year ended 30 June 2025

Your committee members submit the financial report of Rural Regional Remote Women's Network of WA for the financial year ended 30 June 2025.

Committee Members

The names of committee members throughout the year and at the date of this report are:

Committee Member	Position	Date Vacated	Experience
Millie Millgan-Leeson	Treasurer		^ Bachelor of Agribusiness Marketing ^ Relationship manager for BankWest and Commonwealth Bank ^ Former VP of Muresk Old Collegians Association ^ Former Wheatbeld Business Board Member ^ Former President Moora Chamber of Commerce ^ Former Secretary Moora Playgroup Inc
Naomi Evans	Chair		^ Head of NBN Local Regional and Community WA ^ Alumni of Future Fit and Navigate Leadership program ^ Post Graduate in Community and Stakeholder Engagement University of Qld
Jenise Heasman	Ordinary committee member (appointed 19th October 2024)		^ Probationary Member of Chartered Accountants Australia New Zealand (CAANZ) ^ Member of Institute of Professional Accountants Australia (IPA) ^ Graduate Certificate in Public Accounting ^ Bachelor of Business (Management & Aviation) ^ Diploma of Finance & Mortgage Broking ^ Board Member - Women in Commercial Finance
Fleur Thompson	Ordinary committee member		^ Bachelor of Applied Science ^ NLP Practitioner ^ Diploma of Coaching ^ Diploma of Community Services (Financial Counselling)
Sarah Woolford	Ordinary committee member	19/10/2024	^ National Business Development Manager, FBN ^ Fellow, Sustainable Farming ^ Masters of Finance
Heidi Mippy	Ordinary committee member	1/12/2024	^ Bachelor of Arts in Adult Education and Community Management ^ Grad Cert in Business Administration (Leadership, Strategy and Innovation) ^ Executive Masters in Leadership, Strategy and Innovation ^ Director of Blue Beanie Project ^ Treasurer of Djidi-Djidi Aboriginal Women's Corporation ^ Indigenous Liaison Manager - Curtin University

Committee's Report (cont)

Rural Regional Remote Women's Network of WA
For the year ended 30 June 2025

Elizabeth Brennan	Ordinary committee member		<ul style="list-style-type: none"> ^ Managing Director, agdots ^ Non-Executive Director, Wide Open Agriculture ^ Commissioner, Agricultural Produce Commission ^ Fellow, Australian Rural Leadership Foundation ^ Graduate, Australian Institute of Company Directors ^ Bachelor of Business
Ellen Smith	Ordinary committee member		<ul style="list-style-type: none"> ^ Graduate of the Australian Rural Leadership Program ^ Chief Business Development officer at Nyamba Buru Yawuru Governing Council Member North Regional TAFE ^ Former DPIRD Manager ^ Masters of Public Policy and Management ^ Bachelor in Aquatic Science and Coastal Zone Management
Debra Pearce	Casual Board Member (appointed 26th February 2025)		<ul style="list-style-type: none"> ^ Independent Director, Gelganyem Limited (2024-current). ^ Independent Director, Gelganyem Investments Pty Ltd (2024-current). ^ Producer Director (WA), Northern [Drought] Hub (2024-current). ^ Chair, Audit & Risk Committee, Northern [Drought] Hub (2024-current). ^ GAICD (2024)
Louise O'Neill	Ordinary committee member		<ul style="list-style-type: none"> ^ Agri Futures Rural Women's Award Winner ^ Business Owner of Farm Life Fitness ^ Bachelor of Psychology

During the financial year, a number of committee meetings were held. Attendances by each of committee member during the year were as follows:

Committee Members Name	Number Eligible to Attend	Number Attended
Debra Pearce	2	2
Heidi Mippy	3	0
Louise O'Neill	6	4
Millie Milligan-Leeson	6	6
Fleur Thompson	6	6
Elizabeth Brennan	6	6
Naomi Evans	6	6
Ellen Smith	6	5
Jenise Heasman	5	3
Sarah Woolford	2	0

The accompanying notes form part of these financial statements.

Committee's Report

Rural Regional Remote Women's Network of WA

For the year ended 30 June 2025

Principal Activities

The Rural Regional Remote Women's Network of Western Australia Inc. is established to be a not for profit for the purpose of advancing the economic and social well being of women in rural, regional and remote communities.

