RIMPA
GLOBAL

ANNUAL REPORT 2024/25

LATEST INFORMATION AND UPDATES ABOUT RIMPA GLOBAL

RECORDS AND INFORMATION MANAGEMENT PRACTITIONERS ALLIANCE

Advancing and Connecting the Records and Information Management Profession.

**BONITA KENNEDY CERIM ARIM (LIFE)
CHAIR OF THE BOARD**

**ANNE CORNISH CSRIM MRIM (LIFE)
CHIEF EXECUTIVE OFFICER**

YEAR IN REVIEW – NOTE FROM THE CHAIR AND CEO

The 2024/25 year has been one of consolidation, innovation, and growth for RIMPA Global. Across all strategic pillars, significant progress has been made to strengthen the organisation, deliver value to members, and reinforce RIMPA Global's reputation as a global leader in records and information management (R&IM).

This approach has been positively demonstrated in RIMPA Global's much improved financial position. RIMPA Global closed the financial year with a small loss of approximately $25,000. This represents a $270,000 turnaround from the previous year, demonstrating the Board and staff's diligence in managing expenditure and maximising the value of existing products and services. Importantly, this careful financial management has had no impact on member services, with programs continuing to grow and expand.

2024/25 has recognised innovation and new opportunities with the inaugural Hackathon conducted in Adelaide at RIMPA Live 2024. An unknown event proved to be of great success and led to further initiatives such as the newly formed research fund and advisory committee as well as an interest in continuing to solve business problems that impact the world.

A YEAR IN REVIEW – NOTE FROM THE CHAIR AND CEO

RIMPA Global are also proud to state that our member retention is above the Australian average for retention sitting at 81% (Global figures not available at the time of publication). The membership portfolio has been busy with providing further opportunities to recognise skills and experience with the introduction of a certification program and continuing to improve accessibility to the current professional status program.

RIMPA Global's advocacy efforts continue to amplify the voice of the profession via various submissions to government and the formation of a framework in which to approach the APS requesting the formation of a Government Taskforce for effective records management.

Globally, RIMPA Global has continued to flourish, with the Global Information Consortium gaining momentum and securing 10 paid members from representative professional bodies worldwide.

RIMPA Global remains at the forefront of developing international standards, actively championing their importance, and advocating for consistent adoption both locally and globally.

A standout achievement this year was the partnership with our colleagues in Kenya through KARMA, where RIMPA Global is supporting a two-year mentoring and development program for 10 aspiring records managers. This initiative also highlighted the generosity and community spirit of our members, who collectively donated over $14,000 to enable five Kenyan participants to attend RIMPA Live 2025. The heartfelt support shown was a proud reminder of the strength and unity of the RIMPA Global community.

Education remains a central focus for RIMPA Global. Following two highly successful Education Summits, which brought together representatives from across the profession, RIMPA Global has developed a robust and comprehensive five-year Education Strategy. This strategy is designed to expand training and education opportunities, ensure content remains contemporary and relevant to industry needs, and make learning resources more accessible to practitioners at every stage of their career.

A YEAR IN REVIEW – NOTE FROM THE CHAIR AND CEO

By aligning education with workforce expectations and emerging technologies, RIMPA Global is positioning information management as a future-ready profession with clear pathways for growth and recognition.

This year, the industry farewelled two highly respected figures. We were saddened by the passing of Chris Simpson, a long-standing member and passionate advocate for records management. We also acknowledged the retirement of David Moldrich from both the industry and RIMPA Global. Both Chris and David have made outstanding contributions over many years, helping to shape the profession and RIMPA Global into what it is today. Their absence will be deeply felt, but their legacy remains firmly embedded in our community.

Looking Ahead

RIMPA Global enters 2025/26 well-positioned as a forerunner and global force in records and information management. With solid governance, strengthened member pathways, expanded international partnerships, a future-focused education strategy, and a renewed financial outlook, RIMPA Global is set to build on the strong foundations laid this year. The coming year will focus on delivering innovative programs, advancing standards, and continuing to amplify the voice of the profession locally and globally.

BONITA KENNEDY CERIM ARIM (LIFE)

JEREMY MANFORD

NANCY TAIA CXRIM MRIM (LIFE)

MERYL BOURKE CSRIM MRIM (LIFE)

JULIE CARPENTER CSRIM MRIM

THOMAS KAUFHOLD MRIM (LIFE)

MATT O'MARA CXRIM FRIM

PARIS REDDY

RIMPA GLOBAL'S BOARD OF DIRECTORS FORMS THE BACKBONE OF THE ORGANISATION, COMBINING DECADES OF INDUSTRY EXPERTISE AND LEADERSHIP. THEIR DEEP KNOWLEDGE AND DIVERSE EXPERIENCE SERVE AS THE FOUNDATION FOR GUIDING RIMPA GLOBAL'S VISION, FORMALLY REPRESENTING AND DRIVING THE ORGANISATION FORWARD.

DR CLEOPHAS AMBIRA

MICCAELI CHAMPNESS

STEPHEN CLARKE CSRIM MRIM

FARNZ CORDEROY ARIM

JOHN COX

SANDRA ENNOR CERIM FRIM

DAVID FRICKER

PETER GACA ARIM

JULIET HART

CAROLYN HARTMAN CXRIM MRIM

SHERYL MAPP CSRIM MRIM

WENDY MCLAIN

RIMPA GLOBAL'S NETWORK OF GLOBAL AND LOCAL
AMBASSADORS UNITE TO EMPOWER A VIBRANT AND
THRIVING COMMUNITY, FOSTERING GROWTH, RICHNESS AND
DEVELOPMENT.

PINAKEEN SHAH ARIM

DR BETHANY SINCLAIR-GIARDINI CXRIM FRIM

JACQUELINE STOCKWELL ARIM

NICOLE THORNE-VICATOS CERIM MRIM

JADE WHITE

DIANNE COLLS

RACHEL CARTER

FRANK FLINTOFF

KARL MELROSE

JADE REED ARIM
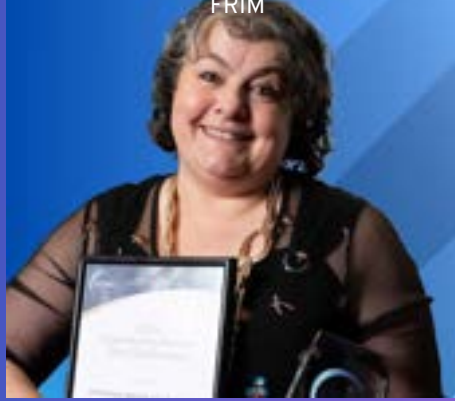
SARAH SHEPHARD

JOY SILLER ARIM (LIFE)

RIMPA GLOBAL'S NETWORK OF GLOBAL AND LOCAL AMBASSADORS UNITE TO EMPOWER A VIBRANT AND THRIVING COMMUNITY, FOSTERING GROWTH, RICHNESS AND DEVELOPMENT.

