



Annual Report 2023

“Supporting bone marrow transplant patients and those who care for them for over 30 years”

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Our Impact 2022 / 2023 at a Glance



Patient Support

\$130K

Distributed through our patient support program

726

Requests for assistance approved

40

New social workers referring to us

12

New hospitals across Australia

6

Podcast episodes published



Nurse Education

\$19K

Spent on nurse education

1

New scholarship for Graduate Certificate of Cancer Nursing issued

2

nurse graduated with Master degrees

5

Nurses sponsored to attend conferences

8

Nurses trained in post-transplant vaccinations



Medical Research

\$81K

Spent on medical research

One PhD Scholarship awarded

Results from the Haploidentical trial study published

Continued funding of the GAMBIT study



Partnerships

Three new partnerships established with:
The Straight & Marrow
ANZTCT
HSANZ



100 Wigs donated to Lismore Hospital & Look Good Feel Better, and the Wig library re-created

Our Organisation

Who we are

Arrow is the only charity in Australia dedicated to helping bone marrow and stem cell transplant patients.

We act with integrity, and compassion and have patients at the heart of everything we do.

Why we exist

Over 19,000 Australians are diagnosed with a blood cancer such as leukaemia, lymphoma and myeloma each year. Many more are diagnosed with autoimmune diseases such as MS, blood diseases like anaemia, and other non-malignant diseases.

In many cases, a bone marrow or stem cell transplant offers the best prospect of recovery.

Over 2,000 patients receive a bone marrow or stem cell transplant in Australia each year.

Bone marrow and stem cell transplants are life-saving but can also come with risks and significant side effects.

We look forward to the day when bone marrow and stem cell transplants are no longer needed because researchers have found a better way to treat blood diseases.

Until then we exist to support bone marrow and stem cell transplants patients and those who care for them.

Our Vision

Our vision is to improve the quality of life for all people receiving a bone marrow or stem cell transplant.

Our Mission

We do this by:

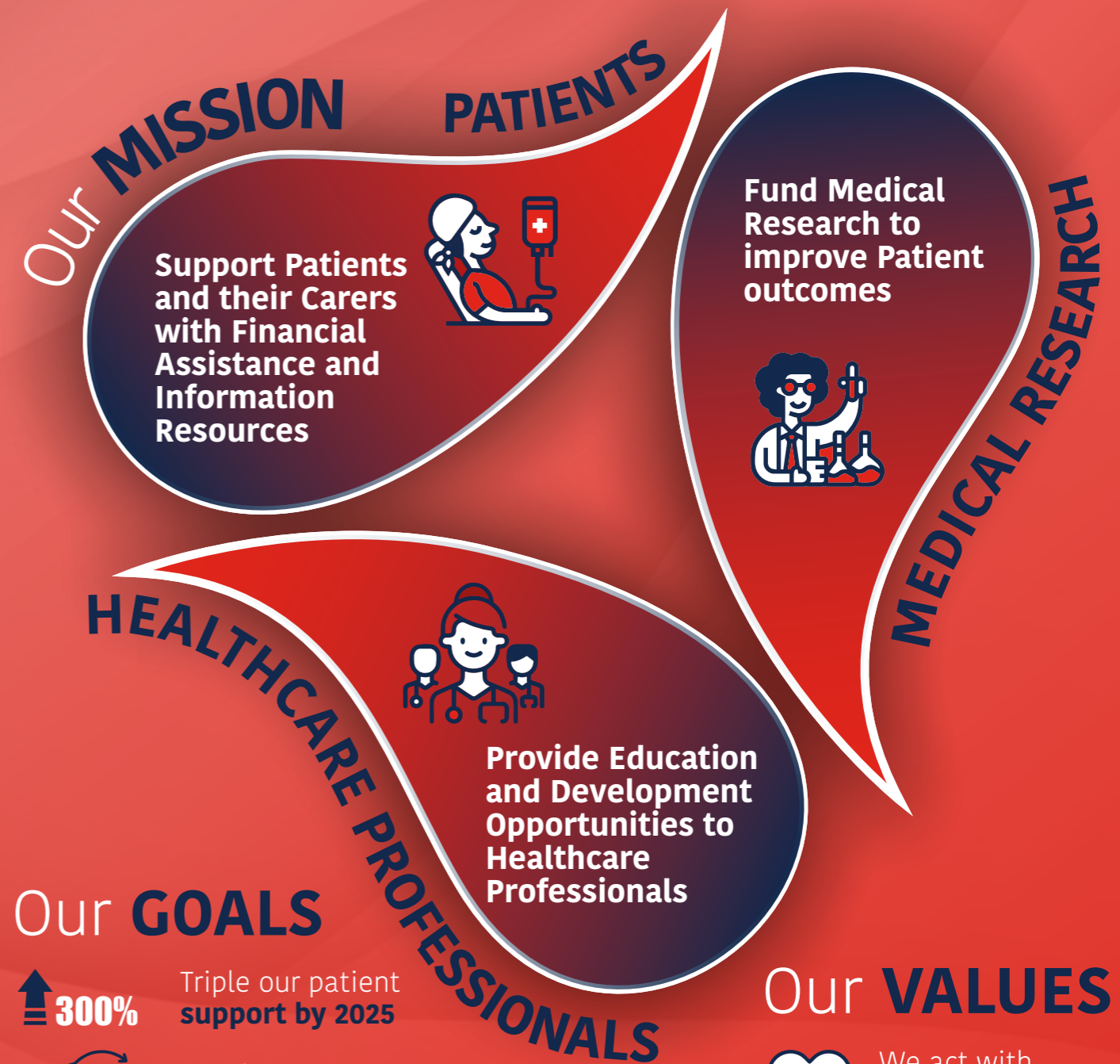
- Providing financial assistance and information to our patients, their families and carers
- Supporting the educational and professional development needs of nurses and other health care professionals working in the transplant field, and
- Investing in medical research that improves bone marrow and stem cell transplants patient outcomes