Operating Surplus/Deficit

The operating profit for the year was: \$116,651 (2024: Deficit \$9,525)

Going Concern

This financial report has been prepared on a going concern basis which contemplates continuity of normal business activities and the realisation of assets and settlement of liabilities in the ordinary course of business. The ability of the association to continue to operate as a going concern is dependent upon the ability of the association to generate sufficient cashflows from operations to meet its liabilities. The members of the association believe that the going concern assumption is appropriate.

Signed in accordance with a resolution of the Members of the Committee on:

Signed:

Naomi Evans
Chair



17440000-71CE-7A71-2FDC-08DE0089BCE3

01/10/2025

17440000-71CE-7A71-2FE6-08DE0089BCE3

Signed:

Millie Milligan-Leeson
Treasurer



17440000-71CE-7A71-2FF3-08DE0089BCE3

01/10/2025

17440000-71CE-7A71-2FF7-08DE0089BCE3

Statement of Profit and Loss and Other Comprehensive Income

Rural Regional Remote Women's Network of WA

For the year ended 30 June 2025

	2025	2024
Income		
Grants	320,000	180,000
Interest	3,801	2,334
Membership Fees	21,905	19,250
Fundraising and Sales	111,614	130,303
Total Income	457,320	331,887
Total Income	457,320	331,887
Expenditure		
Accounting, Bookkeeping and Audit	10,145	8,446
Advertising	1,947	2,591
Bank Fees	400	563
Board Sitting Fees	5,320	4,122
Contracted Services	5,737	25,820
Depreciation	2,733	4,473
Event Expenses	27,538	48,345
Insurance	5,843	5,105
Legal	3,500	1,600
Meeting Expenses (Excl. Travel and Accommodation)	1,747	2,246
Merchandise	1,391	1,606
Office Expenses	594	281
Printing and Stationery	268	2,751
Subscriptions	12,680	13,059
Superannuation	23,896	18,905
Telephone and Internet	490	578
Travel and Accommodation Board and Staff	18,048	19,339
Wages and Salaries	218,393	181,580
	340,669	341,411
Current Year Surplus/ (Deficit)	116,651	(9,525)

The accompanying notes form part of these financial statements.

Statement of Financial Position

Rural Regional Remote Women's Network of WA

As at 30 June 2025

	Note	2025	2024
Assets			
Current Assets			
Cash and Cash Equivalents	3	500,906	294,898
Accounts Receivable		31,438	9,028
Prepayments		3,785	3,321
Total Current Assets		536,129	307,247
Non-Current Assets			
Plant & Equipment		6,551	6,551
Less Accumulated Depreciation		(6,116)	(5,246)
		435	1,305
Website		12,336	12,336
Less Accumulated Depreciation		(9,381)	(7,518)
		2,955	4,818
Total Non-Current Assets		3,391	6,123
Total Assets		539,519	313,370
Liabilities			
Current Liabilities			
Accounts Payable		628	-
Accrued Expenses		5,907	2,801
Unspent Grant Funds	4	112,045	
ATO Liabilities	5	15,178	28,461
Employee Entitlements	6	15,418	11,639
Total Current Liabilities		149,176	42,901
Non Current Liabilities			
Employee Entitlements	6	10,238	6,915
Total Non Current Liabilities		10,238	6,915
Total Liabilities		159,414	49,816
Net Assets		380,106	263,554
Member's Funds			
Retained surpluses		380,106	263,455
Total Member's Funds		380,106	263,455

The accompanying notes form part of these financial statements.

Statement of Cash Flows

Rural Regional Remote Women's Network of WA

As at 30 June 2025

Account	2025	2024
Operating Activities		
Receipts from operating activities	543,154	330,259
Payments to suppliers and employees	(340,947)	(317,319)
Net Cash Flows from Operating Activities	202,207	12,940
Investing Activities		
Payment for property, plant and equipment	-	-
Other cash items from investing activities	3,801	2,334
Net Cash Flows from Investing Activities	3,801	2,334
Financing Activities		
Net Cash Flows from Financing Activities	-	-
Net Cash Flows	206,008	15,274
Cash and Cash Equivalents		
Cash and cash equivalents at beginning of period	294,898	279,624
Cash and cash equivalents at end of period	500,906	294,898
Net change in cash for period	206,008	15,274

The accompanying notes form part of these financial statements.

