



**#WORLD
READY**



FY2022-2023 Annual Report

Discover. Develop. Believe. Achieve

Message from the Chair



Ryan Eve

*Council Chair
2022 – Present
CASC Chair
2023 – Present*

The Award in Bermuda consistently offers our young people the opportunity to develop their skills and talents in this ever-changing world. Under the effective leadership of our Directors, Karen Simmons, and Fiona Holmes, we continue to make good progress on fulfilling our Strategic Plan 2020-2025 focused on “Sustainability, Growth, Reputation, Award Experience and Impact”.

Bermuda fares very well when compared with global Award statistics. 6% of Bermuda’s eligible population (between the ages of 14 and 24 years old), compared to 0.08% of the world’s eligible population are active in the Award. The number of Awards gained rose by 65% this year, a testament to our leadership team and the many volunteer Award Leaders supporting the young people through their journey. We continue to create many local and international partnerships, that enable us to offer exciting and impactful learning experiences for our young people. In the summer of 2022, groups traveled to the Turks and Caicos Islands on the Spirit of Bermuda, canoed in Kejimikujik National Park, Nova Scotia, Canada and more recently in the rainforests of Tobago in 2023.

This summer I traveled to the Bahamas to take part in the Americas Regional Summit. I was honoured to be elected as Chair of the Caribbean Association Sub-Regional Council (CASC) and I am looking forward to working with everyone in the region. As the Chair for CASC I will also be a representative for this body at the International Council meetings, reporting about this membership body to the International Award Association.

Thanks to our generous donors and supporters of the Award, we continue to operate in a healthy financial position. The programme wouldn’t be a success without them and our wonderful volunteers who give hours of their time delivering the Award to over 470 young people from across the island. It is truly an honor to serve as the Award Chair and I look forward to the year ahead.



Mission

To promote the Award in Bermuda, to provide the programme, and to preserve the quality so that it is sustainable and continues to be delivered in a manner that is relevant to the aspirations of each participant.

Vision

The vision is to be the programme of choice for any young person in Bermuda and available to all who wish to participate.

2020-2025 Strategic Goals

- SUSTAINABILITY
- GROWTH
- REPUTATION
- AWARD EXPERIENCE & IMPACT

Proud to support



THANK YOU TO OUR DONOR PARTNERS

Gold Partners

Monetary or In-Kind Donations
\$15,000+

Silver Partners

Monetary or In-Kind Donations
\$10,000 - \$15,000

Bronze Partners

Monetary or In-Kind Donations
\$5,000 - \$10,000

Friends

Monetary or In-Kind Donations
\$1,000-\$5,000



The Peter Cundill Foundation



CONYERS



Fundraising & Promotions

- Award Centres are required to fundraise and promote the Award in their schools.
- 10th Annual Award Golf Challenge
- Raffle
- Online Silent Auction
- Facebook
- Instagram
- LinkedIn
- YouTube
- Twitter
- Email news blasts
- Newsletters
- Impact reports
- Press releases
- Bermuda Broadcasting News
- Blog



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Strategic Focus Highlights

Sustainability & Growth

- Increased succession and completion rates
- More alternative Adventurous Journey (AJ) opportunities and alternative modes of transport
- Additional training provided to Award Centers during practice journeys by Programme Director, Standard & Training and Emerging Leaders
- Emerging Leader Development Programme as part of the Award's Succession Plan for ensuring future organisation sustainability.
- Development of the Youth Activation Plan is for public high school students and Government run youth center organisations.
- BNSC Certification & International Award Foundation License Renewal.
- Fund Development increase and growth.
- Increased quality of training delivered at Joint Training in key areas such as navigation, scavenger hunt, team building exercises, camp craft and an 'Understanding the Award.'
- Comprehensive Performance Improvement Plan to ensure Quality Improvement.
- Continued development of alternative online ideas for the four Award sections; the virtual Bronze exploration package and online first aid.
- Bermuda Bridge Award, sustainability award focus. Partnered with The Bermuda National Trust, Keep Bermuda Beautiful, Bermuda Audubon Society and Food Forest Bermuda.



Partnerships

Reputation, Award Experience & Impact

- IAC – Inter Agency Committee for Children and Families
- GAAN – Global Award Alumni Network (from 21 to 34 Alumni Registered)
- WindReach Bermuda
- USail Bermuda
- Bermuda Institute
- Bermuda Scouts
- WhyNot Adventure, Canada
- The Bermuda Sloop Foundation - Spirit of Bermuda
- The Bermuda National Trust
- Keep Bermuda Beautiful
- Bermuda Aquarium Museum and Zoo
- Royal Bermuda Regiment
- The Bermuda Rose Society
- Bermuda Audubon Society
- Wild Herbs & Plants of Bermuda
- Food Forest Bermuda
- BITK – Be in the Kitchen (virtual skills course)

OUR IMPACT: April 1st, 2022 – March 31st, 2023



Impact

As a result of doing the Award*:

89% of participants said their team building skills improved.

