



**Primary**  
**ETHICS**

*Annual Report*  
**2018**

# Thank you to our volunteers

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Our volunteer list continues on the inside back cover



*“It’s a privilege to help kids learn  
how to question and explore.”*

Greg, ethics teacher



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# Message from the Chair



**Bruce Hogan**  
Chair of the Board of Directors

There has never been a better time to teach children the skills to live an ethical life.

We live in a world of tough decisions that will continue to get harder as we delve further into the opportunities and challenges presented to us by science, by technology and by the increasingly online nature of our society. How is a young child able to emerge into adulthood knowing how to navigate and make choices about these increasingly complex issues? How can they be confident and equipped to play a part in decision-making that will define the future of our communities? Or our environment?

To see our institutions – sporting, banking, churches, political – failing our children as role models, as evidenced by the latest royal commissions, is a clear indicator of the dire need for ethics education in our schools. Thank you for playing your part in supporting Primary Ethics with this task.

## ADDITIONAL 3500 STUDENTS

This year, we've been pleased to offer our program at no cost to children in 500 NSW public primary schools, with 50 new schools launching the program in the 2017/2018 financial year.

An additional 3500 children have been able to participate in ethics classes this year, that's up from 36,500 to 40,000.

The Primary Ethics program is making a significant impact on the abilities of children by teaching through a process of facilitated discussion; it is a powerful 21st-century way of teaching. Children have to be able to express themselves, to give good reasons, to listen to others; to understand different points of view, and at times to change their own views.

Our volunteers are at the heart of this learning, and this year we've taken a few moments to really take stock and appreciate those individuals and their efforts.

## VOLUNTEERS RECOGNISED FOR SERVICE TO COMMUNITY

In February, we were fortunate to have almost 100 of Primary Ethics' longest serving volunteers recognised for their service to community at Government House Sydney.

The Governor of New South Wales, His Excellency General The Honourable David Hurley AC DSC (Ret'd), and Mrs Linda Hurley hosted the reception for volunteers, and it was a wonderful celebration of the contribution that Primary Ethics volunteers have made – some of whom are now entering their sixth, seventh and eighth year of volunteering.

We've also been thrilled by the number of Primary Ethics volunteers and teams who have been recognised at NSW Centre for Volunteering Volunteer of the Year Awards after having been nominated by their community, their peers and their managers. Congratulations, it is wonderful to see your efforts in ethics education celebrated.



Primary Ethics volunteers are recognised for their service to community at Government House Sydney

## CENTRAL AND REGIONAL CONFERENCES

350 volunteers came from far and wide to the first Primary Ethics conference of its kind held at UNSW on 28 October 2017.

Two regional conferences, in Newcastle and Wollongong, were held in July and September 2018 respectively to further some of the ideas generated by the 2017 conference and encourage engagement with volunteers living in the Greater Newcastle/North Coast and inland, and Greater Wollongong/South Coast and inland areas.

The 2019 Primary Ethics conference is being planned for 26 October at Western Sydney University.

## SHIFT TO EQUALITY OF ENROLMENT

At the drafting of this message, some exciting and long overdue changes are being implemented that will offer greater access to ethics classes to the families of children at NSW public schools.

## NEW DIRECTORS TO JOIN BOARD

To this end, we are fortunate to have the talents and experience of four new directors on the Primary Ethics Board for 2019. I'm delighted to announce the appointment of Chris Erskine, Justine Felton, Amanda Morgan and Roger Reidy. Each new director brings a unique skillset and experience and we look forward to their input in the next stage of Primary Ethics' growth.

On behalf of the Board of Primary Ethics, I thank all our hard working ethics teachers and coordinators, regional managers, classroom support team, trainers and staff for enabling the continued growth of a unique program which teaches the next generation essential life skills including critical thinking, ethical reasoning and respectful discussion.

On a personal note, I recently had the privilege of undertaking the two day face-to-face training session for volunteer teachers. The quality and professionalism of the trainers, the quality of the content and the dedication and enthusiasm of the volunteers all really impressed on me the calibre of the people who are involved in Primary Ethics.

*"The steps to enrol a child into ethics have effectively been reduced from three into one."*

Bruce Hogan, Chair

At the end of November 2018, the Minister for Education, Rob Stokes, signed off on a new enrolment process that removes the added barriers that parents of children seeking ethics classes have been forced for years to endure. The simpler process rapidly gained bipartisan support after NSW shadow education minister Jihad Dib MP announced in June that the Labor Party would reinstate the 'ethics tick box' on the enrolment form if it won the next election.

The steps to enrol a child into ethics have effectively been reduced from three into one.

