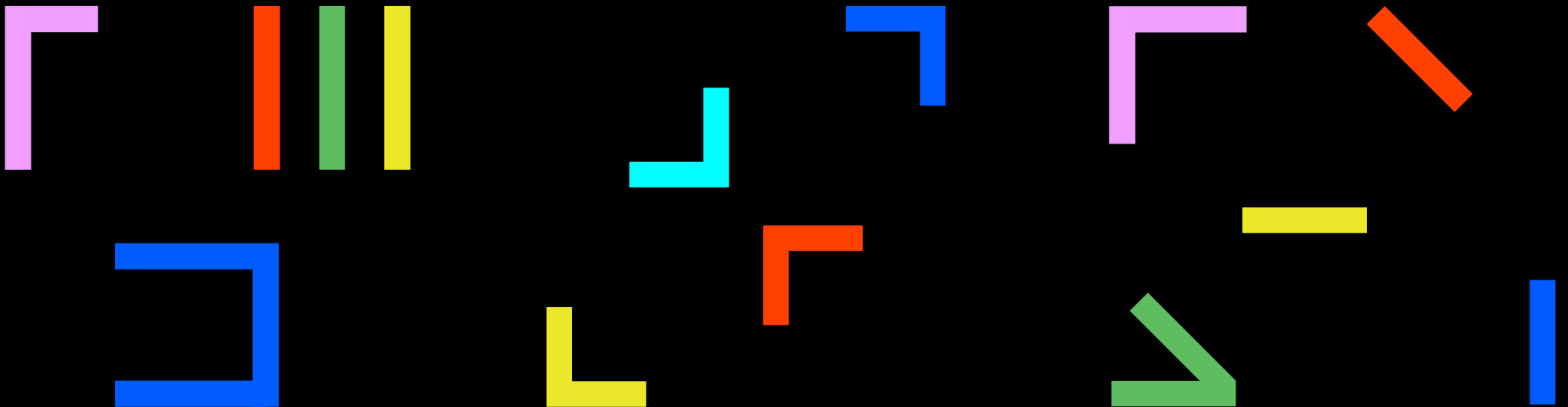


# THE ETHICS CENTRE

Annual Report 2023–24



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ETHICS IS  
AT THE CENTRE OF  
BEING HUMAN

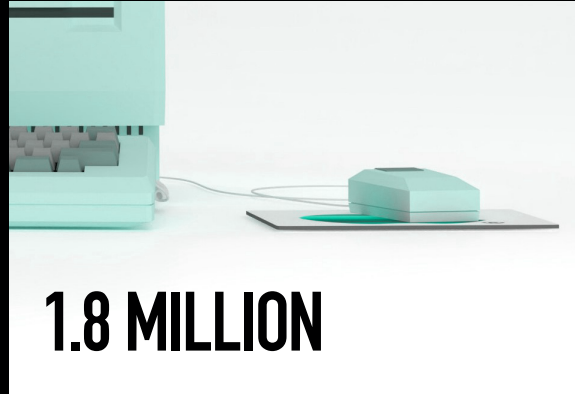


# 2023-24 Highlights



983

members of The Ethics Centre, welcoming 286 more members into our community, growth of 13%



1.8 MILLION

website sessions on The Ethics Centre website, representing growth across the year of 67%



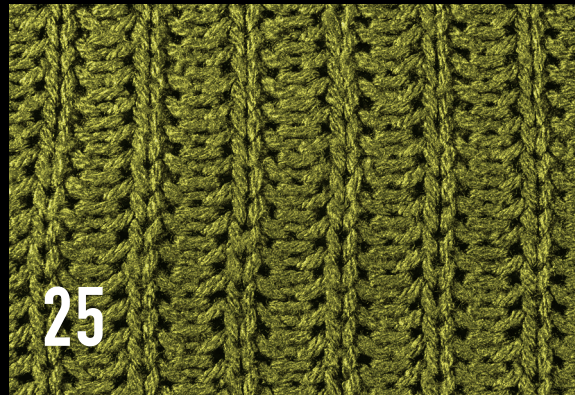
63,000+

email subscribers to The Ethics Centre and Festival of Dangerous Ideas, growth of 62%



370,000

podcast downloads reached, across 4 series: FODI, *Little Bad Thing*, *Leading with Purpose*, *Life and ...* series, growth of 17%



25

member organisations of the Ethics Alliance, a network of organisations united in embedding ethics at the centre of what they do



6,397

total signatories to The Banking and Financial Services Oath, growth of 3%





minutes of Ethi-call counselling,  
growth of 11%



of people who used Ethi-call reported their  
session gave them a better way to think  
about difficult issues in the future



individual reads of content on  
The Ethics Centre website



views of The Ethics Centre and  
Festival of Dangerous Ideas videos



social media fans across Facebook,  
LinkedIn, X, Instagram and YouTube,  
growth of 14%



potential audience reached by media  
coverage that featured The Ethics Centre

# 2023-24 Reflection

**We live in tumultuous times. The geopolitical environment is becoming less stable. Overseas wars, and their underlying causes, are poisoning the ground on which domestic harmony has been built. There is a growing sense that the economy is not delivering a fair share of prosperity for all. A whole generation of young people are coming to believe that they will be worse off than their parents.**

This is not an optimistic picture. Yet, in the face of this, I remain optimistic.

I do so because I sincerely believe that every person has the capacity to help shape a better future. This is not to say that we are equal in our power and influence. Rather, it is my belief that even the least of us can make a difference.

And in that, there is hope.

It has long been my view that there is something truly 'heroic' in the lives of 'ordinary' people who quietly fall on 'just the right side' of each issue. These people are rarely celebrated. They never attract a headline. Yet, the collective weight of their day-to-day decisions is profound. I consider such lives to be worthy of the name 'heroic' because in the realm of the mundane and ordinary, it is so easy to succumb to a kind of indifference or worse, to the despair that attaches to the mistaken belief that nothing you do really matters.

In fact, exactly the opposite is true. Everything we do matters. Every choice, every action tilts the world on its axis.