84% of participants said their Leadership skills had increased.

78% of participants said they had tried something new.

76% of participants said their confidence had increased.

78% of participants said they increased their engagement with charitable/community causes.



Open Award



Open Award



Open Award**



*Results based on 217 Bermuda based Award participants surveyed

**The Open Award is run by the NAO and offers the Award to those without an Award Center

Bermuda & Global Statistics Comparison

Awards Gained By Year - Bermuda

2022 – 160
 2021 – 115
 2020 – 114
 2019 – 205
 2018 - 124



Succession Rates

	Bermuda	Global
Bronze to Silver	22.9%	7%
Silver to Gold	2.5%	2.9%

Awards Gained

	Bermuda	Global
Bronze:	73.2%	70.1%
Silver:	21.3%	7.9%
Gold:	3.7%	2.4%

New Entrants

	Bermuda	Global
Bronze:	66.1%	66.8%
Silver:	22.9%	7.0%
Gold:	2.5%	2.9%

6% of Bermuda's eligible population are active in the Award compared to 0.08% of the world's eligible population.

Gender Breakdown



2/3



1/3



Participants

Global Satisfaction Survey Results*



“The Award has taught me more about myself. The expedition in Tobago gave me to opportunity and confidence to meet new people and really get to know them. My critical thinking skills definitely improved, and I was happy with the way I was able to jump straight into any situation and lead or help out whenever needed.

*Neriah Bean, Silver Award Participant
Pictured right*

*Results based on 2,200 participants surveyed including those in Bermuda



Adults in the Award

Global Satisfaction Survey Results*

92% said the Award had a positive impact on themselves.

The majority said they would recommend supporting the delivery of the Award to others.

86% said they received the training they needed to fulfil their role.

90% said are satisfied with the level of support from their Award Coordinator.

92% of Award Coordinators are satisfied with the support from the NAO.

69% said they would benefit from further training.



*Results based on 210 Adults in the Award (staff and Volunteers) surveyed including those in Bermuda

TRAINING EVENTS: JOINT TRAINING ALL AWARD CENTERS

- Joint Training Sessions for Bronze, Silver & Gold
- Award Leader Training
- For participants to become aware of the diversity within the Award
- Understanding the Award Components
- Navigation Scavenger Hunt at Southlands
- Map Reading
- Team building, Problem Solving & Critical Thinking
- Obstacle course
- Camp craft



TRAINING EVENTS: JOINT TRAINING OPEN AWARD CENTER

- Understanding the Award
- Night Navigation (Silver & Gold)
- Navigation Scavenger Hunt
- Map Reading
- Scavenging for food in Bermuda's natural environment with Doreen Williams, Wild Herbs & Plants of Bermuda
- Team building, critical thinking activities
- Camp craft
- Fire Safety with Bermuda Scouts
- First Aid
- Communication circle, reflections and observations



2023 HIGHLIGHTS: ADVENTUROUS JOURNEYS



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Bermuda Bridge Award

To introduce the benefits of the Award programme to younger participants with the goal that they progress to achieve the internationally recognised Award as they progress through the levels.

Centers:

- Whitney Institute Middle School
- Sandys Secondary Middle School

Partners:

- The Bermuda National Trust
- Keep Bermuda Beautiful
- The Bermuda Audubon Society
- Food Forest Bermuda



The Whitney Middle School Center partnered with The Bermuda National Trust to design, plan, prepare and create a “Wellness Garden”, which includes a beautiful Butterfly Garden, a variety of fruit trees and a palette bench.



Sandys Secondary
Middle School
learning about
Sustainable
Gardening with Food
Forest Bermuda



EMERGING LEADER DEVELOPMENT PROGRAMME

“Creating Pathways for Gold Level/Alumni to become future Leaders & Ambassadors of the Award”

- Emerging Leaders are now volunteering as Award Leader assistants
- Emerging Leaders are now certified Award Leaders and Assessors (two of which managed the Bronze Open Award).
- Emerging Leaders volunteer at events (such as our Golf Challenge), fundraise (for our raffle) and help promote the Award in public.
- Emerging Leaders volunteer at various Award Training Weekends throughout the year (including camping)
- Emerging leaders volunteer with training during practice journeys
- 7 Emerging Leaders have held positions on the Council (Board) over the last two years (including Participant Rep., Alumni Chair and Award Leader Representative).
- 3 Emerging Leaders represented Bermuda in Romania at the International Award Foundation Conference, Brianna Simmons, K’ari Bean and Jevon Talbot.
- Brianna Simmons, was selected by her peers from around the world to represent the Americas Region as an Emerging Leader on the International Award Foundation Council.
- Joanna Santiago traveled to Turks and Caicos Islands on the Spirit of Bermuda with Silver and Gold participants
- Brianna Simmons and K’ari Bean traveled to Tobago in July 2023 with Silver and Gold participants.