ADVOCACY AND COLLABORATION

MERYL BOURKE CSRIM MRIM (LIFE)

Advocacy and Collaboration at a Glance (2024/25)

- Executive Masterclass Program launched to shift executive perceptions of IM
- Campaign initiated to promote adoption of IM practices to employers, with APS as the pilot sector
- APS IM Taskforce Formation Committee established
- Global partnerships expanded through collaborations, events, GIC and reciprocal membership discounts
- Submission to Government AI Discussion Paper – advocating for ethical data use and public records reform
- MoU signed with HIMAA, strengthening cross-sector advocacy and professional development
- Plans underway to establish a formal Advocacy Working Group in 2025/26

Overview

The Advocacy & Collaboration Pillar aims to unify the voices of stakeholders, members, practitioners, industry leaders, and organisations to promote the records and information management (IM) profession. Its focus is on creating a cohesive and influential message that highlights the critical role of IM across both the public and private sectors.

In 2024/25, two major projects were progressed under the Ambassador Program of Work:
- A campaign to promote the adoption of effective IM practices to employers.
- The design and implementation of a government IM taskforce to uplift IM capability in the Australian Public Service (APS).

Achievements (1 July 2024 – 30 June 2025)

Raising Industry Profile

- *The Executive Masterclass Program* launched in April 2024 provided a repeatable model to change executive perceptions of records as an asset worth investing in.
- This program laid the foundation for a broader campaign targeting employers, with the APS identified as the pilot sector. Ambassadors are leading the development of the campaign scope.

ADVOCACY AND COLLABORATION

Employer Engagement

- The APS IM Taskforce Formation Committee has defined its vision and goals and is finalising an endorsement letter in response to the ANAO Recordkeeping Insights Report. The taskforce, to include representatives from RIMPA Global, ASA, the APS, and other stakeholders, will advocate for stronger information management practices across government—creating greater recognition of the profession and new opportunities for RIMPA Global members to influence national policy and standards.

Building International Alliances

- RIMPA Global strengthened collaborations with international professional bodies, including co-hosting events and offering reciprocal membership discounts. These partnerships expand RIMPA Global's global footprint and provide members with greater access to international opportunities.
- RIMPA Global has strengthened ties with developing countries by launching a two-year mentoring program for selected members of KARMA (Kenya), while also expanding collaborative efforts with partners in India and Papua New Guinea.

Advocating for Change

- RIMPA Global made a formal submission to the Australian Government's AI Discussion Paper, advocating for ethical and secure practices and contributing to public records reform.
- A Memorandum of Understanding (MoU) was signed with the Health Information Management Association of Australia (HIMAA), supporting cross-sector advocacy and shared professional development.
- While a dedicated Advocacy Working Group was not established, progress was made through the APS Taskforce and issue-specific advocacy, with plans to formalise a broader group in 2025/26.

Global Information Consortium

The Global Information Consortium (GIC), born from the ARMA–RIMPA Global alliance in 2022, continues to advance its mission of amplifying the global voice of the information management profession.

- Membership expanded to include leading associations such as ARMA, ARA, DAMA, AIIM, ICRM, KARMA, ILTA, NAGARA, RIMPA Global, and others, with further discussions underway with national archives and international entities.

ADVOCACY AND COLLABORATION

- Four strategic directions set: building community, supporting research, advancing careers, and being the global voice on regulation and advocacy (including AI).

Conclusion

In 2024/25, the Advocacy & Collaboration Pillar advanced key initiatives to raise the profile of records and information management, strengthen government engagement, and expand international partnerships.

These efforts delivered clear benefits for members, including:

- Access to global best practices and certifications.
- Participation in international webinars and conventions.
- Opportunities to influence policy and industry standards.
- Enhanced professional development through shared resources and communities.

RIMPA Global's advocacy and collaboration work continues to amplify the voice of the profession, ensuring members are both represented and supported at national and international levels.

BUSINESS DEVELOPMENT

JEREMY MANFORD

Business Development at a Glance (2024/25)

- Business Development Manager position approved
- 2025 Sector Survey attracted 254 responses – delivering workforce and salary insights
- Salary Snapshot planned as a member-exclusive benefit
- eLEARN's launched – 8 courses, 71 sales, $6,565 revenue in the first few months
- LMS expansion planned for 2025/26
- Launch of RIMPA Global Certification Program
- MILA subscriptions declined, but remains a strong growth opportunity
- MILA renamed to SmartRetention

Overview

The Business Development Pillar plays a central role in driving growth, diversifying revenue, and strengthening member value. In 2024/25, the Board approved the creation of a dedicated Business Development Manager position, marking a pivotal step in accelerating RIMPA Global's growth curve.

This role is designed not only to generate sales but also to strategically position RIMPA Global for long-term sustainability, building deeper relationships with members, partners, and the wider industry. By introducing dedicated leadership in this area, RIMPA Global can focus on expanding revenue streams, strengthening partnerships, and creating new opportunities that reinforce the value of membership.

BUSINESS DEVELOPMENT

Achievements (1 July 2024 – 30 June 2025)

Enhancing Member Benefits

- *The Information & Records Management Sector Survey 2025* ran in April, attracting 254 responses and delivering valuable insights into remuneration and workforce trends.
- Outcomes included a proposed *Salary Snapshot* as a member-exclusive benefit and a comprehensive dataset positioned as a commercial product for non-members. This initiative creates both a new revenue stream and reinforces RIMPA Global as the leading source of benchmarking data for the profession.

Developing New Revenue Streams

- The launch of **eLEARN's** in 2024/25 established a scalable digital learning model, with eight courses released, 71 sales, and **$6,565** in revenue generated in the first half of the year.
- Building on this success, the Learning Management System (LMS) will expand in 2025/26 to include:
  - More eLEARN courses
  - RIMPA Global Auditor Certification training (pilot)
  - Microcredentials to meet diverse learning needs
- This expansion positions the LMS as a cornerstone for member engagement, professional development, and ongoing revenue growth.

Professional Certification Program

- RIMPA Global has developed a structured three-level certification program designed to recognise and support professional growth across the information management sector.
- The program provides members with clear pathways to progress from foundational skills through to advanced expertise, supported by competency-based assessments and digital credentials.
- This initiative not only elevates professional standards but also ensures members are formally recognised for their skills, knowledge, and contributions at every stage of their career.