The Ethics Centre exists to encourage and support 'everyday' ethics. While we tackle some of the most obvious and significant issues of our time, most of what we do is directed towards the moderately heroic 'ordinary' of day-to-day life.

There are multiple contexts within which this work is done. Over the years, our Ethi-call counsellors have helped thousands of people navigate complex ethical issues and dilemmas. They put philosophy in service of life – in all of its complexity. And they do so with remarkably consistent positive impact – as measured by the feedback received from clients.

Ethi-call is one of the most private aspects of the Centre's work. Our most public face is seen in the Festival of Dangerous Ideas (FODI), with the August 2024 Festival being in development for the past year. FODI is the most prominent aspect of the work done by our Engagement team. But they do so much more – producing all of the content that is presented and published in the Centre's name.

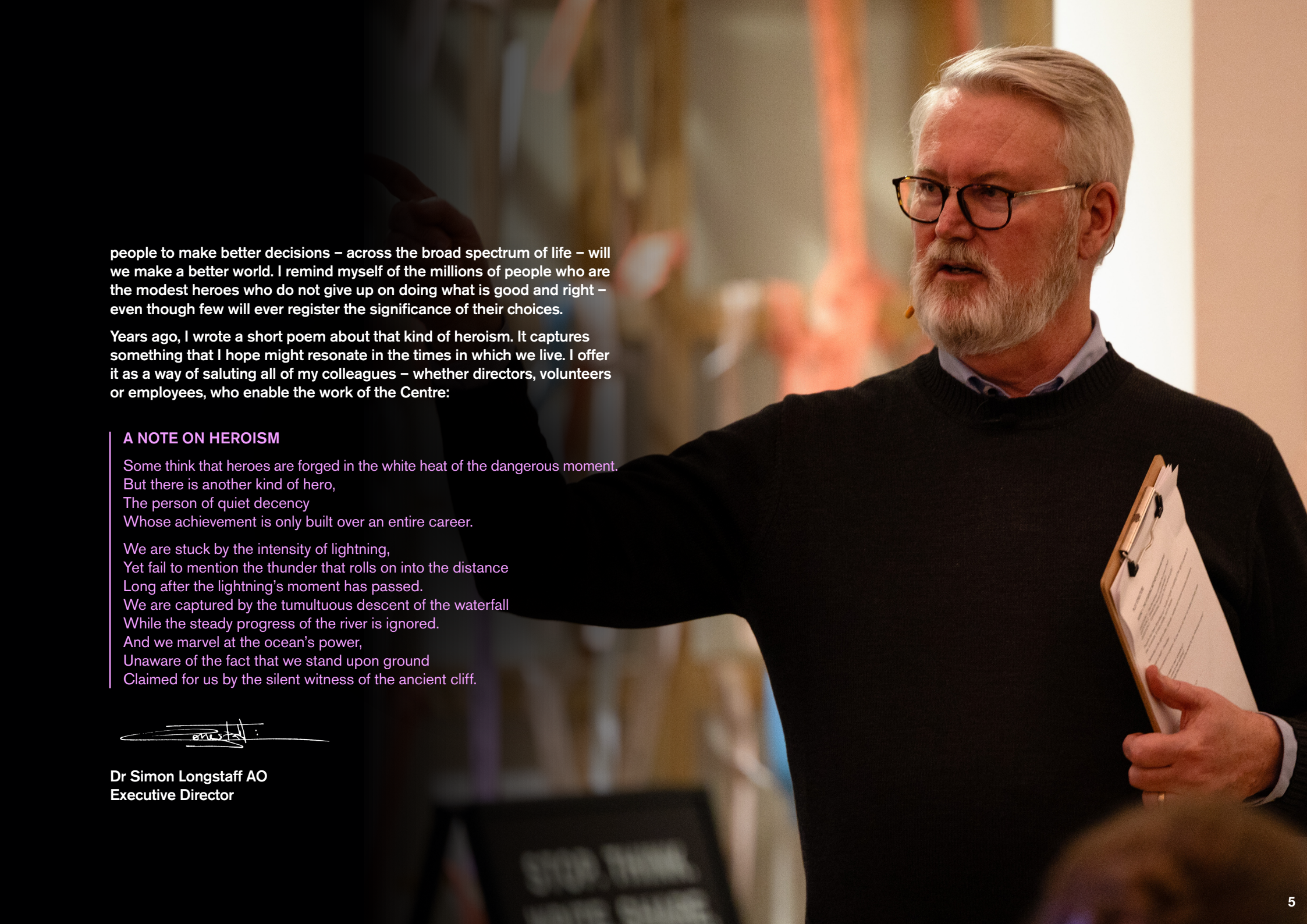
I have mentioned the heroic lives of individuals. However, one should not forget that we often come together to work in concert with others – through corporations, small businesses, not for profit organisations and so on. And then there are our public institutions like governments and their departments and agencies. These organisations also shape our world – for good or ill. Naturally, The Ethics Centre also wishes to support good decision making in these arenas – most notably through the work of the Ethics Alliance, the Banking and Financial Services Oath, and Consulting and Innovation.

The scope of all of this work is outlined in this Annual Review.

Some people are surprised by the diversity of activity undertaken by The Ethics Centre – and the breadth of the issues it considers during the course of each year. We are occasionally advised that the work of the Centre might be easier to do if we narrowed our focus and specialised in just one or two areas.

I have often thought that to be sound advice. I have especially thought so during those all-too-frequent times when The Ethics Centre has been teetering on the edge of failure. But then I remind myself of why and for whom, our organisation exists. I remind myself that if only we can support





people to make better decisions – across the broad spectrum of life – will we make a better world. I remind myself of the millions of people who are the modest heroes who do not give up on doing what is good and right – even though few will ever register the significance of their choices.