Statement of Changes in Equity

Rural Regional Remote Women's Network of WA
For the year ended 30 June 2025

	Retained surpluses	Total Equity
Balance at 1 July 2023	272,980	272,980
Surplus after income tax expense for the year	<u>(9,525)</u>	<u>(9,525)</u>
Total comprehensive income for the year	<u>(9,525)</u>	<u>(9,525)</u>
Balance at 30 June 2024	<u>263,455</u>	<u>263,455</u>
Balance 1 July 2024	263,455	263,455
Surplus after income tax expense for the year	<u>116,651</u>	<u>116,651</u>
Total comprehensive income for the year	<u>116,651</u>	<u>116,651</u>
Balance at 30 June 2025	<u>380,106</u>	<u>380,106</u>

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

Rural Regional Remote Women's Network of WA

For the year ended 30 June 2025

Note 1. Summary of Material Accounting Policies

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

The incorporated association has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the disclosure requirements of AASB 101 'Presentation of Financial Statements', AASB 107 'Statement of Cash Flows', AASB 108 'Accounting Policies, Changes in Accounting Estimates and Errors', AASB 1048 'Interpretation of Standards' and AASB 1054 'Australian Additional Disclosures', as appropriate for not-for-profit oriented entities.

The following material accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

Income Tax

The Rural Regional Remote Womens Network of WA has self assessed as being a not-for-profit entity and being eligible for an exemption from income tax.

Property, Plant and Equipment (PPE)

Property, plant and equipment are carried is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated on a diminishing value basis for property, plant and equipment and a straight line basis for website development over their expected useful lives as follows:

Office equipment	2 - 5 years
Website Development	5 years

Notes to the Financial Statements

Rural Regional Remote Women's Network of WA

For the year ended 30 June 2025

Revenue recognition

The incorporated association recognises revenue as follows:

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the incorporated association is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the incorporated association: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Sales revenue

Events, fundraising and raffles are recognised when received or receivable.

Grants

Grant revenue is recognised in profit or loss when the incorporated association satisfies the performance obligations stated within the funding agreements.

If conditions are attached to the grant which must be satisfied before the incorporated association is eligible to retain the contribution, the grant will be recognised in the statement of financial position as a liability until those conditions are satisfied

Interest

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

Notes to the Financial Statements

Rural Regional Remote Women's Network of WA

For the year ended 30 June 2025

Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the incorporated association's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the incorporated association's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Deferred tax assets and liabilities are always classified as non-current.

Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Trade and other receivables

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

Employee benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Notes to the Financial Statements

Rural Regional Remote Women's Network of WA

For the year ended 30 June 2025

Goods and Services Tax ('GST') and other similar taxes

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

New Accounting Standards and Interpretations not yet mandatory or early adopted

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the incorporated association for the annual reporting period ended 30 June 2025. The incorporated association's assessment of the impact of these new or amended Accounting Standards and Interpretations, most relevant to the incorporated association, are set out below.

Note 2. Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Estimation of useful lives of assets

The incorporated association determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Notes to the Financial Statements

Rural Regional Remote Women's Network of WA

For the year ended 30 June 2025

3. Cash and Cash Equivalents	2025	2024
Cash at Bank	500,906	294,898
Total Cash and Cash Equivalents	500,906	294,898

4. Unpent Grant Funds

Royalties for Regions - DPIRD	50,000	-
South West Development Commission	15,000	-
Wheatbelt Development Commission	15,000	-
State of Western Australia via The Gascoyne Development Commission	15,000	-
ANZ Project Partnership	2,045	-
MEPAU Perth Basin Pty Ltd	8,000	-
CBH	7,000	-
Total Unspent Grant Funds	112,045	-

5. ATO Liabilities

Goods and Services Tax	10,939	11,253
PAYG Withholding Payable	4,239	17,208
Total ATO Liabilities	15,178	28,461

6. Employee Entitlements

Current		
Superannuation Payable	6,467	6,012
Provision for Annual Leave	8,951	5,629
Non Current		
Provision for Long Service Leave	10,238	6,915
Total Employee Entitlements	25,656	18,556

7. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by the auditor of the incorporated association:

Australian Audit (Accrued) (Review of the financial statements)	2,900	3,300
---	-------	-------