"Twin girls Sophie and Hailey pictured before and after their transplant, celebrating the success of their transplant"

Arrow Strategic Plan **FY 2023**

Our **VISION** is to improve the quality of life for all people receiving a **bone marrow or stem cell transplant**



Our **GOALS**

↑ **300%**

Triple our patient support by 2025



Develop **Strategic Partnerships**



Build our referral network **Nationally**

Our **VALUES**



We act with **Integrity** and **Compassion**, and have **Patients** at the heart of everything we do

Our Strategy

Our FY23 Goals

In the 2023 financial year we have worked towards our goal of tripling the number of patients we help by 2025.

To do this we have focussed on building our patient referral networks nationally and increasing our profile with healthcare professionals, researchers and medical professional bodies across the transplant community.

With increased relationships and awareness of Arrow, we aim to support the most talented and promising healthcare professionals and researchers working in bone marrow and stem cell transplant and for every transplant patient to access our help if they need.

We have also focused on developing strategic partnerships with medical professional bodies to help us reach healthcare professionals within the transplant community and to increase the impact of our research and scholarship education programs.

Message from the Chair



In 2022-2023 Arrow the Bone Marrow Transplant Foundation was true to its vision: to improve the quality of life for all people receiving a bone marrow or stem cell transplant.

As a result of support from our generous donors and hard work of our team and volunteers, Arrow provided financial assistance and information to a record number of patients, their families, and carers. We supported nurse education including Masters degrees, scholarships, conference attendance and training. Arrow funded medical research and developed invaluable partnerships with ANZTCT and HSANZ.

In my first year as Chair of Arrow I have been privileged to meet many of the beneficiaries of our programs, and enjoyed working with the board and team in getting to know the wonderful community that supports Arrow.

This year has been one of great success with us meeting and in many cases exceeding our strategic goals. This success is only possible with the contribution of many, some of whom I would like to acknowledge here.

Our donors who collectively raised \$800k in support of bone marrow and stem cell patients, thank you. This year we received \$427k in generous donations from those that left money in their wills. We thank these donors posthumously for their generous contribution, extend our thanks to their family and friends, and will ensure their legacy lives on with their wonderful gift.

We have a wonderful team at Arrow led by Richelle Koller, our Chief Executive Officer. This year we recruited three new staff members. This investment in our team has increased our capability in fundraising, marketing and program delivery enabling us to help more bone marrow and stem cell patients. Thank you to the team for your work and commitment.

It has been a pleasure to work alongside my fellow board members. This year we have made great strides in setting strategy, establishing appropriate governance and board committees to provide a solid foundation from which Arrow can pursue its vision. Thank you to my predecessor Mark O'Hara who chaired the Arrow board for the past 10 years and was a board member for a further 15 years prior. Mark's dedication and commitment to Arrow is to be commended and I thank him on behalf of everyone at Arrow for his wonderful support and continued involvement.

This year we also set our organisational values of integrity, compassion and having patients at the heart of everything we do. These values are a great reflection of Arrow and are most certainly evident in the wonderful community of supporters and team that I have had the privilege of meeting this year and who I look forward to continuing to work with at Arrow.

Message from the CEO



If I were to summarise this year for Arrow in two words, I would say - Growth and Relationships.

This year we have burst onto the scene making ourselves known within the transplant medical community promoting our programs and services. This was particularly spurred on by our attendance at the Blood Conference in late 2022, resulting in a huge spike in demand, particularly for our patient financial support services. We have helped 208 patients and their families this year, a huge accomplishment against our initial target of 145 patients.

However, none of this growth would be possible without the strength of the relationships behind them.

We have built strong relationships with health professionals across the country who have introduced us to patients and helped us identify their needs. We have developed partnerships with Australia and New Zealand Transplant and Cellular Therapies (ANZTCT) and the Haematology Society of Australia and New Zealand (HSANZ) and have formalised these relationships with agreements. I am excited to be working with these organisations providing us with valuable links to the medical transplant community as well as access to expert scientific advice to assist us in developing our programs.

Another relationship that I am excited to have developed this year is with the team from the Straight and Marrow podcast. It was a privilege to visit Yvonne, Alex, and Ming this year and hear them recording in action. We look forward to supporting and promoting this informative and entertaining podcast, which is a great offering to bone marrow transplant patients.

Our relationship with the Individual Wig has stood the test of time and is one that I am most grateful for. Cheryl and the team at the Individual Wig have kindly taken on the Tracey Scone Wig Library making it once again available to cancer patients following its closure during COVID. Their generosity and dedication to patients is to be commended and I thank them for their support.

Another area which is pleasing to see recover since the COVID times, is our nursing scholarship programs. It has been difficult in previous years for nurses to engage in further studies due to staffing and time pressures. It is fantastic to see things on this front returning 'back to normal' with an increase in the number and scope of scholarships we have issued this year to nurses from across Australia.

And last but by no means least, I give thanks to our newly recruited staffing team. Janna, Jen and Kags have all hit the ground running, joining Arrow in the midst of all this growth and they have passionately embraced the mission of Arrow and are working hard to deliver our programs. Their work along with the support of our generous donors, including Liverpool Catholic Club and major bequest donors, has enabled us to capitalise on this year of substantial growth and relationships, making it the success that it has been.