From now on, every parent will become aware that ethics exists as an opportunity in a public school. With the interest that has been generated around this change, we expect a steep increase in the demand for ethics classes. The challenge, we know, will be to recruit, train and support the volunteers we need to meet this demand.

I'd like to thank our donors who have helped us with the increased demands of growing the program, including the appointment of new staff, such as a part-time Classroom Support Team Manager. As we gear up for an even bigger 2019, we're going to rely on our donors coming along for the journey. We've made some progress in fundraising this year and will continue to work to cover our operational shortfall and move closer to our goal of reaching \$20 million in investments in our fund to support future operations. We are very grateful to our donors for their contribution towards these goals.

It's with great pleasure I bring you the 2017/2018 Primary Ethics annual report.

**Bruce Hogan AM**

Chair of the Board of Directors  
Primary Ethics Ltd

# Who we are

## OUR MISSION

To support children to develop skills in ethical reasoning, critical thinking and respectful discussion by enabling community volunteers to deliver ethics classes in public primary schools.

## OUR GOAL

To grow our program so that all parents have the option of choosing ethics classes for their child.

## OUR VALUES

Primary Ethics is a child-focussed organisation valuing respect, integrity, independence, excellence and teamwork.

### RESPECT

We respect the rights of parents and carers to make informed choices about the most suitable option for their child. We create learning environments in which children practise respectful discussion. We respect the teaching environments and requirements of each school community and behave in a way that earns respect within each school community.

### INTEGRITY

We employ robust recruitment and screening practices to ensure the integrity of our volunteers and highest standards in child safety. We use a strong evidence base in the design of our curriculum and strive for continuous improvement. We are open and transparent about our teaching methods and curriculum.

### INDEPENDENCE

We provide a secular learning environment in which students of all faiths or no faith can learn together. Our volunteer ethics teachers impartially facilitate discussions, supporting children to develop the skills to form their own judgements on ethical issues. Our curriculum is independently developed, reviewed and approved.

### EXCELLENCE

Our teacher training and curriculum are continuously improved to ensure excellence in the classroom. We provide classroom support and ongoing training to help volunteers improve their classroom skills. We welcome volunteer, parent and school feedback to improve our training, curriculum, systems and processes.

### TEAMWORK

In ethics classes children learn that ethical issues are more easily understood by talking with others than by thinking alone. Members of the school and broader communities work together to provide ethics education for children. We rely on volunteers, donors, corporate partners and many others working with us to make this program a reality — thank you!

*“Every Friday I get a much-needed shot of optimism about the future of humanity from my year 6 ethics students.”*

Tim, ethics teacher



A photograph of three children in a library. A boy in a green shirt is sitting in a blue chair, looking up with his hands raised. A girl in a plaid shirt is sitting next to him, also looking up with her hands raised. Another child is partially visible in the foreground, also with hands raised. The background is filled with bookshelves packed with books.

*“Taking an ethics class is so enriching to my week.”*

Liz, ethics teacher

# Highlights



**40,000**  
STUDENTS

STUDYING ETHICS  
(UP FROM 36,500 LAST YEAR)



**>500**  
SCHOOLS

ACROSS NSW WITH  
ETHICS PROGRAMS  
(UP FROM 450 LAST YEAR)

**\$60,000**  
GRANT

AWARDED TO FUND SOUTH WEST  
SYDNEY RESEARCH PROJECT

**SEVENTY-  
NINE**

CURRICULUM TOPICS  
REVIEWED AND COMPLETED



**FORTY-  
FOUR**

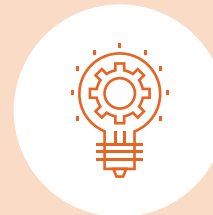
NEW TEACHER  
TRAINING  
WORKSHOPS

(18 OF THESE IN REGIONAL NSW)



**789**

NEW ETHICS  
TEACHERS  
TRAINED



**132** ETHICS  
TEACHERS

SUPPORTED BY THE  
CLASSROOM SUPPORT TEAM



ETHICS COORDINATOR  
**HANDBOOK**

DEVELOPED AS A RESOURCE



**350 ATTENDEES**

PARTICIPATE IN OUR INAUGURAL  
VOLUNTEER CONFERENCE





*"I love the things children say,  
I learn so much from them."*

Annamarie, ethics teacher



# Curriculum topics

EARLY  
STAGE

1



*How do we know we've done something wrong?*  
When, if ever, should we tell on someone?  
Being friends and being good friends  
*How important are the reasons?*  
Being similar and being different  
*A different kind of courage*  
Good reasons  
Courage  
*Laziness*  
STAGE ONE  
YEAR 1 AND YEAR 2  
Ownership  
Pride  
*When is it fair?*  
*Stereotyping*  
*Coming to grips with inductive inference*  
Are you the same person you used to be?  
*Is it important to understand the rules?*  
Coming to grips with deductive reasoning  
Being kind and working out how others feel  
*Examples and counter examples*  
Different kinds of animals and different needs

STAGE  
1



# STAGE 2

Intention: 'I didn't mean to do it!'