MILA (Managing Information Legislation Australia)

- Client and prospect feedback highlighted that the name MILA did not clearly convey the product's purpose. The Board approved renaming it to SmartRetention, with an official launch planned for late 2025.
- Subscriber numbers declined from 29 (FY23/24) to 22 (FY24/25), falling short of the target of 15 new subscriptions.
- Despite this dip, MILA remains a high-potential product, particularly within the private sector where demand for retention tools is increasing.
- Driving MILA's growth will be a key focus for the new Business Development Manager, through stronger market positioning, client engagement, and strategic partnerships.

BUSINESS DEVELOPMENT

Conclusion

In 2024/25, the Business Development Pillar laid strong foundations for sustainable growth. Key milestones included the launch of the eLEARN platform, valuable insights from the Sector Survey, and renewed strategic focus on MILA/SmartRetention. While some targets were not met, the establishment of a Business Development Manager role and the expansion of the LMS demonstrate a clear shift towards scalable revenue, enhanced member value, and sector leadership.

As RIMPA Global enters 2025/26, focus will be on deepening engagement, diversifying income streams, and leveraging data-driven insights to position the organisation as a forward-thinking and professionally empowering association.

GOVERNANCE AND RISK

LISA READ WHITE FRIM (LIFE) & JULIE CARPENTER CSRIM MRIM

Governance and Risk at a Glance (2024/25)

- Constitution modernised to expand member voting rights
- 98% support to increase voting options at AGMs
- Governance and Risk Committee endorsed key documents
- Board Performance and Evaluation Procedure updated and endorsed in October 2024
- Risk Management Register developed and adopted in June 2025 to strengthen organisational resilience

Overview

The Governance and Risk Portfolio plays a vital role in guiding the operation of RIMPA Global. It ensures the organisation is supported by strong governance foundations, including the Constitution, policies, procedures, registers, and other frameworks that uphold accountability, transparency, and best practice.

The portfolio was led by Lisa Read White FRIM (Life) until January 2025, when Julie Carpenter CSRIM MRIM assumed responsibility upon being elected to the Board.

Achievements (1 July 2024 – 30 June 2025)

Strengthening Member Voice in Governance

The Governance and Risk Committee, formed in 2024, has quickly become a cornerstone of RIMPA Global's governance framework. Over the past year, the committee reviewed and endorsed several important documents, including a modernised Constitution and the updated Complaints and Grievance Policy.

GOVERNANCE AND RISK

- The revised Constitution expanded member voting rights, giving members a stronger voice and greater influence in RIMPA Global's direction.
- At the 2025 vote, 75% of professional members participated, with an overwhelming 98% agreeing to increase voting options. This change ensures a more democratic and representative voice for members at RIMPA Global's Annual General Meetings.
- These updates have reinforced inclusiveness, transparency, and confidence in how the organisation is governed.

Committee members in 2024/25 included:
- Carolyn Hartman CXRIM MRIM – Ambassador
- Jade Reed ARIM – Ambassador
- Kemal Hasandedic FRIM – Member
- Veronica Pumpa CSRIM MRIM (Life) – OWL
- Julie Carpenter CSRIM MRIM – Board
- Paris Reddy – Board
- Sunshine Craig – RIMPA Global Staff/Secretariat

Strengthening Board Accountability

In October 2024, the Board endorsed an updated Individual Board Performance and Evaluation Procedure. This important step provides a stronger framework to monitor and measure the effectiveness of the Board, ensuring alignment with agreed KPIs and portfolio objectives.

Building a Stronger Risk Framework

A new Risk Management Plan was developed and endorsed by the Board in June 2025. This plan sets out a clear pathway for identifying, monitoring, and managing risks, providing RIMPA Global with a more resilient and proactive approach to governance.

Conclusion

In 2024/25, the Governance and Risk Portfolio delivered substantial outcomes that have modernised our governance framework and strengthened member engagement. The updated Constitution, refreshed policies, and the introduction of a comprehensive Risk Management Plan mark an important step forward in ensuring RIMPA Global is well-prepared for the future.

With these foundations in place, the focus will now shift to building on this momentum and embedding these practices across the organisation.

As portfolio lead, I would like to sincerely thank the Governance and Risk Committee members for their dedication and commitment. Their contribution has been invaluable in shaping a strong, transparent, and contemporary governance framework for RIMPA Global.

INDUSTRY EDUCATION

RUTH EDGE ARIM & THOMAS KAUFHOLD MRIM (LIFE)

Education at a Glance (2024/25)

- Education Committee formed to guide strategy and initiatives
- Accreditation extensions secured, including University of SA transition to Adelaide University
- Active participation in university curriculum advisory boards
- RIMPA Global Education Strategy 2025–2030 developed – five-year roadmap
- Pilot Program – VET in Schools – Diploma of Business with RM specialisation
- Introduction of eLearning material
- Successful 2024 Education Summit

Overview

The Education Pillar is focused on strengthening the recognition, visibility, and relevance of Records and Information Management (R&IM) as a strategic discipline.

In June 2025, the portfolio leadership transitioned from Ruth Edge ARIM to Thomas Kaufhold MRIM (Life), ensuring continuity for the implementation of RIMPA Global's new Education Strategy 2025–2030. This strategy sets a clear roadmap to align R&IM education with industry needs, increase access to learning opportunities, and embed IM principles into broader educational and workforce contexts.

Education Statistics

Education and Training 2024 - 2025	
Workshops delivered	119
Workshop Attendees	950
eLEARNS Sold	155
Executive Masterclass	12

INDUSTRY EDUCATION

Education Statistics

VET 2024 - 2025	
Registrations for Diploma of Business-Records and Information Management	14
Registrations for Diploma of Business-Digital Transformation	5
Registrations for Diploma of Business-(Schools)	9
Registrations for Certificate IV in Business	15
Registrations for Certificate III in Business	6
Total VET Registrations	**49**
Finalised Assessments	**303**
Total Graduates	**17**

Achievements (1 July 2024 – 30 June 2025)

Formation of Education Committee

- A dedicated Education Committee was established to guide RIMPA Global's education initiatives and provide expertise in implementing the 2025–2030 strategy.
- The committee serves as a key advisory body, strengthening collaboration between RIMPA Global, industry, and academic institutions.

Accreditation Extensions

- RIMPA Global successfully extended accreditation agreements with several universities, including the transition of University of South Australia to Adelaide University.
- These extensions reinforce the recognition of RIMPA Global's professional standards within higher education institutions.

University Engagement

- RIMPA Global representatives actively participated in curriculum advisory boards, ensuring that university programs remain aligned with industry needs.
- This engagement supports the integration of R&IM into broader fields such as IT, data science, and STEM, building interdisciplinary pathways for future practitioners.