Patient Support

In line with our goals for the year, the team at Arrow have worked to increase awareness of our services among both hospital staff and bone marrow transplant recipients. Attendance at BLOOD in September 2022 helped us build relationships with 12 new hospitals across the country and develop 40 new social worker referral relationships. These new relationships mean that we can now serve patients in every Australian state and territory.

We responded to 726 calls for assistance across the 208 patients and their families who we supported financially this year. Help with grocery and petrol costs remained the most requested items for financial support, however we also expanded the scope of our program this year to cover the areas that are of most concern to the patient, resulting in requests for help with vaccination, counselling, and pharmacy costs.

In addition to providing financial assistance to patients during their transplants, we have also seen growth in our ability to support patients into survivorship through our sponsorship of the Straight and Marrow Podcast (<https://www.straightandmarrow.net>).

The podcast is a wonderful resource for transplant patients discussing all things allogeneic bone marrow transplant from pre-transplant considerations to survivorship using experiences of health care providers, patients and carers. With over 20 episodes already available, and more to come, the podcast uses current evidence to keep things straight.



Our wig library service, which we were forced to close during the global COVID pandemic, has now been re-opened at the Individual Wig in Darlinghurst, providing expert fitting and styling advice to cancer patients. We give our heartfelt thanks to the Individual Wig for managing the Tracey Scone wig library on our behalf and making this service once again available to cancer patients. With the support of the Kinghorn Cancer Wellness Centre at St Vincent's Hospital as well as Tour De Cure, the wig library will help cancer patients regain their confidence and identity. We have also donated over 100 wigs to the wig library at Lismore Hospital and to Look Good Feel Better.

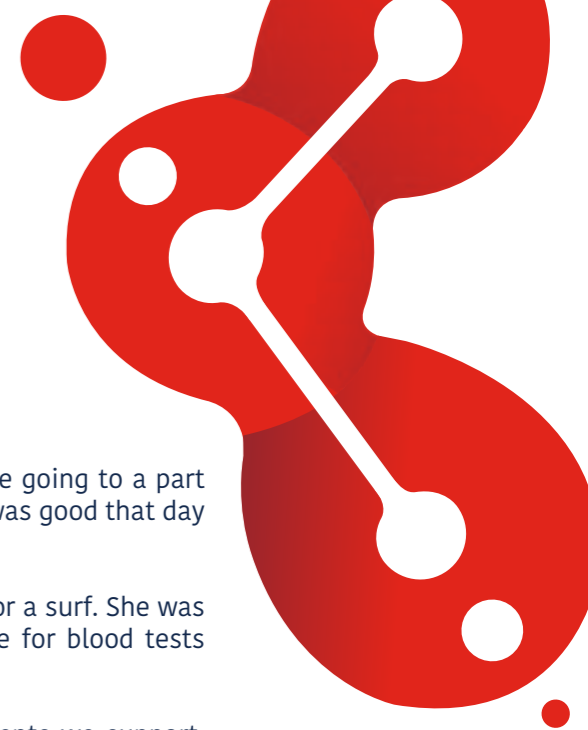
Meet Brooke

Most teenagers spend their time going to school, doing homework, maybe going to a part time job and playing sport. If they slip out of school, it's because the surf was good that day and sneaking in a wave or two seemed worth the risk of getting caught.

By the age of seventeen, Brooke was also slipping out of school, but not for a surf. She was leaving school at lunch time to walk down to the local pathology centre for blood tests before heading back to class for the rest of the afternoon.

Brooke is a bone marrow transplant recipient and, like many of the patients we support, has a rare condition. With hindsight, this condition was making itself known from when she was about three years old with repeated and lengthy illnesses that would not respond to treatment as they should. Eventually after several hospitalisations, a paediatric immunologist at the John Hunter Children's Hospital picked up the root cause of Brooke's problems: Chronic Granulomatous Disorder (CGD).


CGD is a disorder that leaves patients susceptible to both bacterial and fungal infections. What can be a minor inconvenience for most people can be life threatening for someone with CGD. A bone marrow transplant is the only cure for CGD, but as Brooke's Mum Jasmine says, it's not something you take on lightly. Even as a nurse, Jasmine was unprepared for just how tough a bone marrow transplant is. Jasmine says, "I knew it would be tough, but even with all my nursing education and everything I've seen as a nurse over the years, I still didn't really understand just *how* tough until I had to watch my daughter go through it."



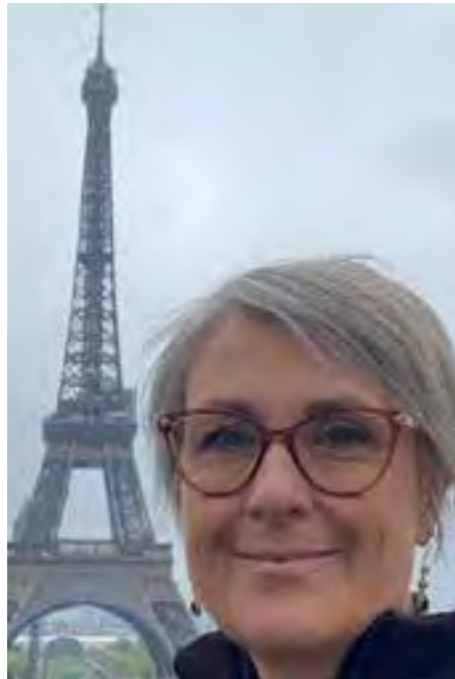
As well as the physical toll on Brooke as the patient, the lengthy treatment and recovery time associated with a bone marrow transplant put the whole family under pressure. Brooke's family is from Newcastle, but her treatment was at Sydney Children's Hospital, a 2-hour drive away. With another child at school in Newcastle, Jasmine and her husband had to get creative to manage the demands of being needed in two places at once. Jasmine worked her shifts as a nurse in two-week rosters, and her husband took extended time off work. This meant that he and Jasmine could take turns at being in Sydney with Brooke. Jasmine says, "It's tough on relationships, and it's tough financially. If you're not solid on both those fronts, I think things would fall apart."