Years ago, I wrote a short poem about that kind of heroism. It captures something that I hope might resonate in the times in which we live. I offer it as a way of saluting all of my colleagues – whether directors, volunteers or employees, who enable the work of the Centre:

#### A NOTE ON HEROISM

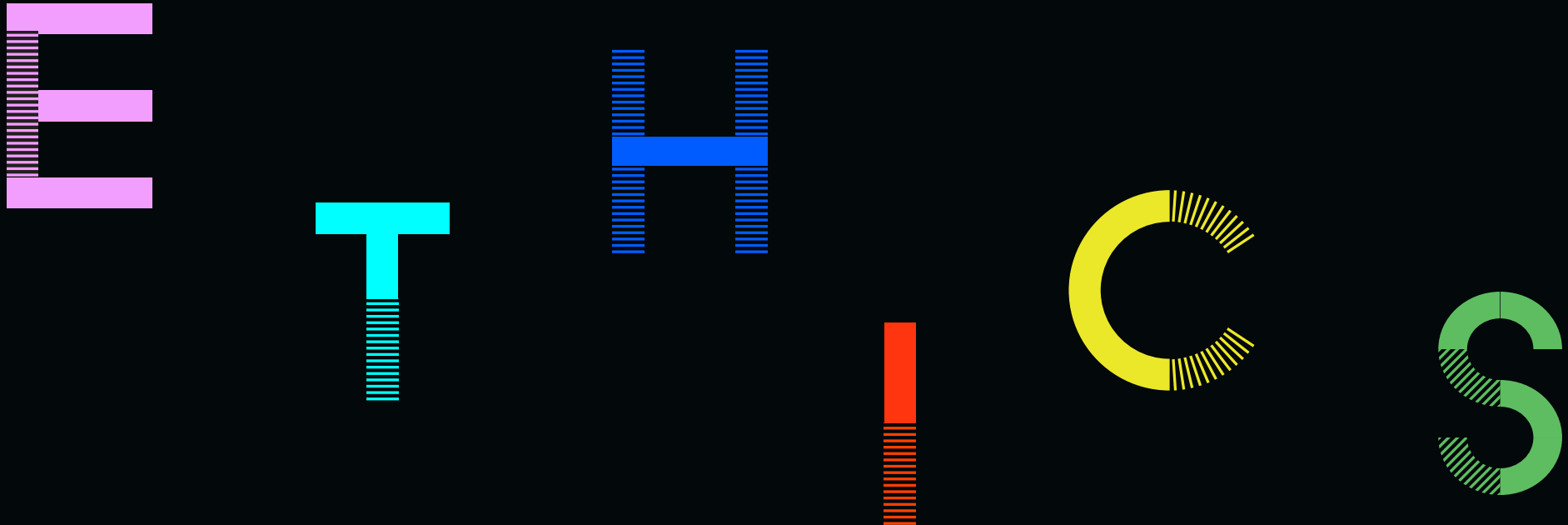
Some think that heroes are forged in the white heat of the dangerous moment.  
But there is another kind of hero,  
The person of quiet decency  
Whose achievement is only built over an entire career.

We are stuck by the intensity of lightning,  
Yet fail to mention the thunder that rolls on into the distance  
Long after the lightning's moment has passed.  
We are captured by the tumultuous descent of the waterfall  
While the steady progress of the river is ignored.  
And we marvel at the ocean's power,  
Unaware of the fact that we stand upon ground  
Claimed for us by the silent witness of the ancient cliff.



Dr Simon Longstaff AO  
Executive Director

# What is Ethics?



## ETHICS IS ABOUT RELATIONSHIPS.

Us and the lives we choose to live.  
Us in relationships with each other.  
Us in the context of the world we all live in.

## KNOW YOUR WORLD. KNOW YOUR SELF.

Ethics extends a great invitation.  
To know our world, each other and ourselves.  
An unexamined life is not worth living.

## NAVIGATE COMPLEXITY.

Our human experience can be complicated.  
Ethics can guide us through complex terrain.  
Ethics supports making good choices.



# Our Strategic Pillars for Change

Since 2019, we have brought ethics to the centre of everyday life in three strategic ways. This 2023-24 financial year is the final period of this five-year strategy.



**The Ethics Centre's role is unique.**

We advocate for higher ethical standards in all areas of society, including business, politics, finance, sport, energy, the military, NGOs and more. We work to hold open civic space to debate and discuss the ideas that define our time. When people or organisations need an independent consultant on ethical dilemmas, we provide that confidential service. We provide ethics counselling to anyone who needs it.


We promote ethics to all – from children in schools to the houses of parliament and Australia's business leaders – as a way to realise our vision for a better world.

**Let's explore how.**

# DEMONSTRATING & SUPPORTING GOOD DECISION MAKING

Our decisions shape the world, one at a time. Philosophers have examined the underlying structure of decision making. It is reflected in the core question of ethics, first posed by Socrates as 'what ought one do?.'






The challenge is that decision making is individual in nature – we're influenced by a singular viewpoint, by habits or by societal norms. And however well-intentioned we all are toward our choices, they are frequently driven by subconscious bias and conformity.

But the decisions we make as individuals are collective in their impact. Each choice we make leaves an imprint on our own lives, those around us and the world at large. Choices matter.

That's why supporting good decision making is a key strategic pillar for The Ethics Centre. Ethics is central to our capacity to make decisions that are good and right, and in doing so, we forge a better society.





# ETHI-CALL

## Providing free help to those struggling with a decision

Ethi-call, The Ethics Centre's free independent helpline, continues to support people all over the world in navigating difficult life decisions. For over three decades, the service has provided expert and impartial guidance on thousands of ethical dilemmas, from breaches of company policy to those struggling with end-of-life decisions, with the strongest demand for the service from women aged 36-45 years.

“My session with the counsellor was an incredibly productive way to sit quietly and contemplate the issues I've been needing to work through but haven't taken the time to do so. It was like being guided through an overgrown and foggy pathway to a light filled clearing. [The counsellor's] approach was considered and kindly objective, providing tools which I will likely be able to use to break down and resolve other issues. Thanks very much for this thoughtful (thought-full!) initiative.”