**Bragging (boasting)**

Should we keep animals in captivity?

Puzzles, clues and what follows:

Introduction to validity

Persuading - or getting someone to do something

Diversity and tolerance

Breaking a promise

**Getting even**

STAGE TWO

YEAR 3 AND YEAR 4

Staring, excuses and reasons

Is lying wrong?

**Being greedy**

Being an ethical consumer

Thinking about giving

How should we treat living things?

**Induction**

Disagreeing respectfully about controversial issues

Beauty and blindness

Insides and outsides:

Being selfish

Cheating or inferring or figuring things out

Imagining how others feel

# STAGE 3

Should we take circumstances into account?

Spirits, rhino horns, big bangs and genes: why should we trust science?

Beliefs, opinions, tolerance and respect

**Moral responsibility**

Jumping to conclusions

Voting - an ethical issue?

STAGE THREE

YEAR 5 AND YEAR 6

**Being vain**

Structure of arguments

A fair society

Drugs in Sport

Killing animals for food:

is it morally right to eat animals?

**Fairness: treating people equally or unequally?**

Human rights: do other animals have them?

Are some things just wrong?

**Punishment**

Teasing

Thinking

**Homelessness**

**Appeal to authority**

How far does our moral responsibility extend

Stealing is illegal. Is it also morally wrong?

# How does ethics help you?

Feedback from 2018 ethics students.

"I learn that other people have different opinions to me, and why they might think the way they do."

"Ethics helps me solve problems."

"I love learning about the Inuit and their ways of knowing and being."

"I learned about the spaces between the words."

"It's OK to ask questions."

"Ethics classes have made me not be so quick to judge other people's opinions."

"I am more confident now in speaking up."



"Now I think harder about why I believe something, and hearing other people's opinion helps me work this out."

"Ethics has improved my questioning and it was a lot of fun."

"I loved the story about aliens putting humans in a zoo."

"I like that we all sit at the same level in a circle."

"Ethics has helped me feel more prepared for high school."



"Ethics has helped me share my feelings."

"Ethics helps me win debates with my sister!"

"I got to think about other thoughts and have new ideas I would not normally have."

"I've become better at listening."

"I learned different kinds of thinking."

"It is good to see how we can be so different and yet so the same."





*"It's so rewarding to see thoughtful, caring young people discussing, listening and building on each other's ideas."*

Janet, ethics teacher



# Recognising our volunteers

## RECEPTION AT GOVERNMENT HOUSE

Almost 100 of Primary Ethics' volunteers were recognised for their service to community at Government House Sydney on 8 February 2018, after expressions of interest in attending were sought from our longest serving volunteers.

The Governor of New South Wales, His Excellency General The Honourable David Hurley AC DSC (Ret'd), and Mrs Linda Hurley hosted the reception for volunteers, some of whom travelled from across the state to attend.

In his address, the Governor extended his thanks to those invited for donating their time to teaching ethics to the children of NSW.

"Primary Ethics volunteers are enabling children to engage in an important tradition of ethical inquiry, established by Socrates," the Governor said. "These skills help young people with the increasingly difficult decisions they must make." Primary Ethics would like to extend its congratulations to General Hurley for his subsequent appointment as Governor-General of the Commonwealth of Australia.



(L-R) Natasha Russell, Jill Hennessy and Emma Doran were among those recognised for their service to the community as Primary Ethics volunteers

## INAUGURAL SYDNEY AND REGIONAL CONFERENCES

From Byron Bay to Bungendore, Canowindra to Coogee, 350 volunteers came from far and wide to the first Primary Ethics conference held at UNSW on Saturday 28 October.

Ethics teachers, coordinators and regional managers gathered to share experiences, network and develop skills in facilitating classes and managing programs that they will take back to the Primary Ethics programs in their area.

Keynote speaker Dr Simon Longstaff spoke about the importance of upskilling children in ethical decision-making to meet the increasing challenges and pressures that young people face today.

Primary Ethics curriculum author Dr Sue Knight spoke to delegates about how the curriculum has been structured to support children to think deeply and well about ethical issues.