Many patients like Brooke, who have a rare blood disease that is not cancer, fall through the gaps because they are ineligible for support through other charities. We were able to offer Brooke and her family support because we are not disease-specific, but rather offer support to anyone undergoing a bone marrow transplant regardless of the underlying condition. The help we provided with grocery and fuel cards went some small way towards easing the burden on this family.

Brooke is now back home in Newcastle. She is hoping to soon be able to start her post bone marrow transplant re-immunisation, which will allow her to slowly re-enter the world of study and work. Brooke's goal is to work the Canadian ski fields and travel the world.



“I knew it would be tough, but even with all my nursing education and everything I’ve seen as a nurse over the years, I still didn’t really understand just how tough until I had to watch my daughter go through it.”



Nurse Education

Another one of our goals for the year was to increase opportunities for nurses working in the field of bone marrow transplant care to further their training. This financial year, we have funded nine nurse education scholarships, ranging from assisting with travel to scientific meetings and conferences, to providing training in post bone marrow transplant vaccinations, to our scholarship for nurses in post graduate studies. Together, these scholarships represent a total of \$19,000 funding for continuing education of nurses.

Our successful scholarship recipients for this year were:

Professor Geoffrey Driscoll Nursing Scholarships

- **Lauren Buckland** – Townsville University Hospital – Graduate Certificate of Cancer Care
- **Kylie Sih** – Royal Hobart Hospital – travel scholarship to HSNZ Blood Conference 2023
- **Royal Adelaide nurses** – a team of 8 nurses from Royal Adelaide Hospital to complete vaccination training course

Sylvia Hartog Scholarship

- **Louisa Brown** – Calvary Mater Hospital Newcastle – travel scholarship to European Bone Marrow Transplant (EBMT) meeting in Paris

Shaun Rosen Scholarships

- **Suzie Flynn** – St Vincents Hospital - Lymphoma Australia Conference travel scholarship
- **Stacey Koschel** – St Vincents Hospital - Lymphoma Australia Conference travel scholarship
- **Babita Khanal** – St Vincents Hospital - travel scholarship to International Myeloma Society Conference in Greece

Trace Richey Scholarship

We also continued to support **Ide Irwin** and **Phoebe Forrester** who successfully completed their Master of Haematology Nursing at Sydney University this year.



Meet Caitlin

Arrow first met Caitlin Mulcahy in 2020 when she applied for a Professor Geoffrey Driscoll Nursing Scholarship to complete the Graduate Certificate of Cancer Care through the Australian College of Nursing.

Successfully receiving a scholarship to complete the Chemotherapy and Other Systemic Treatments in Cancer Care as well as Blood and Marrow Transplantation units of study, Caitlin completed the course in 2022, receiving a distinction mark in both subjects.

Since then, Caitlin has been charging forward with her skill development. She's gained Clinical Nurse Specialist status, has become accredited through her hospital at Westmead to aid in the training, education, and assessment of newly registered nurses, and has commenced studying for a certificate (Cert IV) in training and assessment through TAFE to enable her to expand her workplace role in mentoring new nurses. Training and upskilling new nurses is an aspect of Caitlin's work that she has thoroughly enjoyed finding it "very rewarding to watch the nurses on the unit develop."

Caitlin has also begun her training in apheresis. She is already competent in red cell and plasma exchanges, and is beginning to learn stem cell collections now. Caitlin credits her early studies for her ability to master these competencies "If it weren't for the Graduate Certificate I completed, my knowledge would be out of depth to handle it" she says.

Coincidentally, the first autologous stem cell collection Caitlin performed (under supervision) was for a patient who had received IVF treatment under the late Professor Geoffrey Driscoll whose family generously funded her scholarship. "All these years later, she (the patient) still had many kind words to say about him, and his efforts!" Caitlin says.

Caitlin is "incredibly thankful to the family of Professor Driscoll for creating this opportunity. Without their support, my (career development) would not have been possible."



Medical Research

The third arm of our strategy is to fund research with the purpose of improving bone marrow transplant and cellular therapy patient outcomes. This year we provided a PhD scholarship, funded through the efforts of the Hawkesbury Canoe Classic, to Ritika Saxena, a PhD candidate at the Murdoch Children’s Research Institute, through the University of Melbourne.

We also developed a PhD scholarship in partnership with the Haematology Society of Australia and New Zealand, the first of which will be awarded next year.

This scholarship will support research that focuses on improving the outcomes of blood and marrow transplantation for patients by making the procedure safer, reducing the risk of relapse after treatment, or proactively managing long-term health issues and side effects from transplant.



This year saw the results of a phase two trial we have been supporting since 2015 published in Blood Advances, a journal of the American Hematology Society. Focused on improving outcomes for haploidentical (or “half matched”) allogeneic stem cell transplants, the study demonstrated a 72-74% survival rate two years post-transplant. This is promising news for the 70% of patients per year who require a stem cell transplant but do not have a sibling match.