Ethi-call caller

This year, the Centre expanded the service's capacity by 40% through an intensive training program for a cohort of new volunteer Ethi-call counsellors, thus reducing the average caller wait time and delivering 27,540 minutes of counselling. The skills and insights provided during these sessions have a remarkable, long-lasting impact. 94% of callers reported their session gave them a better way to think about difficult issues that they face and 86% felt better equipped to deal with ethical issues in the future. Ethi-call's Net Promoter Score remains an impressive 74.

“Just phenomenal. I felt totally understood and supported. I realised that until now I never had any real structure other than my own emotions with which to make decisions. I am so grateful and felt fortified by this strong and clear framework. Thank you from the bottom of my heart!”

Ethi-call caller





## BANKING AND FINANCIAL SERVICES OATH YOUNG AMBASSADORS

### A strong ethical foundation for early career professionals

The Banking and Financial Services Oath Young Ambassador program was first developed in 2015 to encourage graduates and young professionals (under 30) to adopt a strong ethical foundation as they begin their careers. Ten years on, the positive impact of the program has extended beyond individual benefits. 90% of Ambassadors have felt an increase in self-awareness, 80% an increase in empathy and 60% have either maintained or increased their perspective taking. The program has helped develop a strong network, a common language around ethics, and a confidence to address challenges. The Banking and Financial Services Oath grew to 6,397 total signatories.

“One of the most rewarding aspects of the program was the bond formed by my cohort of ambassadors. These individuals have become more than just colleagues; they are now friends and lifelong trusted confidants. Together, we will navigate through complex ethical dilemmas, offering support and guidance to one another as we advance deeper in our careers.”

Ben Duffield, 2023 Banking and Financial Services Oath Young Ambassador



## ETHICS COUNSEL PROGRAM

### Providing ethical guidance to individual professionals

Ethics Counsel is a unique program for professionals who have breached an ethical framework, guideline or code of practice and are required to undertake remediation. The program blends ethical and psychological evaluation to enhance and develop the ethical awareness, ethical judgement and ethical courage of participants. Through an intensive, experiential process the participant explores past conduct and situations, taking account of core values and principles, moral sensitivity and relational and situational ethics. The deep reflection on past action helps build self-awareness, and provides a basis for development of the participant's ethical awareness and their capacity for ethical action and leadership. This year, the Centre continued its relationship with the Medical Council NSW for the referral of medical professionals to undertake this program.



## PROFESSIONAL ETHICS WORKSHOPS

### Supporting organisations to put ethics into practice

This year, there was continued demand from a diverse range of organisations for capability building programs. The Centre's *Ethics and Decision Making* and *Viewfinder workshops* continued to provide valuable opportunities for local government professionals, defence force personnel, creative industry artists and administrators, leadership students and members of corporate Australia to learn and explore what is ethics and how it can be applied in their professional and personal lives. The Centre also continued to share a free DIY guide on developing an ethics framework. This has been very useful for performing arts organisations in particular who have been navigating a particularly challenging set of conflicting values amongst its diverse stakeholder groups.

“Really enjoyed Simon's presentation, probably the highlight of the day for me. The analogies and examples he used made the content memorable and I have taken some great things away.”

Workshop participant

# BUILDING & MAINTAINING A CIVIL SOCIETY

A civil society is an open society. One in which ideas, ideals and beliefs can be addressed openly, with mutual respect. It doesn't mean that everyone has to have the same views or perspectives, rather that discussion and interrogation of ideas is not only possible, but undertaken for the pursuit of the greater good.





Ethics invites engagement with alternative points of view. Through connection and empathy, change becomes possible. This is only achieved by listening, questioning, discovering and interrogating the things that we consider to be true.

At The Ethics Centre we champion the examined life. We provide safe spaces where conversations can occur and where people can challenge their own assumptions about what ought to be done.

We aim to create opportunities in which people can explore ethical questions; respectful conversation, civic debate and bring together different perspectives.





# RESIDENCY PROGRAM

## Space for thinkers, creators and facilitators

Following its successful inaugural year, The Ethics Centre Residency Program returned this year with 17 new residents provided with complimentary space to work on their projects at the Centre's Sydney CBD headquarters.

From an extraordinary field of quality applications, this year's cohort showcased original thinking and projects exploring an ethical aspect of topics as diverse as fieldwork, scent, cultural appropriation, villainhood, and voluntary assisted dying. Residencies took place across the year, with opportunities provided for participants to collaborate and engage with philosophers, Centre staff, community and audiences.





## EVENTS AND WORKSHOPS

### Bringing people together

In an annual program of events and workshops, The Ethics Centre hosted live events attended by 745 people in person and by over 1,200 people via livestream. *The Ethics of ...* series continued to sell out in person, packing the Centre's CBD venue as guests including Tara Rae Moss, Libbi Gorr and Betty Grumble joined philosophers to explore the topics of shame, power, beauty, inhibition and ownership. CEO of youth media outlet Cheek Media, Hannah Ferguson, sat down with Dr Simon Longstaff as part of the *In Conversation* series, encouraging a younger audience to engage with the Centre. Dr Tim Dean hosted a new workshop series *Ethics Tune Ups*, which sold out in a record two weeks.



## MEDIA ADVOCACY

### An ethical lens on breaking news

The media continues to provide a powerful way to bring ethics to a broad, national audience. In the past 12 months, The Ethics Centre provided comment, analysis and contributed to debates of national interest, including trust in our institutions, AI and everyday ethics. The Centre was featured on major media programs nationally, including Q&A, ABC radio, *The Guardian*, *The Australian*, *The Sydney Morning Herald* and *The Daily Telegraph*, reaching an audience of over 84 million Australians.



# CONTENT HIGHLIGHTS

## Most read



### OPINION + ANALYSIS

**Israel or Palestine: Do you have to pick a side?**

**44,827 READS**

## Most watched



### EXPLAINER

**What is ethics?**

**235,402 VIEWS**

## Most listened



### FODI PODCAST

**Christopher Hitchens: Religion Poisons Everything**

**4,259 LISTENS**

The Ethics Centre creates content to promote ethical literacy, foster better decision making and examine the complexities that arise in everyday life. Our content-led approach engages a wide range of audiences to our work, supports key campaigns, and drives membership and events, while providing a considered approach to discussing the number of ethical issues our society faces.