Master of Ceremonies was journalist and presenter Hugh Riminton, himself a seasoned ethics teacher at his children's inner city school. An afternoon session was designed to collate volunteer experiences from different regions as well as exploring opportunities to broaden the organisation's scope.

Two regional conferences, in Newcastle and Wollongong, were held in July and September 2018 respectively to further some of the ideas generated by the 2017 conference and encourage engagement with volunteers living in the Greater Newcastle/North Coast and inland, and Greater Wollongong/South Coast and inland areas. Regional conferences also allow a focus on issues and opportunities that might be different from those in higher density areas.



The first Primary Ethics conference held at UNSW

## VOLUNTEER OF THE YEAR AWARDS

Primary Ethics volunteers and staff, along with parents and members of the community, were invited to nominate individual volunteers or teams for the NSW Centre for Volunteering's Volunteer of the Year Award.

Over 200 nominations were made in 2017 alone, with another 350 in 2018. Ceremonies were held throughout the state to recognise the contributions that volunteers make to their local communities.



Volunteer of the Year Award Ceremony, Blue Mountains Region





*“Witnessing the interest and enthusiasm of the children during a discussion – nothing beats that.”*

Helene, ethics teacher



# Our staff

## **EVAN HANNAH**

### **CHIEF EXECUTIVE OFFICER**

Evan took on the role of ethics coordinator at his son's school in 2014, and joined the Primary Ethics staff in 2017. Evan's career began in journalism, before moving to management positions within media organisations. Now CEO of Primary Ethics, Evan's focus is to build and strengthen the Primary Ethics program across the state.

## **KAREN LEE**

### **TRAINING MANAGER**

Karen has extensive experience in community education, training and the VET sector. Karen develops and manages Primary Ethics' new teacher training and continuing professional development programs, develops online learning and manages the team of trainers. She also has a pivotal role in the Classroom Support Team and in curriculum management. Karen holds a Bachelor of Science (Honours) in Psychology from UNSW.

## **HEIDI MCELNEA**

### **COMMUNICATIONS MANAGER**

Heidi joined the team in 2014 to work for a cause she was passionate about. She coordinates communications for volunteers, supporters and parents, manages Primary Ethics' online platforms and works with volunteers and media to raise the profile of Primary Ethics across the state. Heidi also volunteers as an ethics coordinator and ethics teacher. She holds a Bachelor of Communications from Macquarie University.

## **MARIA MCCARTHY**

### **VOLUNTEERING MANAGER-NORTH**

Maria's role is the recruitment, engagement and development of our volunteers north of Sydney's CBD to the Queensland border. She joined Primary Ethics as an ethics teacher in 2011, became regional manager in 2013 and then Development Manager before taking charge of the North in 2014. Maria holds a Bachelor of Economics and a Graduate Diploma in Women's Studies.

## **ROB HARDEN**

### **VOLUNTEERING MANAGER-SOUTH (OUTGOING)**

Rob supported the volunteer network through the regional managers. His first contact with Primary Ethics was as a volunteer ethics teacher in 2015, something he continues to do. Rob has had a long career in corporate Human Resources, and holds a Bachelor of Economics and a Master of Commerce. We thank Rob for the enormous contributions he made to Primary Ethics programs in schools south of Sydney's CBD down to the Victorian border.

## **ELIZABETH ALLEN (PART-TIME)**

### **ENGAGEMENT AND ADMINISTRATION MANAGER**

Elizabeth is a seasoned ethics teacher (currently teaching stage 3) who joined Primary Ethics staff in 2017 to assist with running the organisation and building relationships with stakeholders. Elizabeth has extensive experience in corporate communications and holds a Bachelor of Arts (Honours) in Political Science and German and a Graduate Diploma in Marketing and Consumer Behaviour.

## **PAULA LAM (PART-TIME)**

### **ADMINISTRATION COORDINATOR**

Paula's background in IT support and recruitment administration, and strong customer service skills, has made her a valuable asset to the team. Since the birth of her son she has taken a keen interest in education and has completed a Cert III in Early Childhood Education. Paula runs the helpdesk and assists with enquiries from existing volunteers as well as people who are new to the program.

## **CAREY FRANCIS (PART-TIME)**

### **ASSISTANT VOLUNTEERING MANAGER**

Carey supports new volunteers through induction and assists with handling system queries and updates. Carey has taught and coordinated the ethics program at her children's school since 2013; during 2015-2016 she taught ethics classes for 70 students at three different schools. Carey formerly worked for a global natural gas business, where she designed and ran interactive workshops enabling employees to explore ethical dilemmas and build decision-making skills, and managed external dialogue and reporting on corporate responsibility issues.