The trial was led by Associate Professor John Moore from St Vincent’s Hospital along with six participating allogeneic centres across Australia. Thanks to the fundraising efforts of Luke Chapman and his family and friends, Arrow provided a \$40k contribution to the haploidentical research this year.

We also continued our support of the Gambit medical research program this year, donating \$25k to the program. This research, being conducted by the team at St Vincents Centre for Applied Medical Research, seeks to understand why gene mutations accumulate in blood and bone marrow cells as our body ages and ultimately hopes to identify therapeutics to predict and detect diseases caused by these mutations.

Finally, we supported the Australia and New Zealand Transplant and Cellular Therapies (ANZTCT) Registry’s publication of their Annual Data Summary providing invaluable information to clinical medical professionals and researchers on transplant outcomes.



“The study showed promising results demonstrating a 72-74% survival rate two years post-transplant”



Meet Ritika

Professor Andrew Elefanty of The Blood Diseases Laboratory at Murdoch Children's Research Institute says of Ritika, "She's very much a natural leader [with an] infectious enthusiasm" for sharing her skills with others, and that Ritika is "one of the most exceptional students we've had."

Arrow shares those sentiments, which is why Ritika was awarded the Arrow Hawkesbury Canoe Classic Scholarship in 2022, which was then extended into 2023 to continue funding her promising research.

Ritika is researching the formation of Haematopoietic Stem Cells (HSCs) with a view to being able to grow these cells in the lab from a patient's own cells so that in the future there might be more suitable treatment options for bone marrow transplant patients who don't have a matched donor.

Her work is quite remarkable. Ritika is working with donated cells from adults that have been reprogrammed, or "tricked" into thinking they are going back in time, changing them from adult cells back into pluripotent (or as yet unassigned) cells once more. She is then taking these reprogrammed cells and seeing if she can mimic the processes that tell a pluripotent cell that it should become a haematopoietic stem cell, which can then make daughter cells that continue to divide and eventually form millions of all types of blood cells.

Currently, many people needing a bone marrow transplant rely on cells from a donor, but finding a matched donor is not an easy task. Even when a donor is found, there is still a risk of graft versus host disease (GvHD) where the donor's cells treat the patient's cells as a foreign threat and begin to attack the patient. GvHD can be chronic, and something to be managed over time, but it can also be life-threatening.

If scientists like Ritika can consistently and reliably direct pluripotent stem cells into becoming blood stem cells, then it may one day be possible for a person who needs a bone marrow transplant to simply donate their own cells – like a skin biopsy, for example – and have their own cells "tricked" into reverting back to pluripotent stem cells and then guided into becoming blood stem cells, already perfectly matched to the patient because they are made from the patient's own cells. These highly personalised stem cell transplants could ultimately eliminate the risk of GvHD.

Ritika says of her Arrow/HCC scholarship which has allowed her to work full time on her studies, "I am incredibly grateful to the opportunities this prestigious scholarship has brought to me as I am sure this would not have been possible otherwise."

Ritika Saxena is being supervised in her research by a team of stem cell experts: Professor Andrew Elefanty, Dr Elizabeth Ng, and Professor Ed Stanley. Ritika is a PhD Candidate at the Murdoch Children's Research Institute through the University of Melbourne, a part of the Novo Nordisk Foundation Center for Stem Cell Research (reNEW).



Our Supporters

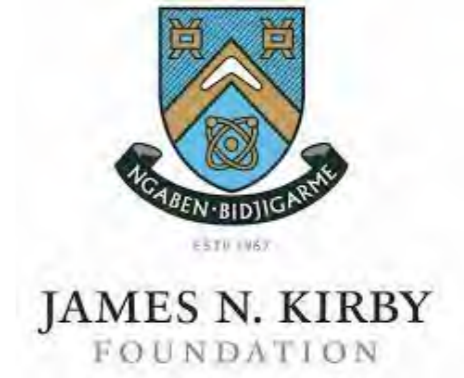
Arrow receives no government funding, and we rely on the generosity of our supporters to continue our work. After disruptions for two years during the COVID pandemic, one of our major supporting events, The Hawkesbury Canoe Classic, was cancelled for a third time in 2022 due to the catastrophic flooding in NSW.

Despite that set back, the Hawkesbury Canoe Classic and the paddling community in general continued to donate to Arrow.

We also saw continued and increased support from one of our major partners Liverpool Catholic Club, donating \$142,000 to Arrow this year. Responding to our approach for help, the Club generously expanded their level of support to meet our increased need for patient support following the additional pressures on patients this year to meet increased costs of living.

We were also fortunate to receive \$427,420 in bequest donations from supporters of Arrow who kindly left a gift in their will. These gifts provided invaluable funds to Arrow and have resulted in a lasting legacy for each of the donors.

We give thanks to all our supporters who donated and supported Arrow this year.





Meet Wennie

“High achiever” is an apt description for Wennie van Lint. He has been an academic (Head of Department, no less), and is currently a leader in finance and economics with GHD Advisory. He also had a football career including a couple of games with South Melbourne (now known as the Sydney Swans).

Sadly for Wennie, his football career was cut short by a knee-injury, leading him to seek out other sporting pursuits that don't place sideways forces on the knee. Fortunately for us, one of those sports is paddling.

Of course, being a high achiever, Wennie wasn't about to settle for a gentle paddle around a lake with a picnic basket stashed on board. Instead, he took paddling to the highest degree, ending up at board level initially with Canoeing Australia, and then the president of Paddle Victoria.