Notes to the Financial Statements

Rural Regional Remote Women's Network of WA

For the year ended 30 June 2025

8. Reconciliation of surplus after income tax to net cash from operating activities

Surplus after income tax expense for the year	116,651	(9,525)
Adjustments for		
Depreciation and amortisation	2,733	4,473
Interest received	(3,801)	(2,334)
Changes in operating assets and liabilities:		
Decrease/(increase) in trade and other receivables	(22,973)	9,610
Increase (decrease) in trade and other payables	3,733	(12,727)
Increase (decrease) in employee benefits	7,102	4,816
Increase (decrease) in other operating liabilities	98,762	18,626
Net cash from operating activities	202,207	12,939

9. Remuneration of Board Members

The following amounts were paid to key employees and Board Members throughout the year

	2025	2024
Board Sitting Fees	5,320	4,122
CEO Remuneration		
Kendall Galbraith	127,920	123,000

10. Related party transactions

Key management personnel

Disclosures relating to key management personnel are set out in note 7.

Transactions with related parties

There were no transactions with related parties during the current and previous financial year.

Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Loans to/from related parties

There were no loans to or from related parties at the current and previous reporting date

11. Events after the reporting period

No other matter or circumstance has arisen since 30 June 2025 that has significantly affected, or may significantly affect the incorporated association's operations, the results of those operations, or the incorporated association's state of affairs in future financial years.

Officers Declaration

Rural Regional Remote Women's Network of WA For the year ended 30 June 2025

In the officers' opinion:

- the incorporated association is not a reporting entity because there are no users dependent on general purpose financial statements. Accordingly, as described in note 1 to the financial statements, the attached special purpose financial statements have been prepared for the purposes of complying with the Western Australian legislation the Associations Incorporation Act 2015 and associated regulations;
- the attached financial statements and notes comply with the Accounting Standards as described in note 1 to the financial statements;
- the attached financial statements and notes give a true and fair view of the incorporated association's financial position as at 30 June 2025 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the incorporated association will be able to pay its debts as and when they become due and payable.

On behalf of the officers



17440000-71CE-7A71-2FEC-08DE0089BCE3

Naomi Evans
Chairman

01/10/2025



17440000-71CE-7A71-2FFD-08DE0089BCE3

Millie Milligan-Leeson
Treasurer

01/10/2025

17440000-71CE-7A71-2FEA-08DE0089BCE3

17440000-71CE-7A71-2FF9-08DE0089BCE3

Document electronically signed



www.fusesign.com

Document Details

Document ID	b2060000-3f72-7ea0-4d89-08de008928ad
Document Bundle ID	17440000-71ce-7a71-4755-08de0089bcee
Uploaded to FuseSign	2025-10-01 09:27 +08:00
FuseSign subscriber	AMD
Initiator email	miriam@amdaccountants.com.au
Signed by	Naomi Evans (naomievans1975@gmail.com), Millie Millgan-Leesonn (countryliving1988@gmail.com)
System finalisation	2025-10-01 12:38 +08:00
Verify URL	https://app.fuse.work/fusesign/verify/b2060000-3f72-7ea0-4d89-08de008928ad

Document Signers

Signer 1

Name	Naomi Evans
Email	naomievans1975@gmail.com
Mobile	N/A
IP Address/es	159.196.132.136
Signed on Pages	5, 16
Verification Mode	Unauthenticated



Signer 2

Name	Millie Millgan-Leesonn
Email	countryliving1988@gmail.com
Mobile	N/A
IP Address/es	1.132.28.74
Signed on Pages	5, 16
Verification Mode	Unauthenticated