## Reaching a wider audience through republishing

As part of our advocacy in strengthening and making ethical education accessible, and creating space for open and honest conversations, we began publishing our content under a Creative Commons license. This year we had 11 articles placed with external media outlets including *The Sydney Morning Herald*, *ABC Religion & Ethics* and *The Australian Financial Review*, and 2 videos placed with education platforms including Clickview and Pearson (English language testing) which enabled us to reach wider and more diverse audiences, beyond our own.



“ I’m so glad that  
The Ethics Centre  
exists not only because  
of my own interactions  
with them, but what it  
can provide for  
everyone else to  
navigate the difficult  
time we’re going  
through right now and  
what’s ahead of us.”

ETHI-CALL CALLER



“ Ethics is at the  
centre of  
a good functioning  
society – whether it’s  
in business, whether  
it’s how people live  
their lives, whether  
it’s how they play  
sport, it’s all human  
activity.”

DONOR

## WHAT THE PEOPLE AT THE CENTRE OF OUR WORK SAY



“ The Youth  
Advisory Council  
has such a diverse  
group of people from  
all across Australia ...  
It’s taught me how to  
have discussions with  
people who have such  
different opinions  
from my own.”


YOUTH ADVISORY COUNCIL  
MEMBER



# REVITALISING AUSTRALIA'S ETHICAL INFRASTRUCTURE

Ethical infrastructure is a critical component to the ethics of the nation. It refers to the institutional arrangements – like the professions, the media, political parties, churches and the other informal structures – that regulate the use of power in society.





While Australians depend on this ethical infrastructure for our health, safety and prosperity, the past decade has seen a precipitous fall in the public's trust in these institutions, as well as an erosion of their core purpose – that of serving the greater good.

Strengthening Australia's ethical infrastructure will help unlock a \$45 billion GDP dividend per annum by increasing Australia's trust levels and building social cohesion.

*The Ethical Advantage*, published by Deloitte Access Economics 2020

The Ethics Centre is striving to repair and galvanise the ethical infrastructure of today to create a better tomorrow.



# ETHICS INSTITUTE

Having spent more than three decades making the case for an investment in Australia's 'ethical infrastructure', The Ethics Centre entered into a partnership with the University of NSW and the University of Sydney to establish a new, national Institute: Australian Institute of Applied Ethics.

The task of this new Ethics Institute, a world first, will be to coordinate efforts to realise the social and economic benefits that flow from a restoration of trust in our institutions, a national resource for advice on the profound ethical questions that face our nation. In addition to providing disinterested, expert advice, the Institute will coordinate national efforts to strengthen and reinforce the nation's ethical infrastructure and decision-making.



A public campaign was launched this year to garner support and funding for this Ethics Institute. The Centre built a new website, created a campaign identity and leveraged the Centre's email, social media and supporter databases to drive over 2,300 signatories online. The proposal has widespread political support as well as endorsement from the Australian Council of Social Service (ACOSS), Australian Council of Trade Unions (ACTU), Australian Institute of Company Directors (AICD) and Business Council of Australia (BCA).

While funding was not confirmed in the Federal Budget, discussions for financing the initiative are ongoing.



“ I think it’s particularly important that all young people in Australia have true access to ethical education.”

DONOR

“ The Ethics Centre has provided myself and other young people a safe space to discuss ethical decisions, to brainstorm without feeling that there’s a wrong answer.”

THE BANKING AND FINANCIAL  
SERVICES OATH  
YOUNG AMBASSADOR



## WHAT THE PEOPLE AT THE CENTRE OF OUR WORK SAY



“ The Ethics Centre provides workshops, it gives people space to come together and talk about ethical decisions – this is so valuable and we need more knowledge about ethics in our ever increasingly complex society.”

RESIDENT





# YOUTH STRATEGY

## Engaging with and amplifying young voices

The Centre's youth strategy continued to evolve this year to include more youth-directed events and activations. The beginning of the year saw us involved with the UNSW Philosophy Society at Orientation Week, giving out merch, and talking with and engaging new students, resulting in over 200 new signups to our youth database.

In April we welcomed youth news and political commentator Hannah Ferguson for a conversation with Simon Longstaff, and the Youth Advisory Council have continued to input into these events and planning for the rest of the year. The inaugural Young Writers' Competition resulted in 82 entries from young writers across the country. Winning entries were published on the Centre's website and social media channels.





## ETHICS ALLIANCE

### A collaborative space for leaders

The Ethics Alliance has continued to provide the opportunity for its participating leaders to draw on each other's insights to address the changing work and societal environment. Across 20 hours of gatherings, conversations focused on corporate responsibility and trust, AI, ESG and global instability. In November and December, the Centre gathered members in Melbourne and Sydney for a Regulatory Trust Summit. We reflected on the purpose of regulation and what part trust does and should play in the relationship between regulators and industry. This work is ongoing with a goal to inform future best practice in regulatory design. In March, Alliance members participated in a roundtable discussion that contributed to the Voluntary AI Safety Standards. The Alliance also welcomed Professor David Grayson, Chair of the Institute of Business Ethics, at an Ethics Exchange where they explored the global trends in responsible and sustainable business.

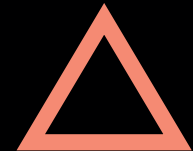
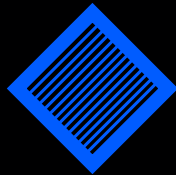
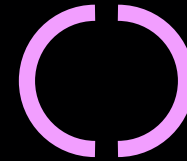
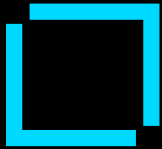


## EDUCATION PROGRAMS

### Helping students navigate complex ethical issues

2024 has seen the extension and growth of the Centre's suite of youth education programs. The Common Ground anti-discrimination program was piloted with overwhelmingly positive feedback, and we are pushing to develop it further to service regional and rural areas in 2025. The Moral Courage program has been shaped into an introductory parent-student session for later this year as part of an overarching outreach campaign to raise awareness of the program. The Secondary Ethics program of work included the development and testing of a number of resources for teachers to integrate ethics into their respective subjects, including teacher professional learning modules and 'one-pagers' designed to make ethics concepts and teaching strategies accessible and engaging to teachers. The Ethics Centre was also part of a program of over 55 events that delivered Ethics Olympiad sessions to over 402 Australian and New Zealand high schools.