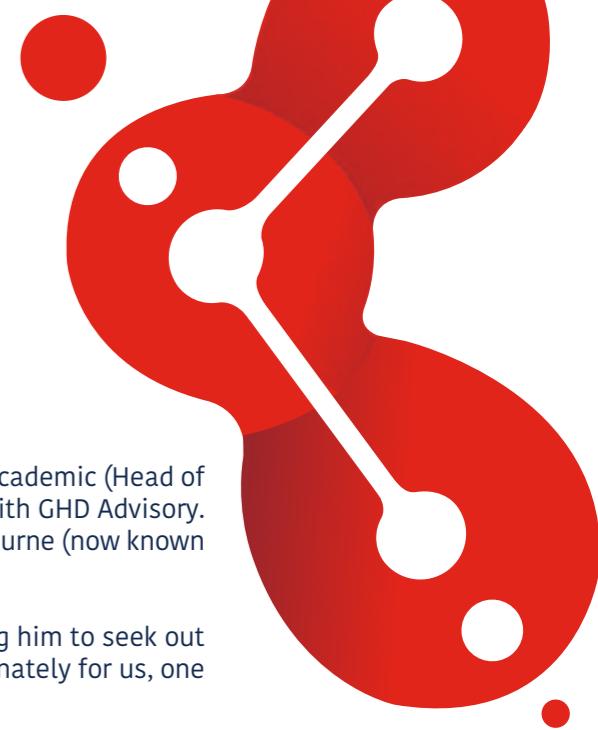
Wennie is committed to the sport on the water as well, with several major events under his belt, including both the Massive Murray Paddle and the Hawkesbury Canoe Classic, the latter being the sponsor of our PhD Scholarship program.

The Hawkesbury Canoe Classic is a unique opportunity to pit yourself against the physical and mental hurdles thrown up by a 111km overnight paddle from Windsor to Mooney Mooney on Sydney's majestic Hawkesbury River.

It was through his first Hawkesbury Canoe Classic that Wennie became aware of the work of Arrow Bone Marrow Transplant Foundation. “I think the work you do supporting research into bone marrow transplants is really worthwhile,” says Wennie. “I used to be an academic, so I value the role research has in improving the current state of things, and I'm thrilled to think that I can play some small part in supporting that.”

But it's no small part that Wennie is playing. Over the years Wennie has raised \$13,599 for Arrow through his participation in paddling events, helping medical researchers improve bone marrow transplant patient outcomes. We are grateful for his continued financial support of Arrow during the three years that the Hawkesbury Canoe Classic was unable to run.

And it looks like that support will continue this year, too, with Wennie already registered for the Hawkesbury Canoe Classic for 2023. “There's at least one more Hawkesbury Classic left in these arms,” he said.



“Please let the staff at Arrow and the sponsors know that you make patients’ lives a little easier with your support. Knowing there are people that care helps me sleep better at night through my BMT journey”

Our Team

Arrow is managed on a day-to-day basis by a small part time team of staff. This year we introduced new staff members Jennifer, Kags and Janna to the team.

Richelle Koller
Chief Executive Officer



Janna Gibbs
Programs Officer



Jennifer Taylor
Marketing and
Communications Manager



Kags Garrard
Fundraising and
Partnerships Manager



Our Board

Our volunteer board of directors have governance experience and skills across a variety of disciplines, united by their passion for the mission of Arrow.

This year we welcomed a new Chairperson to the organisation: Chris Murray.

Mark O'Hara retired from the Board at our Annual General Meeting in November 2022 after nearly 20 years serving on the Board. Mark joined the Arrow board in 2004 after losing his good mate Greg Neate to acute myeloid leukaemia. He served as Vice Chairman to Arrow for five years from 2008, before being elected as Chairman in 2014.

Mark has been a tireless fundraiser for Arrow, including as Committee member and paddler for the Hawkesbury Canoe Classic, Arrow's largest fundraising event, and we look forward to continuing our long association with Mark in this capacity.



**Chair
Chris Murray**

Christopher is a senior executive with over 30 years' experience in the energy, renewables, resources, project development and technology development sectors in Australia and internationally. Christopher has a strong interest and experience in Non Executive director roles in charitable organisations, including seven years serving as a director on the board of Leukaemia Foundation of Queensland, and four years with Leukaemia Foundation of Australia.

Christopher is currently the Managing Director of Energy Power System Australia Pty Ltd. He holds a Bachelor of Engineering from the University of New South Wales and is a member of Engineers Australia. Christopher is a graduate member of the Australian Institute of Company Directors and has studied an Advanced Management Programme at Harvard Business School.

Christopher joined the Arrow board in 2021 and was appointed Chair of the Board in 2022. He is also a member of the Arrow Finance and Governance Committee.



David Maywald

David is a successful investor, executive and board member deeply experienced with infrastructure investment, economics and financial markets. David has over 20 years' experience in investment finance roles including most recently as Portfolio Manager and Senior Investment Analyst and Chair of the Investment Advisory Board for RARE Infrastructure where he was responsible for building the investment portfolio to \$11 billion in funds under management prior to a successful acquisition. Prior roles include Investment and International Equity Analyst roles at Credit Suisse Asset Management, JP Morgan and BT Financial Group.

David has a passion for environment, social and corporate governance issues. He serves on the board of St John ACT, and is Chair of the public company SolarShare Community Energy Ltd (developer of the largest community solar farm in Australia). David holds a Bachelor of Commerce with Honours and Bachelor of Economics at the Australian National University in Canberra, and a Graduate Diploma in Applied Finance and Investment. He is also a Graduate member of the Australian Institute of Company Directors.

David joined the Arrow board in 2021 and is Chair of the Arrow Finance and Governance Committee.