2023 EMERGING LEADER DEVELOPMENT PROGRAMME ACTIVITIES

- Joint Training – helping to instruct younger participants in navigation, team building, campcraft, understanding the Award, first aid etc.
- Award Leader Training
- Assessor Training
- Council/Board Representative Training – “Participant Reps.”
- Committee positions – Standards & Training, Alumni, Events
- International Conferences, Forum, Workshop opportunities to represent Bermuda – Romania 2023
- International Youth speaking opportunities
- Events, fundraising, marketing office work experience
- 2023 International Award Leader Training experience in Tobago with the Silver and Gold Open Award participants



INTERNATIONAL AWARD FOUNDATION FORUM: ROMANIA, 2022

"Being an Emerging Leader has helped me find my voice, build my confidence and step outside my comfort zone. I really enjoy volunteering for the Award and inspiring the next generation of young people. The Award has helped me develop my Leadership skills, I sit on the Council as an Alumni Rep. and also represent the Americas Regional as a Participant Rep. on the International Award Foundation Council. I really enjoyed my experience in Romania at the International Award Foundation Forum. It was important to bring a young person's perspective who has recently completed the Award to the discussion. I was invited to speak at an International Award Foundation Donor Gala, which was a new experience for me. I am proud of way I was able to stand up and talk about my Award Journey and how passionate I am about giving back in front of donors and even British Royalty. I talked about my experience growing up and progressing through all levels of the Award and the impact it has had on me. This was my first official duty as the Americas Regional Rep. and I am looking forward to doing more on the International Stage."

Brianna Simmons, Emerging Leader, Award Leader/Assessor, Alumni Co-Chair & Americas Regional Rep

"I really enjoyed learning how other countries deliver the Award around the Award. I am passionate about helping the Award in Bermuda to engage and reach more marginalized youth. I learned how the Award was in some of the juvenile detention and centers for special needs individuals in other countries and noted how this would be an interesting aspect for the Bermuda Award to look into with more resources."

K'ari Bean, Emerging Leader, Award Leader/Assessor and Award Leader Representative

"Traveling to Romania to represent Bermuda really helped me understand how diverse the Award is in over 130 countries and territories across the world. I enjoyed learning about the different cultures and the ways in which other countries offer the Award. I feel as an Emerging Leader for the Award I am really making a difference in the lives of young people in Bermuda. I look forward to giving back as long as I can."

Jevon Talbot, Emerging Leader, Award Leader/Assessor and Alumni Co-Chair



2023 HIGHLIGHTS SILVER & GOLD AWARD TOBAGO

In July - August 2023, the Award was pleased to partner with The President's Award Trinidad and Tobago (TPaTT) to offer a bold and challenging Adventurous Journey and Residential Project in Tobago.

4 Silver and 4 Gold participants took part in a four-day, 3-night Adventurous Journey and Residential Project in the northeastern side of Tobago. Participants had to work and live closely together as part of a team, grow their leadership skills, be resilient and discover a sense of adventure. They did this with their friends but also with young people they have never met before from Trinidad and Tobago.

The groups were immersed in Tobago's culture and local community. From Roxborough to Bloody Bay to Charlottesvill to Speyside, the Adventurous Journey passed through 7 communities, rich in their unique history and culture. They spent the night on a beach and woke up to a beautiful sunrise. They learned about and experienced first hand the hospitality of each community.



2023 HIGHLIGHTS
SILVER & GOLD
AWARD
ADVENTUROUS
JOURNEY: TOBAGO



2023 AMERICAS REGIONAL SUMMIT (ARS) & CARRIBEAN ASSOCIATION SUB-REGIONAL COUNCIL (CASC) AGM

This year's inaugural ARS was attended by 22 delegates and representatives from across the Caribbean Islands, Bermuda and the International Award Foundation.

The programme included discussions and sessions on:

- The Award License
- Using Digital Tools
- Communicating Impact
- Securing Funding
- Award Flexibilities & Changes
- Expanding Access
- Youth & Alumni Engagement
- Award in Action visit to the Willie Mae Pratt Centre for Girls

Congratulations to the new CASC Region Executives, including Bermuda's Chair, Ryan Eve.

Chair – Bermuda – Ryan Eve

Deputy Chair – Bahamas – Rev James Palacios

Treasurer – Barbados – Stephen R Smith

Committee Members: Trinidad – Jamillah Rojas-Simeon,
Cayman – Katherine Jackson, St. Lucia – Sophia Mitchell

Secretary (appointed) – Ms Anna-Mirelle Martin - Bahamas





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