## **CORAL STURGESS (PART-TIME)**

### **CLASSROOM SUPPORT TEAM (CST) MANAGER**

Coral has been a CST member for over 2 years, is also one of our teacher trainers, and has a wealth of experience as a high school teacher and executive, a teacher trainer for the Department of Education, and a university lecturer. Coral also teaches ethics at Woodport Public School. Coral joined us this year in a part-time capacity to grow and manage a team of coaches who help ethics teachers enjoy the best outcomes for their classes.



# Primary Ethics Board

## CHAIR

### BRUCE HOGAN AM

Bruce is the Founding Chair of Primary Ethics. A director of the Stolen Generations Testimonies Foundation and the Hogan Family Foundation, he is also a past director of Coles Myer, Metcash, GIO, Funds SA, Energy Australia, and other boards. He is past Chair of, among others, Snowy Hydro Limited, State Super Financial Services, Proteome Systems and the Coles Myer Superannuation Fund.

*"When we formed the Board in late 2010, we had no curriculum, no staff, no offices, phones or computers and no money. But we did have passionate supporters and volunteers and belief and a vision."*

*Today we have a world class curriculum and are delivering ethics classes in over 500 schools to over 40,000 children through the extraordinary generosity and skill of over 2700 volunteers supported by an outstanding staff of just 8 dedicated professionals. It's been incredibly rewarding to be part of this journey."*



Primary Ethics Board members left to right: Simon Longstaff, Nick Greiner, Bruce Hogan, Nigel Stokes, Robin Low, and Scott Mannix

## DIRECTORS

### THE HON NICK GREINER AC

Nick was Premier and Treasurer of New South Wales from 1988-1992. He holds an Honours Degree in Economics from Sydney University and a Master of Business Administration with High Distinction from Harvard Business School. In 1994 he was awarded a Companion of the Order of Australia for public sector reform and management and services to the community. He is a Life Fellow of the Australian Institute of Company Directors, an Honorary Fellow of CPA Australia and a Life Member of the South Sydney Rugby League Club.

Nick brings invaluable experience in corporate governance and government practice to his role, along with his extensive network of connections across philanthropic groups.

*"I'm happy to help do all we can to give children an opportunity to learn the critical thinking, ethical reflection, and decision-making skills which are developed in Primary Ethics, whether that help is volunteering, becoming a donor, or spreading the word among friends and colleagues."*

### DR SIMON LONGSTAFF AO

Named a 21st Century leader by Australia's financial newspaper, one business identity observed they "don't know one CEO or chairman in corporate Australia who has not worked with Simon Longstaff". For over 25 years, Simon has been executive director of The Ethics Centre, a unique not-for profit bringing ethics to personal and professional life. With a Doctorate in Philosophy from Cambridge University, Simon is a Fellow of CPA Australia and Honorary Professor at the Australian National University's Centre for Indigenous Studies. Simon helped give birth to the Banking and Finance Oath, the annual Festival of Dangerous Ideas, and ethics classes in schools. Simon serves on a number of boards and committees.

*"Primary Ethics is playing an essential role in helping our next generation to address the profoundly important ethical challenges facing our society. I am thrilled to be supporting this work."*

### ROBIN LOW

Robin was a partner at PricewaterhouseCoopers for over 17 years, specialising in governance, risk, control and assurance. Her clients included many leading Australian financial institutions. Robin has considerable not-for-profit experience and is currently a director of the Public Education Foundation and Treasurer of the Sydney Medical School Foundation. Robin is a Fellow of the Institute of Chartered Accountants in Australia and brings to Primary Ethics risk, process, governance and financial skills.

*"I believe that Primary Ethics is building a societal capability which will support our students to navigate a changing world with an enhanced ability to question, listen and to negotiate through an ethical lens."*

### NIGEL STOKES

Nigel has held the role of Financial Adviser in the NSW Government for 10 years working on a number of Government projects. At Bankers Trust Nigel worked on a series of significant privatisations including GIO, NSW State Bank and NSW TAB. He also advised on the demutualisation of the ASX as well as consulting to the NSW Treasury Corporation on risk strategy. Nigel has also sat on the Boards of the CSIRO and the Electricity Commission of NSW.