VET in Schools – Diploma of Business (Records Management Specialisation)

A pilot program was launched in partnership with a Queensland school to trial the Diploma of Business with a Records Management specialisation for Year 11 and 12 students. The qualification contributes to students' overall academic results and successfully attracted nine enrolments in its first semester.

INDUSTRY EDUCATION

Development of Education Strategy 2025–2030

- A comprehensive five-year strategy was completed, setting out priorities across four themes:
  - **Enhancing recognition and visibility** of IM as a strategic discipline.
  - **Strengthening alignment with workforce needs** and emerging technologies.
  - **Expanding access to practical experience** for students and early-career professionals.
  - **Promoting consistent educational messaging and pathways** across schools, VET, universities, and professional learning.
- The strategy includes initiatives such as a centralised student resource portal, standardised practicum guidelines, school engagement roadmaps, and targeted campaigns to promote IM as a critical business discipline.

Conclusion

In 2024/25, the Education Pillar achieved several foundational milestones, including the formation of the Education Committee, the extension of university accreditations, participation in curriculum advisory boards, and the development of the RIMPA Global Education Strategy 2025–2030.

These achievements provide a strong platform to elevate the recognition of R&IM, ensure educational offerings align with industry needs, and expand opportunities for students and professionals. With the strategy now in place, the focus in 2025/26 will be on implementation—delivering practical initiatives that support career pathways, strengthen industry partnerships, and position RIMPA Global as a leader in education for the information management profession.

INNOVATION AND SUSTAINABILITY

MATT O'MARA CXRIM FRIM

Innovation and Sustainability at a Glance (2024/25)

- Inaugural Hackathon held at RIMPA Live 2024 – strong success, inspiring creation of a research foundation
- Prize money donated to establish a fund supporting sustainable and innovative IM solutions
- Focus shifted from M365 Community of Interest to exploring the impact of AI and emerging technologies on IM practice
- Research Fund established and Terms of Reference developed

Overview

The Innovation & Sustainability Pillar focuses on advancing industry innovation, supporting emerging practitioners, and positioning RIMPA Global as a forward-thinking association. In 2024/25, the portfolio centred on three key initiatives:

- Delivery of the inaugural Hackathon
- Formation of a Microsoft 365 Community of Interest (to transition toward AI-focused initiatives)
- Establishment of an Innovation & Sustainability Research Fund

These initiatives are designed to ensure RIMPA Global continues to champion innovation, respond to industry trends, and contribute to sustainable, future-ready solutions for the profession.

Achievements (1 July 2024 – 30 June 2025)

Hackathon – Showcasing Innovation

- The inaugural RIMPA Global Hackathon, held at RIMPA Live 2024, successfully achieved its objectives of fostering innovation, engaging emerging practitioners, and elevating the profile of the profession internationally.
- The event generated strong interest from consultants and universities, inspiring the creation of a research foundation for innovative IM solutions. Prize money was donated to support its establishment.
- Participant, sponsor, and judge feedback affirmed the event's value. A Learnings Report identified areas for improvement in governance, communication, and event management, guiding future refinements.
- The Hackathon is recommended to become an annual event, supported by a dedicated working group.

INNOVATION AND SUSTAINABILITY

Emerging Technologies

- While the planned Microsoft 365 Community of Interest did not progress, the initiative pivoted to focus on the rapidly growing impact of artificial intelligence and generative AI on information management.
- Understanding the implications, risks, and opportunities of AI is set to be a priority workstream in 2025/26, shaping future workshops, events, and resources for practitioners.

Research Foundation

- A Research Fund Committee Terms of Reference was developed in 2025, building on momentum from the Hackathon.
- The fund will harness contributions from stakeholders, with appropriate governance, to support research into innovation and sustainability in IM.
- This initiative will provide a structured mechanism for RIMPA Global to invest in forward-looking projects that advance the profession.

Conclusion

In 2024/25, the Innovation & Sustainability Pillar delivered significant progress through the successful launch of the Hackathon and the groundwork for a Research Fund. These achievements have strengthened RIMPA Global's reputation as an innovator, created new opportunities for practitioner engagement, and laid the foundation for future research initiatives.

Looking ahead, the focus will be on embedding the Hackathon as an annual fixture, establishing the Research Fund with strong governance, and prioritising exploration of AI and emerging technologies to ensure the IM profession remains future-ready.

MEMBER ENGAGEMENT

MERYL BOURKE CSRIM MRIM (LIFE) & NANCY TAIA CXRIM MRIM (LIFE)

Membership Engagement at a Glance (2024/25)

- 3,589 active members as of 30 June 2025
- 263 new members
- 81% membership retention rate
- 22% of members from the private sector – target achieved in July 2025
- Certification Program launched in April 2025 with first successful participants
- Connect & Collaborate Program introduced – structured onboarding journey for new members
- Awards program refreshed – introduction of the Jim Shepherd Pitch Perfect Award and updated Hall of Fame criteria

Overview

The Member Engagement Portfolio focuses on enriching the membership experience to ensure retention, growth, and stronger connections across our community.

In October 2024, the strategic objectives were refined to streamline activities and deliver clearer outcomes. Two key objectives now guide the portfolio:

- **Member Journey Management** – ensuring that every stage of the member experience, from joining through to recognition, is engaging, rewarding, and valuable.
- **Diversifying Membership** – broadening RIMPA Global's reach across sectors, demographics, and geographies to ensure representation and inclusiveness.

Highlights of the year included the annual membership survey, development of a Next Generation Engagement Strategy, the launch of the Certification Program, enhancements to the Professional Status Program, strengthening of international partnerships, and a refreshed Outstanding Company Awards model.

MEMBER ENGAGEMENT

Membership Statistics (1 July 2024 – 30 June 2025)

Total Membership: 3,589 active members
Composition:
- Practitioner: 162
- Professionals: 135
- Allied: 19
- Students: 131
- Retired and Life Members: 46 combined
- ARMA (reciprocal): 166
- International Individual: 9
- Corporate Members: 483
- Bundles and MILA: 19
- Complimentary and Reciprocal: 112
- Corporate Nominees: 2,034
- Community Subscribers: 274

New Members:
New Individual members for last financial year = 204
New Corporate members for last financial year = 59

Diagram A – Membership Growth 2021- 2025

RIMPA Global's Member Retention Rate: 81%

RIMPA Global's member retention rate of 81% is a strong result within the professional association sector in Australia. Survey findings published by the Associations Forum indicate that retention above 80% is considered solid and desirable. This positions RIMPA Global above average in maintaining member loyalty and reflects the value members place on their connection to the organisation.