# Fundraising & memberships



**Thank you to our donors, members, volunteers and supporters for enabling us to do our work. Your ongoing generosity and engagement are vital for us to retain our independence and to advocate for good decision-making and ethics in all areas of society – from the professional to personal, politics to community.**

We were delighted to welcome 286 new members to the Centre this year and grateful for the generous donations made to our annual appeal which raised \$346,573 of critical funds which enable us to continue to commission and publish free content, run events with a focus on affordable ticket prices, and support Ethi-call, our free ethics counselling service. Every person who joins our gatherings, attends an event, reads an article, listens to a podcast, subscribes to our newsletters, contributes to the work we do to help people make better decisions – big or small.

The significant growth in our website traffic (up 67% year on year) and the 63,000+ subscribers to our emails indicates that the audience for good content is growing, and we are grateful to be able to continue to provide accessible resources to anyone who seeks them.

Our sincere thanks to the individuals named who have supported our vision to realise a better future for all by collectively contributing to the Visionaries Fund.

We are grateful for the support we received this year through gifts made in wills. We honour the legacy of Dr Michelle Cotton, Patricia Hughes and Peter Lazar AM and thank them and their families for their generosity.



# Our Supporters

## VISIONARIES

- + Tony Castagna
- + Stephen Fitzgerald AO
- + David Gonski AC
- + Peter Joseph AM
- + Michael Pain
- + Dan and Jackie Phillips
- + David Standon
- + Michelle Tredenick
- + Steve Tucker

## MAJOR DONORS \$10K+

- + Robert Albert AO RFD RD (deceased)
- + BHP
- + Ferris Family Foundation
- + Joblink Plus
- + John B Foundation
- + Manos Foundation
- + Neilson Foundation
- + Dick and Pip Smith Foundation
- + Jost Stollmann
- + Third Link Investment Managers
- + Karen Wood
- + John Wylie
- + Amely and Alexander Zaininger

## BEQUESTS

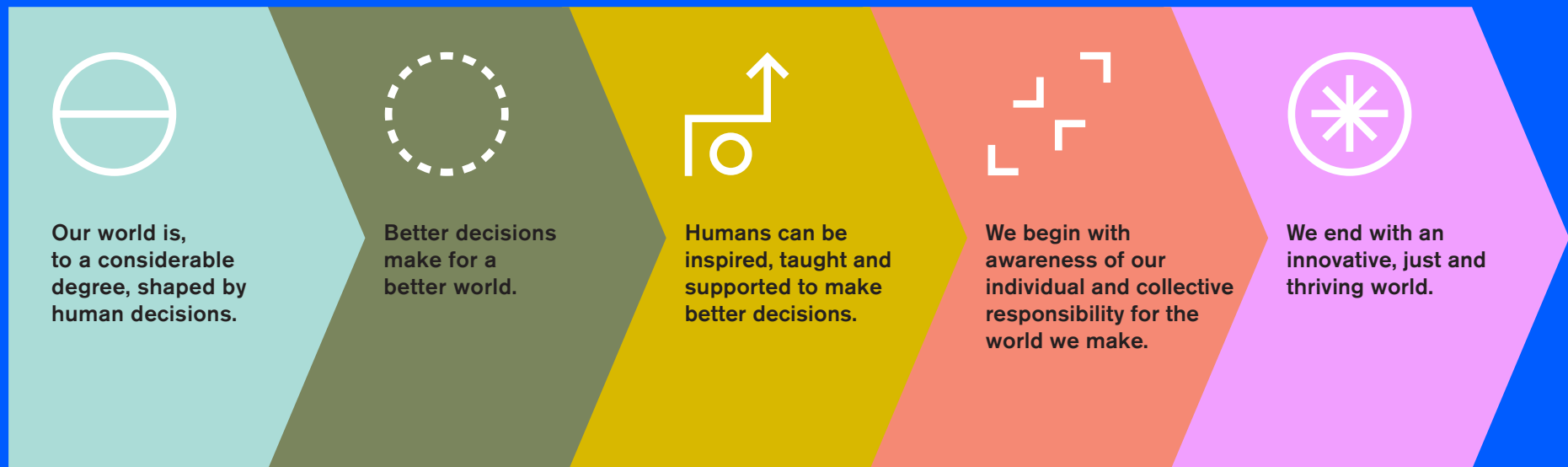
- + Dr Michelle Cotton
- + Patricia Hughes
- + Peter Lazar AM

Our deepest gratitude goes out to all our members, donors, Catalysts and supporters for believing in our work and for staying with us in good times and during hardship.

We take this opportunity to particularly thank the following major donors who have gifted significant donations to The Ethics Centre this financial year. With their support we're building a better world where everyone makes more ethical decisions.

# Our Theory of Change

Our theory of change is ambitious. Central to this ambition is generating system level change. But system level change only begins at an individual level. Here's how:





# Looking Forward

Like you, we passionately care about creating a better world. In the next year, we will pursue priority programs in:



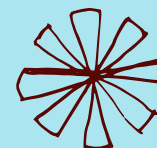
## Good Decision Making

A better world can only be realised when good decision making is combined with active participation. This year we've seen the huge impact of increasing our capacity to directly support good decision making through an expanded Ethi-call service. We will continue to find ways to enhance the ethical literacy of all Australians, improving their ability to integrate ethics into decision making.



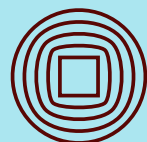
## Supporting Student Wellbeing

Creating a better future starts with education. Our suite of education programs will continue to develop high school students' critical thinking skills as well as make ethics concepts and teaching strategies accessible and engaging to teachers.