*"For me, the value of Primary Ethics lies in the feedback we hear from students about how they've developed in ethics classes. They are learning to explain ideas in their own words. They are developing understanding of the basis of fair discussion and of reasoned argument. Most importantly, they are recognising the value and utility of these skills in their everyday lives."*

# Primary Ethics Board (continued)



Bruce Hogan (centre) with Primary Ethics trainers Kelby Mason (left) and Rose-Anne Manns



LtoR: Jacqueline Attard, Evan Hannah, Anna To, Professor Bashir, Nick Greiner and Carolyn Fletcher with Ethan Lee and Leia Ripley

## COMPANY SECRETARY

### SCOTT MANNIX

Scott holds the role of Company Secretary and is Special Counsel for Maddocks State Government group. Scott has extensive experience in advising on commercial and financial matters for both organisations and government agencies. Before joining Maddocks, Scott was General Manager Legal & Strategy at New South Wales Treasury Corporation where he was responsible for advising on and managing the legal risks for the State's borrowing programs, investment management products and asset financing transactions. He brings a depth of understanding of the unique requirements of government agencies and how legal risks are effectively understood, managed and controlled within organisations.

## NEW BOARD MEMBERS

We are excited to announce the following appointments to the board, announced in November 2018

### CHRIS ERSKINE

Chris is a marketing leader who brings her experience to help Primary Ethics build its brand with authenticity and purpose. In her career, Chris leads with passion, focus and energy and has helped shape the marketing and brand agenda within some of the world's most recognisable entertainment entities such as Andrew Lloyd Webber's production company (Cats, Phantom of the Opera) and the Top Gear Festival (with BBC Australia). Chris joined the Sydney Opera House in 2014 and is currently General Manager Marketing (leading a team that won the 2017 Mumbrella Marketing Team of the Year).

*"I am thrilled to join the Board of such a vital organisation like Primary Ethics and contribute my expertise in the areas of brand and marketing. The future of Primary Ethics will be forged where we are able to continuously and meaningfully engage with the passions in staff, volunteers, teachers and families, and I hope to play my part in growing those connections."*

### JUSTINE FELTON

Justine is an experienced director who brings strategic expertise in corporate responsibility and sustainability, having worked for 16 years in management roles in the not-for-profit and business sectors across the UK and Australia. For Justine, joining the Primary Ethics Board brings together many passions; the evolving role of education, the chance to unlock the skills and drive of volunteers, and the measurement of Primary Ethics' impact.

*"There's also a real relevance for me personally right now, and I'm immensely grateful to Primary Ethics that my children are benefiting today from ethics classes that equip them with the skills and courage to navigate their futures."*

### AMANDA MORGAN

Amanda has had a unique career in governance, moving between journalism (at Choice magazine) and law before moving to compliance and risk management. Amanda's focus is to empower excellence in teams, working to embed high standards through mentoring, coaching and building the right culture. An ethics teacher at Lucas Heights Community School, Amanda sees her role as both student and teacher.

*"I will bring that approach, along with my experience helping big organisations make better decisions, to work with Primary Ethics on its ongoing success."*

### ROGER REIDY

Roger provides HR and strategy advice and consults across a wide range of businesses including several top-tier public corporations. Roger joined Primary Ethics in 2011, providing leadership for the Classroom Support Team while also offering pro bono human resources advice and recruitment skills for senior managers, and acting as CEO when necessary.

*"Becoming a director is an unexpected but very welcome progression of my long term involvement, bringing my professional skills to help shape the direction of the organisation."*

# Growing ethics education

It's been a year of expansion and development for Primary Ethics, and it's a privilege to be the CEO of an organisation designed to make significant change in the lives of children and in the future of our communities.

Every volunteer, every staff member and every supporter has played an important part in achieving growth and stability over the past financial year and I want to take this opportunity to thank each for their passion, energy, commitment, time, and in-kind or financial support.

As we head into 2019, a number of opportunities and challenges await us.

We will be working alongside our regional managers and coordinators to support schools to implement the new ethics procedures and simplified enrolment process signed off by Education Minister Rob Stokes in

media, events and communication channels within organisational networks.

We are growing our Classroom Support Team, with a target of 20 members this year. These volunteers offer ethics teachers an experienced sounding board, suggestions and mentoring to build effective learning environments for ethics classes, as well as helping our volunteer teachers to further develop their own skills and expertise.

2019 will see Primary Ethics progress to the next stage of our evaluation project while also developing means to measure the value of the social impact of our program. Helping companies appreciate Primary Ethics' positive social impact will highlight the unique benefits that flow both ways when employees are involved in workplace volunteering as Primary Ethics teachers or coordinators.



November. These changes followed lengthy consultation with Primary Ethics, Special Religious Education providers and other stakeholders. The new process, procedures and support materials are based on formal statements of equitable treatment of SEE/SRE provided by the Department of Education.