Diagram A - Membership Growth 2021 - 2025
June 2025 - 3589 Members
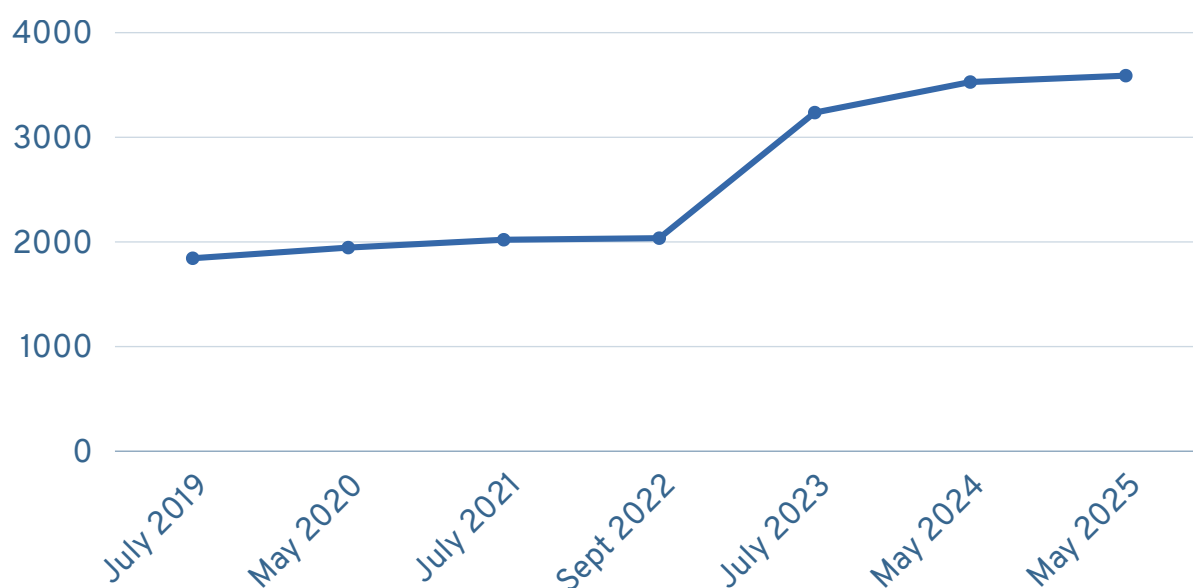
MEMBER ENGAGEMENT

Achievements (1 July 2024 – 30 June 2025)

Broadening Membership

New membership categories were introduced to expand RIMPA Global's reach, including Reciprocal Memberships with HIMAA, KARMA, ARA, and ALGIM, as well as International Memberships tailored to practitioners in Papua New Guinea, Fiji, Africa, the UK, and Ireland. International Corporate Memberships were also introduced to support global organisations. These initiatives strengthen our international footprint and support our vision for broader engagement.

Enhancing the Member Journey

The Connect and Collaborate Program was launched to welcome and support members throughout their journey. With structured touchpoints at one week, 30 days, three months, and six months, members are guided through benefits such as the RIMPA Global Community, webinars, eLEARN courses, and the member portal. Renewal reminders have also been refined to encourage retention.

Recognising and Celebrating Excellence

The Company Awards were reviewed to improve the nomination and judging process, with changes implemented for the 2025 season. Key updates included:
- Retirement of the Jim Shepherd Vendor of the Year Award, replaced by the Jim Shepherd Pitch Perfect Award at RIMPA Live.
- Updates to the Hall of Fame criteria to broaden eligibility.

These refinements strengthen the awards program and ensure it remains relevant and inclusive.

Strengthening Professional Pathways

A major milestone in 2025 was the launch of the Certification Program, which provides a structured, competency-based assessment across three levels: Experienced, Skilled, and Expert. Underpinned by a new Capability Framework (28 skills across Governance, Information Management, Information Analysis, and Leadership), certification supports career development through assessment, recognition, and digital badging.

The **Professional Status Upgrade Program** was also redesigned with a new points-based assessment model to be delivered via the Learning Management System. The program will launch before the end of 2025, providing members with a clearer, more accessible pathway to professional recognition.

Diversifying Membership

- **Private Sector Membership Growth**: Achieved the target of 22% of the overall membership base in July 2025. Growth was driven by tailored outreach, reciprocal partnerships, and showcasing private sector case studies at RIMPA Global events.
- **ARMA Membership:** By June 2025, reciprocal ARMA membership reached 4.63% of the total member base. While short of the 10% target, this remains a focus area for ongoing collaboration.

MEMBER ENGAGEMENT

- **Engaging Through Member Personas**

As part of efforts to better understand and connect with different member groups, RIMPA Global trialled targeted outreach using predefined personas. Direct communication with organisational heads received limited engagement, while survey participation rates were also lower than anticipated. Based on these results, the approach is being refined, with future activities to focus on smaller focus groups as a more effective way to capture meaningful insights and strengthen the member journey.

Conclusion

In 2024/25, the Member Engagement Portfolio made significant progress in strengthening the member journey, diversifying membership, and elevating professional recognition. Achievements such as the launch of the Certification Program, refreshed onboarding through Connect and Collaborate, and the successful expansion into the private sector highlight the value and momentum of this work.

As part of this journey, RIMPA Global also trialled engagement using member personas. While direct outreach and surveys had limited impact, the insights gained have informed a shift towards focus groups, which are expected to provide richer feedback and stronger connections with members moving forward.

Building on these foundations, the portfolio will continue to refine programs, expand global reach, and enhance engagement to ensure every member of RIMPA Global experiences genuine value and connection throughout their professional journey.

STANDARDS

DAVID MOLDRICH OAM FRIM (LIFE)

Standards at a glance (2024- 2025)

- Standards access embedded into Professional and Certified memberships via a simple online portal
- Publication of AS 5393:2025 – Records and Information Management: Migration of Authoritative Data led by RIMPA Global members, setting a new industry benchmark
- Contributions made to Queensland State Archives standards, aligning state, national, and international frameworks
- Stephen Clarke and David Pryde represented RIMPA Global on Australian and New Zealand Standards Committees
- Michelle Tolliday (Australia) chairs ISO TC46/SC11, the International Standards Committee for archives and records
- RIMPA Global reinforced as a leader and trusted voice in standards development locally, nationally, and globally

Overview

The Standards Pillar focuses on strengthening RIMPA Global's influence and leadership in the development, promotion, and accessibility of records and information management standards. By embedding standards into the professional framework, RIMPA Global ensures its members have access to the tools, guidance, and international best practices required to uphold quality and consistency across the profession.

In 2024/25, key efforts were directed toward increasing member access to standards, maintaining strong representation on national and international committees, and positioning RIMPA Global as a trusted voice in standards development globally.