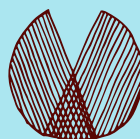
## Ethics Discussions for a New World

We are working on a range of programs and events that foster an open society and ethical deliberation. We are planning an extensive program of new events and content that are both 'live' and 'digital'. We are also always looking for new ways to deepen our engagement with members and supporters.



## Rebuilding Ethical Infrastructure

We are committed to repairing and galvanising the ethical infrastructure of today to create a better tomorrow through the establishment of a national Ethics Institute.



## Youth Engagement in Ethics

We are championing improved ethics awareness in the next generations, by investing more with younger generations of Australia and building on their natural affinity with the topic of ethics.



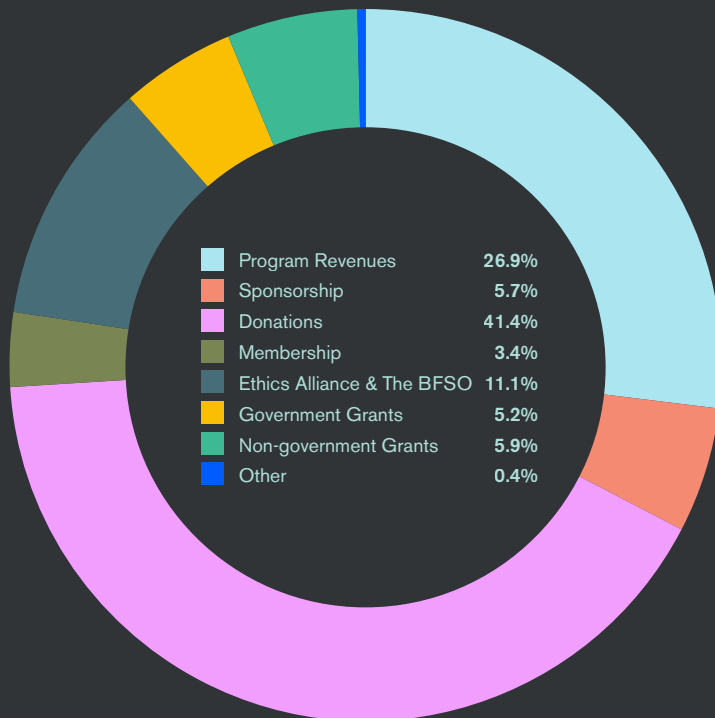
## Better Businesses

We continue to support organisations wishing to place ethics at the core of their DNA. There is new thinking being done on the relationship between ethics and complexity. The relationships that underpin the Ethics Alliance are also deepening, enriched by a new focus on early career professionals.

# Financial Performance

The Ethics Centre is fortunate to receive income from donations, membership fees, ticket sales and speaking fees. We also operate a consulting practice which receives fees from clients in the public and private sectors for provision of ethics advice and education. Many of our activities are supported by a cohort of volunteers who give generously of their time. On the other side of the ledger, we are obliged to meet the cost of our operating expenses, including the delivery of an extensive range of programs and events that support our organisational purpose.

For the year ended 30 June 2024



The funding sources and application represented in the charts above relate to activities undertaken by The Ethics Centre only. It does not include activities of The Ethics Centre's subsidiary Primary Ethics.

## Funding Sources:

### Program Revenues: \$852,042

Income received from consulting services, retainers held in relation to consulting, ethics education learning programs, event ticket sales and counselling services.

### Sponsorship: \$180,000

Income received from corporate sponsors in support of the programs being undertaken.

### Donations: \$1,308,341

Income received from fundraising appeals.

### Membership: \$106,718

Income received from members of The Ethics Centre, as part of the annual membership subscription.

### Ethics Alliance & The BFSO: \$350,779

Income received from members of The Ethics Alliance, as part of the annual membership subscription, and the BFSO as oath signatories.

### Government Grants: \$164,938

Income received from the NSW government.

### Non-government Grants: \$187,467

Income received from foundations.

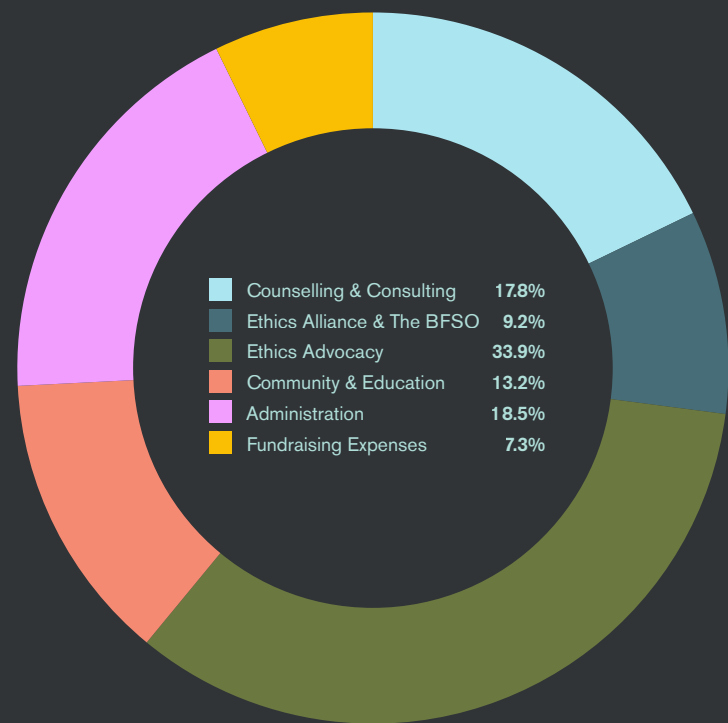
### Other: \$11,749

Miscellaneous income.

**Total \$3,162,034**



In the 2023-24 financial year, The Ethics Centre posted a loss of (\$889,280). While the need for the work we do has never been greater, the financial challenges we face are not unique to non-profits. Our long-term financial stability is always at the forefront of our minds, and we are focused on strategies to secure funding that enables us to deliver on our mission to bring ethics to the centre of everyday life.