To assist, we've developed

- new training modules to give our volunteers the information they need to help build and maintain strong ethics programs within their local schools
- an ethics coordinator handbook – both for initial training and as an easy-reference for long-term support
- information for families flyers and other school resources to assist schools to communicate effectively with parents and carers (as required by the Department's procedures)

We will continue our awareness program to support coordinators as they recruit to meet demand by offering them further training, guidance and resources to connect and share with those in their communities, as well as by boosting awareness on a regional and state level through

Upgrading our IT systems with the assistance of IT professionals who can donate time through social benefit programs at their work will help us access expert help to create a systems development program that effectively captures, tracks and secures details of our programs and stakeholders – this can only improve volunteer engagement and support, and allow us better real-time data of activities.

And to fund our growth and development, we will seek fresh ways to connect with donors and philanthropic programs. To date, we survive on the generosity of a relative few major donors and a number of other generous individuals to allow us to provide ethics classes free of charge to children with no government support.

We thank them all.

**Evan Hannah**  
Chief Executive Officer  
Primary Ethics Ltd



# Financial overview

## PRIMARY ETHICS LIMITED INCOME STATEMENT

Adjusted surplus after tax<sup>1</sup> for the year ended 30 June 2018

REVENUE BEFORE INVESTMENT INCOME	2018 (\$)	2017 (\$)
Donations	1,398,367	4,993,318
Other income	6,426	250
	<b>1,404,793</b>	<b>4,993,568</b>
OPERATING EXPENSES		
Employee & sub-contractor benefits	605,833	617,336
Administration	23,539	22,850
Consultants & professional services	167,284	93,165
Marketing & communication	24,623	11,453
Occupancy	61,756	55,584
Information technology	14,485	11,090
Travel, accommodation & other	10,921	5,909
<b>TOTAL OPERATING EXPENSES</b>	<b>908,441</b>	<b>817,387</b>
<b>OPERATING SURPLUS</b>	<b>496,352</b>	<b>4,176,181</b>
Investment income <sup>2</sup>	915,464	482,903
<b>SURPLUS BEFORE INCOME TAX</b>	<b>1,411,816</b>	<b>4,659,084</b>
Income tax expense	-	-
<b>SURPLUS FOR THE YEAR<sup>3</sup></b>	<b>1,411,816</b>	<b>4,659,084</b>

<sup>1</sup> Donations in kind (FY18 \$15,319,975 and FY17 \$14,335,085) are excluded from both revenue and expenses. While a significant indication of volunteer effort and support, the values do not contribute to an understanding of the organisation's financial position.

<sup>2</sup> Investment income is excluded from the operating result because of the stated aim to build a capital fund which will sustain the long term operations of Primary Ethics. While investment funds can be drawn to fund operations, at this stage of building the fund the investment income is viewed as building capital.

<sup>3</sup> In the 2017 annual report a donation of \$3.5 million was recorded as deferred revenue directed towards future operating expenses. This has now been amended after clarification of its purpose and is now presented as represented in the audited statements.

## PRIMARY ETHICS LIMITED BALANCE SHEET

As at 30 June 2018

	2018 (\$)	2017 (\$)
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	1,528,237	5,423,299
Trade and other receivables	28,176	100,044
Tax Credits	30,498	21,686
<b>TOTAL CURRENT ASSETS</b>	<b>1,586,910</b>	<b>5,545,029</b>
<b>OTHER ASSETS</b>		
Investments	9,461,181	4,080,879
Office Equipment	9,587	10,158
<b>TOTAL OTHER ASSETS</b>	<b>9,470,768</b>	<b>4,091,037</b>
<b>TOTAL ASSETS</b>	<b>11,057,678</b>	<b>9,636,066</b>
<b>CURRENT LIABILITIES</b>		
Trade and other payables	8,874	115
Deferred revenue	60,000	-
Borrowings	-	50,000
Superannuation payable	5,569	5,945
Provision for employee entitlements	32,240	36,622
Tax liabilities	5,613	11,818
<b>TOTAL CURRENT LIABILITIES</b>	<b>114,296</b>	<b>104,500</b>
<b>TOTAL LIABILITIES</b>	<b>114,296</b>	<b>104,500</b>
<b>NET ASSETS</b>	<b>10,943,382</b>	<b>9,531,566</b>
<b>FUNDS</b>		
Retained earnings at the start of the year	9,351,566	4,872,482
Current year surplus	1,411,816	4,659,084
<b>TOTAL FUNDS</b>	<b>10,943,382</b>	<b>9,531,566</b>