Achievements (1 July 2024 – 30 June 2025)

Embedding Standards Access

- Standards access has been embedded into RIMPA Global membership, with Professional and Certified Members now able to access standards through a simple online portal.
- This initiative provides members with direct and practical access to the resources they need, enhancing the value of professional membership and reinforcing RIMPA Global's commitment to supporting members in their day-to-day practice.

STANDARDS

New Standard Sets Industry Benchmark for Records Migration Excellence

- This year saw the publication of AS 5393:2025 Records and information management – Migration of authoritative data, information and records between systems, developed by Australian members of the Joint Standards Australia/Standards New Zealand Committee IT-021. Under the leadership of Project Chair David Moldrich OAM FRIM (Life) and Project Lead Sandra Ennor CERIM, ARIM, alongside dedicated contributions from RIMPA Global members, this standard addresses a critical industry need by enabling organisations to navigate complex system transitions with confidence while preserving information integrity and accessibility.

State Standards – Queensland State Archives

- RIMPA Global has also contributed to the development and refinement of Queensland State Archives standards, ensuring that the practical perspectives of information management professionals are represented.
- This involvement strengthens alignment between state-level requirements and broader national and international standards, supporting consistency and clarity for practitioners working across jurisdictions.

Representation on Standards Committees

- Stephen Clarke CSRIM MRIM and David Pryde CSRIM MRIM (Life) continued to represent RIMPA Global on both Australian and New Zealand standards committees, ensuring the association's voice is heard in shaping regional frameworks.

- Their ongoing involvement has strengthened RIMPA Global's position as a key contributor to the evolution of standards in the information management field

Global Leadership

- RIMPA Global is proud to acknowledge Australia's Michelle Tolliday, who currently chairs ISO TC46/SC11, the International Standards Committee responsible for archives and records.
- This global leadership role highlights Australia's strong contribution to the development of international standards and reinforces the importance of RIMPA Global's advocacy at a global level.

Conclusion

In 2024/25, the Standards Pillar delivered important progress in embedding standards directly into membership benefits and ensuring strong representation both locally and internationally. These achievements not only support members in their professional practice but also strengthen RIMPA Global's role as a leader and influencer in the standards space.

Looking ahead, the Standards Pillar will continue to build on this foundation by expanding access, deepening member engagement with standards, and strengthening RIMPA Global's influence on both regional and global standards development.

SOCIAL AND ENVIRONMENTAL PROGRAMS

NANCY TAIA CXRIM MRIM (LIFE)

Social and Environmental Programs at a Glance (2024 - 25)

- Plan and focus on environmental responsibility and social inclusion
- Discussions held with Queensland Government's First Nations Digital Careers Program
- Commence development of a Diversity & Inclusion Strategy
- Establishing a Diversity & Inclusion Committee in late 2025
- Strong foundations set for future inclusive and sustainable programs

Overview

The Social & Environmental Programs Pillar is dedicated to advancing RIMPA Global's commitment to environmental responsibility and promoting inclusion for all social and cultural groups. In 2024/25, the primary focus was to establish a strong foundation for future programs and initiatives that will sit under this strategic priority.

The 2025 Hackathon compliments both the innovation strategic pillar and social and environmental programs by distributing the business problem "How can organisations reduce the carbon footprint of their information management practices to promote sustainability"

Achievements (1 July 2024 – 30 June 2025)

Objective: Implement Specific Group Programs

- Initial discussions were held with the Queensland Government's *Customer and Digital Group: First Nations Digital Careers Program* to explore partnership opportunities.
- Progress was paused pending the development of a formal **Diversity and Inclusion Strategy.**
- Planning commenced for the establishment of a **Diversity and Inclusion Committee** in the second half of 2025, which will guide and support this important area of work.

Conclusion

The groundwork completed in 2024/25 provides a strong platform for future action under the Social & Environmental Programs Pillar. With the planned launch of a Diversity and Inclusion Committee and strategy, RIMPA Global is well-positioned to drive meaningful programs that promote inclusivity and deliver positive social and environmental outcomes.

FINANCIAL REPORT

Financial Year 2024-25 Summary

RIMPA Global is pleased to report a turnaround of $271,855 compared to last financial year. This marks a significant step forward, showing the positive impact of stronger income streams and tighter cost control.

As we reflect on the financial year ending June 30, 2025, we provide an update on our financial performance and share some exciting developments that underscore the resilience and growth of RIMPA Global.

While our financial statements indicate:
- Total Revenue: $2,011,835 (down from $2,108,194 in FY23/24)
- Total Expenses: $2,035,890 (down from $2,405,080 in FY23/24)
- Net Loss: ($25,331), a major improvement from last year's ($297,185) loss

It is important to note this improvement was achieved without any government grants or economic support. The result reflects deliberate strategic investments that have strengthened our foundation for future success.

Key Revenue Streams Performance

Despite broader economic challenges leading to a drop in overall trading income compared to FY23/24, several revenue areas achieved strong growth.
- RIMPA Live delivered an increase of $133,175, reinforcing its position as a key event.
- Membership Fees rose to $588,403 (up from $516,768), an increase of $71,635, showing continued growth in member support.
- Awards, Grants & Sponsorship climbed to $387,800 (up from $241,019), highlighting stronger industry engagement.
- eLEARN programs added $22,460 in new revenue.
- New certification added $5,733 in new revenue, demonstrating member interest in professional development.

Major Expenses Overview

The board has been actively managing and reducing costs, resulting in strong savings across both operating expenses and event-related costs when compared to FY23/24.

Key decreases included:
- Event Costs: down $110,041
- RIMPA Live Costs: down $89,740
- iQ – Publication Costs: down $18,407
- Board & Staff Travel: down $13,119
- Contractor Payments (Accountant): down $34,824
- Legal Fees: down $7,553
- Public Relations: down $24,000
- Wages: down $40,820
- Board Meeting Expenses: $36,072 (down from $39,020)

These reductions reflect tighter cost control, smarter planning, and a commitment to using resources more effectively to strengthen RIMPA Global's financial position.

FINANCIAL REPORT

Key Governance and Strategic Notes

The board recognises that financial challenges remain, but this year's results show that RIMPA Global is moving in the right direction. Despite wider economic pressures and some unplanned investments, the organisation has demonstrated resilience and improvement.

Importantly, the net loss was significantly reduced compared to last year, showing that our strategies are working. Revenue from memberships and sponsorships also grew, reinforcing confidence in the value of RIMPA Global's programs and services.