DOCUMENT AUDIT LOG

DATE TIME	USER	TRANSACTION
2025-10-01 09:27 +08:00	MIRIAM@AMDACCOUNTANTS.COM.AU	DOCUMENT BUNDLE CREATED BY MIRIAM BAILEY (MIRIAM@AMDACCOUNTANTS.COM.AU)
2025-10-01 09:27 +08:00	SYSTEM	ACCESS LINK: SENDING EMAIL TO: NAOMIEVANS1975@GMAIL.COM. (1 DOCUMENT - 1 SIGNING ACTION).
2025-10-01 09:27 +08:00	SYSTEM	ACCESS LINK: SENDING EMAIL TO: COUNTRYLIVING1988@GMAIL.COM. (1 DOCUMENT - 1 SIGNING ACTION).
2025-10-01 09:27 +08:00	SYSTEM	ACCESS LINK: SENDING EMAIL TO: CEO@RRRNETWORK.COM.AU. (1 DOCUMENT - 0 SIGNING ACTIONS).
2025-10-01 09:27 +08:00	SYSTEM	ACCESS LINK: SENDING EMAIL TO: CHASSEY@AUSAUDIT.COM.AU. (1 DOCUMENT - 0 SIGNING ACTIONS).
2025-10-01 11:58 +08:00	MILLIE MILLGAN-LEESONN	CUSTOMER VERIFIED BY UNIQUE URL SENT VIA EMAIL (NO 2FA)
2025-10-01 11:58 +08:00	MILLIE MILLGAN-LEESONN	LINK OPENED FROM IP 1.132.28.74
2025-10-01 11:59 +08:00	MILLIE MILLGAN-LEESONN	DOCUMENT SIGNED: RRR FINANCIALS FOR AUDIT TEAM FINAL WITH GRANT ADJUSTMENTS - ON PAGE 5 (SIGNATUREID: 17440000-71CE-7A71-2FF3-08DE0089BCE3)
2025-10-01 12:00 +08:00	MILLIE MILLGAN-LEESONN	DOCUMENT SIGNED: RRR FINANCIALS FOR AUDIT TEAM FINAL WITH GRANT ADJUSTMENTS - ON PAGE 16 (SIGNATUREID: 17440000-71CE-7A71-2FFD-08DE0089BCE3)
2025-10-01 12:00 +08:00	MILLIE MILLGAN-LEESONN	FORM FIELDS SUBMITTED FOR DOCUMENT: RRR FINANCIALS FOR AUDIT TEAM FINAL WITH GRANT ADJUSTMENTS
2025-10-01 12:00 +08:00	MILLIE MILLGAN-LEESONN	DOCUMENT SIGNED: RRR FINANCIALS FOR AUDIT TEAM FINAL WITH GRANT ADJUSTMENTS
2025-10-01 12:00 +08:00	MILLIE MILLGAN-LEESONN	MILLIE MILLGAN-LEESONN HAS COMPLETED BUNDLE 17440000-71CE-7A71-4755-08DE0089BCEE
2025-10-01 12:36 +08:00	NAOMI EVANS	CUSTOMER VERIFIED BY UNIQUE URL SENT VIA EMAIL (NO 2FA)
2025-10-01 12:36 +08:00	NAOMI EVANS	LINK OPENED FROM IP 159.196.132.136
2025-10-01 12:38 +08:00	NAOMI EVANS	DOCUMENT SIGNED: RRR FINANCIALS FOR AUDIT TEAM FINAL WITH GRANT ADJUSTMENTS - ON PAGE 5 (SIGNATUREID: 17440000-71CE-7A71-2FDC-08DE0089BCE3)
2025-10-01 12:38 +08:00	NAOMI EVANS	DOCUMENT SIGNED: RRR FINANCIALS FOR AUDIT TEAM FINAL WITH GRANT ADJUSTMENTS - ON PAGE 16 (SIGNATUREID: 17440000-71CE-7A71-2FEC-08DE0089BCE3)
2025-10-01 12:38 +08:00	NAOMI EVANS	FORM FIELDS SUBMITTED FOR DOCUMENT: RRR FINANCIALS FOR AUDIT TEAM FINAL WITH GRANT ADJUSTMENTS
2025-10-01 12:38 +08:00	NAOMI EVANS	DOCUMENT SIGNED: RRR FINANCIALS FOR AUDIT TEAM FINAL WITH GRANT ADJUSTMENTS
2025-10-01 12:38 +08:00	NAOMI EVANS	NAOMI EVANS HAS COMPLETED BUNDLE 17440000-71CE-7A71-4755-08DE0089BCEE
2025-10-01 12:38 +08:00	SYSTEM	FINALISING DOCUMENT (B2060000-3F72-7EA0-4D89-08DE008928AD)

More Information

For more information on electronic signatures and to validate this document was signed by the parties listed above, please visit www.fusesign.com



RRR NETWORK

WWW.RRRNETWORK.COM.AU

ABN 42 246 101 482
PO BOX 1244 | MARGARET RIVER WA 6285
0410 785 726 | 08 6316 0407
CEO@RRRNETWORK.COM.AU
RRRNETWORK.COM.AU