**Program Costs:**

**Counselling & Consulting: \$722,178**

Includes staff costs and third party costs in relation to delivery of consulting and counselling programs and the ongoing development of the Ethi-call service.

**Ethics Alliance & The BFSO: \$374,291**

Includes staff and third party costs in relation to developing events and content for Alliance members and BFSO signatories.

**Ethics Advocacy: \$1,373,728**

Includes staff and third party costs in relation to developing and promoting content, articles and curating public events.

**Community & Education: \$535,912**

Includes staff and third party trainers in delivering education programs and staff costs associated with research.

**Administration: \$751,200**

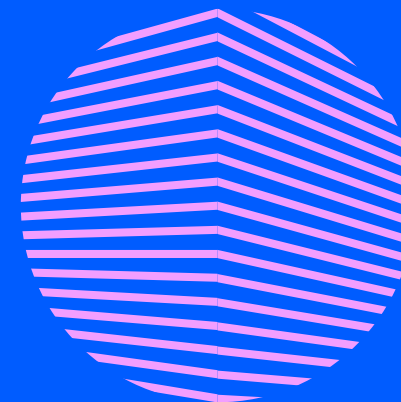
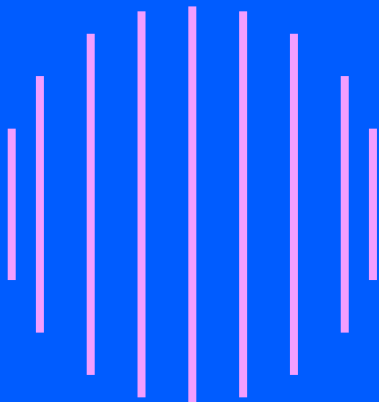
Includes staff and other operating expenses associated with general management and administration of The Ethics Centre.

**Fundraising Expenses: \$294,004**

The costs associated with attracting more support through donations, developing funding partnerships and the administration of fundraising activities.

**Total \$4,051,313**

# Governance



## Our Structure

The Ethics Centre is a not-for-profit company limited by guarantee which is established to be, and to continue, as a charity. The Ethics Centre is listed in the Australian Taxation Act as a deductible gift recipient (DGR).

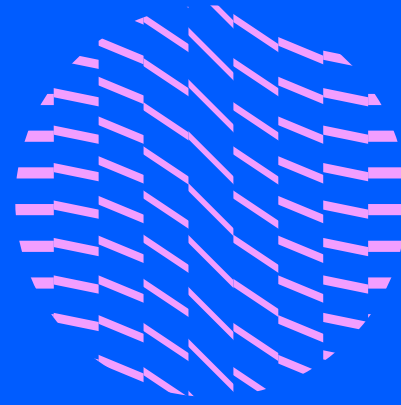
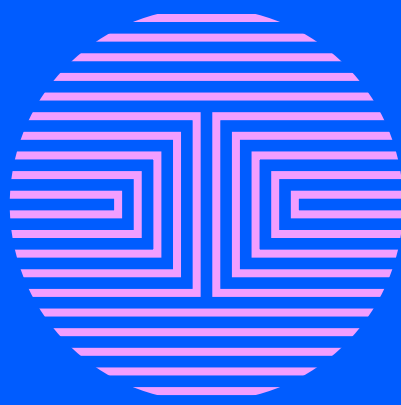
## Board of Directors

The Centre is governed by a voluntary board of up to twelve directors. The Board is responsible for appointing the chair, secretary and treasurer and delegates day-to-day management to the executive director. During the 2023-24 financial year, Bill Marynissen retired from the Board and we thank him for his contribution.

Peter Joseph AM, Chair  
Scott Gartrell  
Narelle Hooper  
Stuart Marshall, Treasurer  
Michael Pain

Steve Tucker  
William Wong, Board Observer  
Bernadette Bateman, Company Secretary





### Role of the Board

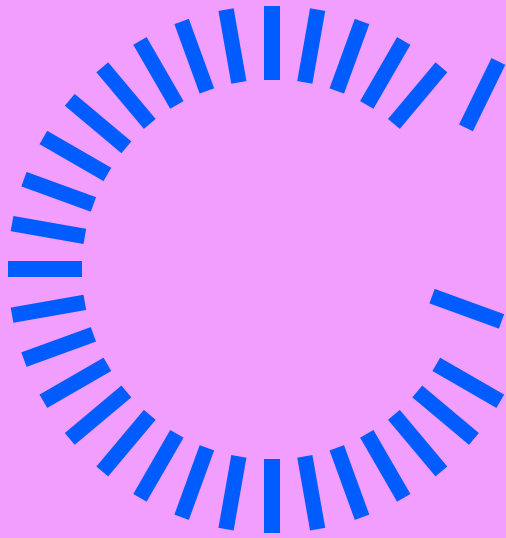
The Board is the trustee of the founding vision of The Ethics Centre and is responsible for its good governance. It oversees the management of the organisation and meets six times a year to:

- + approve the strategic direction and policies + approve and monitor budgets
- + define appropriate financial and risk management strategies
- + ensure compliance with relevant standards, regulations and reporting requirements
- + provide accountability to members and stakeholders
- + appoint, support and monitor the performance of the executive director.

### Management & Staff

The Centre's executive management is led by Executive Director Dr Simon Longstaff AO.

**More information about our staff is available on our website.**



# A MORE ETHICAL SOCIETY IS POSSIBLE, WITH YOUR HELP

**For over 30 years, The Ethics Centre has been the leading independent advocate for bringing ethics to the centre of life. We wish to be a catalyst and an enabler of better decisions so that every one of us can be a force for good.**

**But we can't do that by ourselves.**

We need your support to be able to have the independence to continue for another 30 years.

Together we can bring ethics to the centre of everyday life.

Every donation, large or small, makes a difference. All donations to The Ethics Centre are tax deductible.

**Please consider donating at [ethics.org.au/donate](https://ethics.org.au/donate)**





# THANKS TO YOU IT IS POSSIBLE

The Ethics Centre team would like to pass on a heartfelt thanks to each of our supporters. It's because of you we can make our work a reality.