The comprehensive Primary Ethics Ltd Consolidated Financial Report for the year ending 30 June 2018 may be downloaded from <https://primaryethics.com.au/about/annual-and-financial-reports/>



# Our appreciation

Primary Ethics receives no government funding. We rely on our donors and corporate supporters to enable us to develop curriculum and to recruit and train volunteers. Without this support our ethics education program would not be possible. Our sincere thanks to the following individuals and organisations:



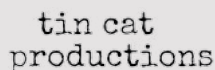
## OUR DONORS

Primary Ethics would like to thank the following generous donors in 2017/2018:

Kinghorn Foundation	Penny Young	Denese Oates	Nathaniel Marshall	Paul Miranda
Berg Family Foundation	Robert Barry	Jill Macfie	Nikunj Parikh	Rachael Jeffree
Hogan Family Foundation	Kate Connors	John Clayton	Owen Watkinson	Ray Thomas
Len Ainsworth	Alex Redgrove	Joy Heads	Robert Gibson	Rebecca Drinkwater
David Paradise	Angela Starling	Justin Davies	Rod Rimes	Sallie Saunders
Chris Cuffe Foundation	Gabrielle Wood	Simon Stone	Susan Lamont	Sarah Oxenbridge
Robert Keldoulis	Imogen Boas	Cameron Glass	Tony Souter	Simon Irwin
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Peter Hunt	Kali Belleair	Alan Young	William Rodwell	Andrew Goldstiver
John Gerahty	Kaye Belleair	Belinda Morris	Winnie Leung	Christophe Hayertz
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Jeffrey Humphreys	Raechel Godfrey	Darryl Campbell	Ana Warnecke	Jacqueline White
Dennis Ward	Andrea Fernandez	Dee Hilton	Anne Sowe	Jennifer Nell
Eric Cadzow	APRA Employee Group	Doug Coates	Anthony Sheehan	Katherine Wenban
Nigel Stokes	Amber Moncrieff	Douglas Boleyn	Chloe Hawcroft	Kevin Badin
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John A F Turner	Aloke Phatak	Judith O'Neill	John Toohey	Mal Anderson
Sean Mooney	Chris Chen	Karen Picton	Jon Matthews	William Sands
Lenore Grunsell	Irene Justiniano	Kati Varela	Kate Bowman	Cam Woo
David Callaghan	Samantha Webb	Keith Foster	Ken Welsh	Vincent Xuan Feng
David Hirsch	Sharron Mortlock	Leah Mansfield	Leanne King	
Geoffrey Burgess	Paul Sowter	Michael Jemison	Myriam Leighton	
Jennifer Elliott	Priscilla Beresford	Michael Steel	Nathan Lee	
McKeage Cole Foundation	Cathy Jackson	Natalie Page	Patricia Bartley	

## OUR CORPORATE SUPPORTERS

Thank you to the following corporate supporters for their pro bono and low bono assistance this financial year:



A huge thank you to Julia Reingold for designing this Annual Report and to our contributing photographers.

# Thank you to our volunteers (continued from the inside front cover)

Active volunteers as at 30 June 2018

Karen Vine • Karen Youle • Karen Young • Karl Browne • Karin Wentworth-Ping • Karina Smith • Karl Welsch • Karla Buckley • Karlene Butler • Karli Munn • Karly Farrell • Karmell MacDonald  
Kate Haynes • Katarzyna Chmiel • Katarzyna Froncek • Katarzyna Ovenden • Kate Alway • Kate Booth • Kate Bower • Kate Bowman • Kate Buys • Kate Carmichael • Kate Craig • Kate Davies  
Kate Dezarnaulds • Kate Fairleigh • Kate Hansen • Kate Hart • Kate Ibrahim • Kate Jeffery • Kate McManus Mulder • Kate Mills • Kate Myles • Kate Norris • Kate Quinlivan • Kate Rashford  
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Katherine Hooke • Katherine Isbell • Katherine Lykos • Katherine Palmer • Katherine Priddle • Katherine Raymond • Katherine Thompson • Katherine Vickery • Katherine Wenban • Kathleen Dobak  
Kathleen Irish • Kathleen Paton • Kathleen Schorah-McCarthy • Kathleen Wilhelm • Kathryn Broadfoot • Kathryn Degier • Kathryn Fair • Kathryn Langham • Kathryn Lee • Kathryn McRae  
Kathryn Orr • Kathryn Rose • Kathy Kelly • Katie Andersen • Katie Rockliff • Katie Schubach • Katie Tappin • Katja Gordon • Katja Kliskauer • Katrina Houston • Katrina Thornley • Katrina Worth  
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