Looking ahead, the board has committed to:
- Securing commercial partnerships already budgeted
- Reducing future contractual obligations
- Containing costs where practical
- Continuing to grow membership and services with the engagement of a Business Development Manager

Going Concern

With these strategies in place, RIMPA Global is positioned to continue as a going concern and to strengthen its financial stability. While challenges remain, the progress made this year demonstrates that the organisation is on a more sustainable path, with strong member and partner support providing a solid base for future growth.

Statement of Cash Flows
For the Year Ended 30 June 2025

	Note	2025 $	2024 $
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		2.522,837	2,746,201
Payments to suppliers		(2,428,130)	(2,603,531)
Interest received		297	1,195
Net GST refunded/(remitted)		(135,451)	(272,757)
Income tax paid		(1,276)	(299)
Net cash provided by/(used in) operating activities		(41,723)	(129,191)
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of investments		(344)	(76,763)
Sale of investments		0	0
Net cash provided by/(used in) investing activities		(344)	(76,763)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Net increase/(decrease) in cash and cash equivalents held		(42,067)	(205,954)
Cash and cash equivalents at the beginning of the year		195,593	401,547
Cash and cash equivalents at the end of the financial year	4	153,526	195,593

FINANCIAL REPORT

Profit and Loss
Records and Information Management Practitioners Alliance Global
For the year ended 30 June 2025

	2025	2024
Trading Income		
Advertising	15,292.73	99,096.02
Award Sponsorship	-	1,454.54
Certification - RIM	5,732.71	-
Commissions	705.00	4,450.00
Credit Card Fee Collected	12,582.92	11,387.31
eLearn	22,459.81	90.00
Events Registration	11,767.83	80,061.40
Events Sponsorship	62,833.32	239,564.25
Hackathon	25,000.00	35,227.26
Interest	296.79	1,194.67
IQ - Marketing & Advertising	-	15,827.27
IQ - Subscriptions	2,327.44	4,390.87
Kenyan Mentee Donations	9,013.62	-
Media Kit - IP	34,066.68	-
Membership - ARMA	3,756.48	3,212.50
Membership - Corporate	455,526.34	389,374.60
Membership - Individual	120,999.73	112,412.67
Membership - SmartRetention	8,120.13	11,767.12
RIMPA Live 2023 - Delegate Registrations	-	399,411.32
RIMPA Live 2023 - Sponsorship IP & Vendor	-	289,916.64
RIMPA Live 2024 - Delegate Registration	397,752.82	-
RIMPA Live 2024 - Exhibitor Trade Stands	133,850.00	-
RIMPA Live 2024 - Sponsorship IP & Vendor	290,900.00	-
VET Courses	234,594.50	241,100.12
Webinars - Delegate Registration	2,450.00	-
Workshop (Training)	161,804.21	168,255.39
Total Trading Income	**2,011,833.06**	**2,108,193.95**
Cost of Sales		
Certification - RIM Costs	20.90	-
Event Costs	11,877.19	121,918.23
Hackathon Costs	9,850.12	-
IQ - Publication Costs	6,332.73	24,739.67
Partner Relations	29.98	164.77
RIMPA Live 2023 Costs	-	672,068.59
RIMPA Live 2024 Costs	582,328.84	-
SmartRetention Costs	19,249.65	19,683.34
VET Courses Expenses	31,643.00	34,586.99
Workshop (Training) Expenses	29,627.58	23,536.34
Total Cost of Sales	**690,959.99**	**896,697.93**

FINANCIAL REPORT

Profit and Loss
Records and Information Management Practitioners Alliance Global
For the year ended 30 June 2025

	2025	2024
Gross Profit	1,320,873.07	1,211,496.02
Operating Expenses		
Accounting Fees	10,500.00	4,525.00
Administration/Postage	526.15	5,545.24
Advertising & Marketing	3,137.51	19,717.90
Advocacy	264.08	437.75
Ambassador Meetings	5,349.60	8,538.09
ATO Interest – Non-Deductible	33.55	-
Audit Fees	7,800.00	7,000.00
Awards Costs	1,326.77	4,040.42
Bad Debts	3,000.00	177.27
Bank Charges	1,587.64	2,137.62
Bank Revaluations	64.31	44.01
Board & Staff Travel	13,918.99	27,038.14
Board Meetings	30,721.57	30,482.43
Computer Expenses	-	928.57
Contractor Payments	1,176.00	36,000.00
Corporate Governance	337.45	576.13
CRM Management	40,845.78	26,793.38
Depreciation Expense	13,911.61	20,062.39
Finance Cost (Pixl8)	19,663.80	18,962.58
Fines and penalties	4,771.92	-
Global Consortium Amortisation	24,232.21	12,809.22
Income Tax Expense	1,276.00	298.75
Information Technology	30,041.92	30,095.78
Insurance	7,722.89	11,325.44
Interest Expense	10,463.51	10,391.53
Learning Management System (LMS)	23,561.13	4,929.78
Leasehold Expenses	5,000.00	7,500.00
Legal Fees	2,158.00	9,711.00
Merchant Fees	11,441.30	9,927.62
Printing and Stationery	4,320.64	6,296.87
Provision for AL/LSL	(19,483.59)	29,236.86

FINANCIAL REPORT

Profit and Loss
Records and Information Management Practitioners Alliance Global
For the year ended 30 June 2025

	2025	2024
Public Relations	18,000.00	42,000.00
Rent & Outgoings	53,952.03	52,860.00
Scholarship Expenses	4,846.98	4,043.06
Software Subscriptions	53,303.98	60,875.70
Staff Amenities	2,755.50	4,121.86
Subscriptions & Memberships	4,190.72	5,551.38
Superannuation	95,124.07	96,813.66
Telephone & Internet	2,378.84	2,506.30
Training and Development - Staff	6,982.74	8,317.29
Wages & Salaries	838,890.65	879,711.11
Workers Compensation	6,107.58	6,351.19
Total Operating Expenses	1,346,203.83	1,508,681.32
Net Profit	(25,330.76)	(297,185.30)

FINANCIAL REPORT

Balance Sheet
Records and Information Management Practitioners Alliance Global
As at 30 June 2025