Kim Mouret

Kim is a senior executive with 30 years' experience across 25 markets worldwide in the fast-moving consumer goods and healthcare sectors. Working with consumer goods global leader Proctor and Gamble, Kim's career has included senior executive level roles in sales, marketing, and strategy across a number of business units within Proctor and Gamble across the world.

During Kim's time at Proctor & Gamble she has lead a number of corporate pro bono initiatives including developing a strategic plan for the Special Olympics planned for Singapore in 2020, as well as leading the Diversity and Inclusion team for AMA Sales. Kim is also one of the founding members of Gidget Foundation Australia, a charity established to raise awareness of perinatal anxiety and depression. Kim has a Bachelor of Commerce majoring in Marketing from University of Western Sydney and has completed studies in innovation at the Harvard Business School.

Kim joined the Arrow board in 2021 and is Chair of the Fundraising and Marketing Committee. Kim is also a member of the Patients and Programs Committee.



Stuart Snell

Stuart has over 30 years' experience in business strategy, reputation management, government and stakeholder relations, and media and communications. A former journalist, he worked professionally in a number of executive roles for large organisations, mainly in the financial services sector, and in recent years as a consultant dealing with a range of sectors.

He is also an experienced non executive director, having played an instrumental role in the development of a governance framework and successful business growth strategy for Road Sense Australia for three years to 2019, and currently at Your Side Australia since 2016. At Your Side, he was Chair of the Board overseeing 40% year-on-year revenue growth from 2019-2021, achieved as a result of strategic renewal and business transformation, which Stuart led as Chair including the development of the 2021-2024 Strategic Plan.

Stuart joined the Arrow board in 2021. He is a member of both the Arrow Finance and Governance Committee and Fundraising and Marketing Committee.



Roberto Trincherro

Roberto is an experienced senior business executive with over 20 years' expertise in business management, marketing, sales and leadership. Roberto is the Managing Director of Arneg Oceania Pty Ltd, an international leader in the design, manufacture and installation of complete equipment for the retail sector. Roberto was responsible for the successful establishment of Arneg in Australia in 1996 relocating from Italy to lead the new site for the overseas based parent company.

Roberto is a member of the Australian Institute of Company Directors and has completed the Foundations of General Management at the Macquarie Graduate School of Management. Roberto is a board member of the Swiss Chamber of Commerce in Australia and has been involved in numerous community fundraising events on behalf of the Chamber as well as other not for profit organisations.

Roberto joined the Arrow board in 2021 and is a member of the Fundraising and Marketing Committee.



Leonie Wilcox

Leonie has been a Director of the Arrow board since 2007, and was elected as Chair of the Arrow Patients and Programs Committee in 2022. Leonie is manager of the Australia and New Zealand Transplant and Cellular Therapies Registry, a role which requires coordination within the wide network of clinical professionals involved in the transplant process. Since 2019, Leonie has been a board member of the Australian Clinical Trials Alliance (ACTA), the national peak body for clinical trials. Prior to the registry, Leonie worked in the statistics department at Macquarie University teaching and consulting. Leonie is also a trained nurse and midwife.



Our Committees

This year we formed three committees to help support the board in decision making and to support the team in the development of operational plans.

These committees were formed based on our strategic pillars of Finance and Governance, Patients and Programs, and Fundraising and Marketing.

Board members were elected to each committee with David Maywald appointed as Chair for the Finance and Governance Committee, Leonie Wilcox to the Patients and Programs Committee and Kim Mouret as Chair of the Fundraising and Marketing Committee.

Finance and Governance Committee

The Finance and Governance Committee established its primary purpose of assisting and advising the Board on fulfilling its responsibilities for the company's financial reporting, internal controls, risk management and with the company's external audit. Additionally, the committee's purpose extends to matters relating to the composition, structure and operations of the Board and effective governance of the organisation.

This year the committee enhanced the governance processes and structure of the organisations including a development of a board workplan, and completion of a dynamic review of our policy framework. This included a review of existing policies as well as the introduction of new policies such as a cyber policy.

The committee lead the implementation of a switch to our investment portfolio which will result in a 70% reduction in the management costs by managing those investments inhouse. The committee also oversaw reporting and financial management, including the annual budget, and extended our scope of work with the external auditors to provide additional assurance.

The committee gathered data for the completion of a board skills matrix and board evaluation survey which will inform future board composition decisions.



Patients and Programs Committee

The Patients and Programs Committee established its primary purpose of assisting and advising the Board on Arrow's patient support, education of healthcare professionals, and medical research programs.

These responsibilities include program budgeting and reporting, review of new program initiatives and relationships, as well as the review and approval of funding applications.

This year the Patients and Programs Committee helped to establish formalised partnerships with Australia and New Zealand Transplant and Cellular Therapies (ANZTCT) and the Haematology Society of Australia and New Zealand (HSANZ). This has resulted in new medical research programs being offered attracting a wider diversity of applicants, with the selection process assisted by the associated professional bodies. Arrow will be supporting three new research projects with ANZTCT and a PhD scholarship with HSANZ.

This increased awareness of Arrow also helped support an increase in the number of applicants for our nurse and healthcare professional education scholarships resulting in the committee approving nine nurse scholarships this year for courses and conference attendance.

The committee supported the development of new initiatives in our patient support program including our first patient feedback survey. The survey had a strong response rate with 91 patients completing the survey and positive feedback reported around the impact of Arrow's funding. Following the survey Arrow launched a change to its patient financial support, effective next financial year, which supports increased flexibility in the types of expenses covered and provides clearer financial limits.