	30 JUNE 2025	30 JUNE 2024
Assets		
Bank		
Cheque Account	23,118.62	56,556.75
Kenya Donations Account	9,915.00	-
NZ Business Current Account	491.60	550.84
Online Business Saver Account	120,000.00	138,224.72
Weel Account	-	259.58
Total Bank	**153,525.22**	**195,591.89**
Current Assets		
Accounts Receivable	268,688.55	249,265.71
First Choice Investment	2.09	1.98
Global Consortium (Prepaid)	38,427.62	51,236.90
Hackathon - Expenses	-	4,562.07
Other Debtor	843.46	-
Prepayments	46,458.10	45,281.79
Prepayments - Events/Other	50,064.00	11,195.12
RIMPA Live 2024 - Expenses	-	285,086.82
RIMPA Live 2025 - Expenses	402,771.74	-
RIMPA Live 2026 - Expenses	402.85	-
VET Courses Costs	8,901.80	8,901.80
Total Current Assets	**816,560.21**	**655,532.19**
Fixed Assets		
Intangibles	63,840.00	63,840.00
Intangibles - SmartRetention IP Purchase	54,000.00	54,000.00
Leasehold Fixtures & Fittings	11,591.48	11,591.48
Less: Accumulated Depn - Intangibles	(63,840.00)	(63,840.00)
Less: Accumulated Depn - Leasehold Fixtures & Fittings	(620.87)	(331.08)
Less: Accumulated Depn - Plant & Equipment	(63,692.91)	(50,071.09)
Plant and Equipment	92,210.38	91,865.83
Total Fixed Assets	**93,488.08**	**107,055.14**
Non-current Assets		
Rental Bond	2,200.00	2,200.00
Total Non-current Assets	**2,200.00**	**2,200.00**
Total Assets	**1,065,773.51**	**960,379.22**

FINANCIAL REPORT

Balance Sheet
Records and Information Management Practitioners Alliance Global
As at 30 June 2025

	30 JUNE 2025	30 JUNE 2024
Liabilities		
Current Liabilities		
Accounts Payable	177,220.39	117,410.78
ATO Integrated Client Account	58,100.61	96,725.48
ATO Superannuation Guarantee Employer	4,805.47	-
GST	24,876.16	32,409.69
GST Paid	(10,054.94)	(9,709.84)
GST Received	19,623.30	25,249.69
PAYG Withholding	20,400.00	25,722.00
Provision for Annual Leave	43,745.49	65,701.08
Provision for Income Tax	1,276.00	298.75
Revenue Received in Advance - Advertising	-	2,132.73
Revenue Received in Advance - ARMA Membership	2,237.10	1,911.92
Revenue Received in Advance - Event Delegates	30,440.36	50.00
Revenue Received in Advance - Event Sponsorship	67,600.00	1,020.00
Revenue Received in Advance - Membership Corporate	269,636.90	286,432.50
Revenue Received in Advance - Membership Individual	85,424.36	77,126.58
Revenue Received in Advance - RIMPA Live 2024 Delegate Registration	-	229,395.02
Revenue Received in Advance - RIMPA Live 2024 Exhibitor Trade Stands	-	101,350.00
Revenue Received in Advance - RIMPA Live 2024 Sponsorship IP & Vendor	-	252,763.64
Revenue Received in Advance - RIMPA Live 2025 Delegate Registration	269,594.00	-
Revenue Received in Advance - RIMPA Live 2025 Exhibitor Trade Stands	122,375.00	-
Revenue Received in Advance - RIMPA Live 2025 Sponsorship IP & Vendor	239,925.00	-
Revenue Received in Advance - SmartRetention Membership	9,985.10	-
Revenue Received in Advance - VET Courses	-	8,700.00
Revenue Received in Advance - Workshop (Training)	17,186.64	12,238.12
Superannuation Payable	11,839.26	11,055.01
Total Current Liabilities	**1,466,236.20**	**1,337,983.15**
Non-current Liabilities		
Provision for Long Service Leave	24,333.00	21,861.00
Total Non-current Liabilities	**24,333.00**	**21,861.00**
Total Liabilities	**1,490,569.20**	**1,359,844.15**
Net Assets	**(424,795.69)**	**(399,464.93)**
Equity		
Current Year Earnings	(25,330.76)	(297,185.30)
Retained Earnings	(399,464.93)	(102,279.63)
Total Equity	**(424,795.69)**	**(399,464.93)**

WHAT TO EXPECT IN 2025/26

"How you gather, manage, and use information will determine whether you win or lose." – Bill Gates

The year ahead promises to be one of growth, innovation, and opportunity for RIMPA Global and our members. Building on the strong foundations of 2024/25, we will expand our programs and services to support professionals at every stage of their information management journey, while advancing our voice on the global stage.

Expanding Education Options

RIMPA Global is committed to delivering learning that is practical, accessible, and transformative. In 2025/26, members can expect:

- Microcredentials and Masterclasses: Flexible learning pathways tailored to busy professionals, providing recognition for specialist skills and contemporary knowledge.
- e-book Series: Ongoing professional insights through our Unlocking the Potential of IM series, designed to be practical resources for members and their organisations.
- Leadership Through Data Partnership: Broader offerings through our education partner, delivering high-value programs and international perspectives.

Together, these initiatives give members a wide range of options to keep skills sharp, remain future-ready, and demonstrate the the value of IM in every workplace.

Driving Professional Certification

Certification will remain a cornerstone of RIMPA Global's professional offering. In 2025/26, we will:

- Champion certification as a mark of credibility and capability in the workforce.
- Promote the benefits of certification directly to employers, positioning certified practitioners as strategic assets who deliver measurable outcomes.
- Continue to refine our certification pathways to ensure they reflect real-world skills and evolving professional standards.

Introducing Audit Accreditation

RIMPA Global will take the first steps toward developing an audit accreditation program, a bold initiative that will provide organisations with assurance that their information practices meet professional and compliance standards by accredited auditors. Pilot sites will be sought to test the framework, paving the way for an industry-recognised accreditation model.

Diversity and Inclusion: Embedding Representation

A new Diversity and Inclusion Committee will be established to:

- Recognise and engage with LGBTQIA+ communities and First Nations / Aboriginal and Torres Strait Islander peoples.
- Encourage and coordinate recognition of diversity among RIMPA Global members.
- Reinforce RIMPA Global's engagement with stakeholders to ensure these perspectives are embedded in research, events, policy development, consultation strategies, and employment practices.

This commitment reflects our vision for a profession that is inclusive, equitable, and representative of the communities we serve.

Advancing Research and Global Influence

2025/26 will also see:

- The Research Fund expanded with greater vendor involvement, underpinned by the work of the inaugural Research Advisory Committee.
- Growth of the Global Information Consortium, advancing collaboration across borders and setting the agenda for international information management standards.
- Stronger focus on AI and emerging technologies, ensuring members are equipped to navigate both the opportunities and the risks that innovation brings.

Listening to Our Members

Above all, RIMPA Global will continue to listen. We are committed to delivering benefits that meet the needs of all member types, ensuring that whether you are an early-career professional, a seasoned expert, or an organisational partner, RIMPA Global remains a source of value, support, and inspiration.

2025/26 is set to be a year of action – expanding opportunities, building recognition, and ensuring the voice of information management is heard locally, nationally, and globally.

Anne Cornish CSRIM MRIM (Life)
RIMPA Global CEO