This year has seen strong achievements in our programs and resulted in us exceeding a number of targets set. The Patients and Programs Committee has been pleased to review the realignment of targets in line with the organisation's growth. This has resulted in our initial target of helping 285 patients by the year 2025 being brought forward to 2024.

Fundraising and Marketing Committee

The Fundraising and Marketing Committee established its primary purpose of assisting and advising the Board on fulfilling its responsibilities for the company's marketing and fundraising strategies. The committee will partner with the CEO to ensure that the marketing and fundraising strategies are in line with the annual strategic plan for Arrow and provide guidance on the development of 3- year plans including the investment and resources required to activate such plans.

The committee will help to prioritise opportunities and support the CEO in preparation of proposals to the Board. Given the growing importance of governance, this committee will be responsible for ensuring that best in class governance processes are implemented and reviewed for all marketing and fundraising activities.

This year the Fundraising and Marketing Committee supported the recruitment of a Fundraising Manager and Marketing Manager. The committee also assisted in the development of a fundraising and marketing plan for the organisation.

The fundraising plan includes the establishment and renewal of key stakeholder relationships as well as the development and activation of a sponsorship and grants program. The fundraising plan focusses on diversifying our fundraising streams with fundraising targets established in each area.

Our marketing plan has resulted in a refresh of our website, and the growth of our social media presence across platforms with an increase in the number of followers and engagement. We have also established regular newsletter communication with our supporters utilising a new newsletter platform which has been received with positive feedback.



“Thank you, Arrow, so very much for the support you have offered us during this challenging time. The petrol and grocery vouchers have been so helpful with the costs of living at the moment and with all the extras we are needing during Charlie’s bone marrow transplant, and with providing for our other two daughters while we aren’t able to work.”

Financials

Chair of Finance and Governance Committee Report

The financial statements to 30 June 2023 show that Arrow is in an improved situation compared with one year ago. This allows the staff to deliver on the strategic priorities that have been endorsed by the Board. And it allows the organisation to pursue its mission going forward.

We are all very grateful for Arrow’s supporters. In particular, bequests received during the financial year have resulted in a large increase in revenue. This has strengthened the balance sheet, providing capital that is being used to assist patients, nurses, and researchers.

Revenue doubled from financial year 2022 to financial year 2023, as did expenditure on patient and carer support. The employee team quadrupled in headcount, with a commensurate increase in staff expenses. The large profit for the financial year of almost \$260,000 was well above budget.

Total assets, retained earnings, and equity all increased by about 13% from June 2022 to June 2023. This provides Arrow with a strong balance sheet to increase the positive social impact that is being generated by the organisation.

Employee expenses are the largest category of expenditures. This financial year the Finance and Governance Committee initiated a payroll audit, to assure the Board and stakeholders that employee expenses are being correctly calculated.

The Finance and Governance Committee has diligently worked with the staff and board members, to facilitate the organisation’s mission and strategy. We have been very capably served by Richelle Koller as CEO, and by the external auditor Houston & Co Pty Limited.

Statement of Financial Position

	2023	2022
	\$	\$
Assets		
Current Assets		
Cash and cash equivalents	818,403	49,706
Trade and other receivables	5,086	1,557
Other current assets	16,149	11,775
Total Current Assets	839,638	63,038
Non-Current Assets		
Financial assets	1,401,004	1,914,612
Property, plant and equipment	4,018	-
Total Non-Current Assets	1,405,022	1,914,612
Total Assets	2,244,660	1,977,650
Liabilities		
Current Liabilities		
Trade and other payables	34,264	20,520
Employee provisions	21,202	10,431
Total Current Liabilities	55,466	30,951
Net Assets	2,189,194	1,946,699
Equity		
Retained earnings	2,185,810	1,925,963
Reserves	3,384	20,736
Total Equity	2,189,194	1,946,699

For further details refer to Arrow's full audited financial statements available at: <https://arrow.org.au/about-us/#annual-reports>

Statement of Profit or Loss

	2023	2022
	\$	\$
Revenue		
Donations	189,639	279,228
Bequests	427,421	
Grants	11,286	10,000
Fundraising events	25,000	12,000
Membership revenue	900	1,064
Other income		
Investment income	144,534	94,598
Total Revenue	798,780	396,890
Expenditure		
Program expenses		
Patient and carer support	(130,398)	(61,568)
Nurse education	(19,843)	(17,934)
Medical research	(81,146)	(976,220)
Total Programs Expenses	(231,387)	(1,055,722)
Employee benefits expense	(260,609)	(118,654)
Rental outgoing expense	(2,265)	(4,005)
Audit, legal and consultancy fees	(5,950)	(5,500)
Marketing expenses	(9,022)	(2,696)
Fundraising expenses	(4,314)	(5,632)
Other expenses	(25,386)	(9,581)
Total Operating Expenses	(307,546)	(146,068)
Total Expenditure	(538,933)	(1,201,790)
Profit for the year	259,847	(804,900)

For further details refer to Arrow's full audited financial statements available at: <https://arrow.org.au/about-us/#annual-reports>

Arrow Bone Marrow Transplant Foundation

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Arrow Bone Marrow Transplant Foundation is a company limited by guarantee (ABN: 42 135 196 244), registered with the Australian Charities and Not for Profits Commission (ACNC). We are a member of the Fundraising Institute of Australia and have a charity fundraising licence (CFN 10184). We are a deductible gift recipient (DGR) with the Australian Taxation Office meaning donations made to the charity are tax deductible.

To make a donation and support bone marrow transplant patients visit www.givenow.com.au/arrowbonemarrow