



**#WORLD
#READY**



FY2021-2022 Annual Report

Discover. Develop. Believe. Achieve

Message from the Chair



Jovanna Douglas
Council Chair
2018 - Present

The Award in Bermuda is consistently offering young people the opportunity to develop their skills and talents in this ever-changing world. The impact of covid-19 still influences how we operate and run our programs. However, under the effective leadership of our directors, Karen Simmons and Fiona Holmes, we continue to move in a positive direction.

We are working towards the fulfillment of our Strategic Plan 2020-2025. Our focus remains on “Sustainability, Growth, Reputation, Award Experience and Impact”. We continue to grow the Emerging Leader Development Programme as we experience over 50% succession and completion rates at all levels. The opportunities and experiences available through the programme are often life changing for participants. They gain experience through volunteering, physical recreation activities and skill development. We are grateful to our corporate sponsors who consistently support our efforts.

I would be remiss if I did not mention the wonderful volunteers’ who make the delivery of the Award possible. We are most appreciative to the members of the community who give of their time, skills and knowledge in the delivery of the Award. It is true when I say that without the volunteers support the work we do would not be possible.

In closing, it is truly an honor to serve as the Award Chair. Having gone through the award myself, I truly know the value of the programme as a participant and organizer. It’s my hope that more young people in Bermuda recognize the value of the Award and we continue to see it go from strength to strength.



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



Fundraising & Promotions

- Award Centres are required to fundraise and promote the Award in their schools.
- 8th Annual DofE Golf Challenge
- DofE Raffle
- Pirates of Bermuda – Walk the Plank or be Saved Fundraiser
- Facebook
- Instagram
- LinkedIn
- YouTube
- Twitter
- Email news blasts
- Newsletters
- Impact reports
- Press releases
- Blog





Strategic Focus Highlights

Sustainability & Growth

- Increased succession and completion rates
- More alternative Adventurous Journey (AJ) opportunities, explorations and alternative modes of transport
- Additional training provided to Award Centers during practice journeys by Programme Director, Standard & Training and Emerging Leaders
- Piloted an Emerging Leader Development Programme as part of the Award's Succession Plan for ensuring future organisation sustainability.
- 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
- Hybrid Virtual and in person Award training and programme options to ensure the Award continues and is accessible, even if participants are restricted to their homes or physically unable.
- Continuous development and implementation of temporary measures due to COVID-19 including alternative online ideas for the four Award sections; the virtual Bronze exploration package, online First Aid and drive-through Award Ceremony.



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, Mayvera Wellness, Impact Mentoring Academy, & Bermuda College
- Bermuda Scouts
- Bailey’s Bay Cricket Club
- WhyNot Adventure, Canada
- The Bermuda Sloop Foundation - Spirit of Bermuda
- Waterstart Bermuda
- Bermuda National Trust
- Keep Bermuda Beautiful
- Bermuda Aquarium Museum and Zoo
- Peak Performance – Virtual Award Training
- Royal Bermuda Regiment
- St. John’s Ambulance Virtual First Aid Training
- Bermuda Rose Society

OUR IMPACT: April 1st, 2021 – March 31st, 2022



Our Impact

Award Centers



Open Award



Open Award



Open Award**



As a result of doing the Award*:

93% of Bronze participants said their team building skills improved.

85% of Bronze said their Leadership skills had increased.

83% Silver said that they had tried something new.

77% of Bronze said their confidence had increased.

90% of Silver said they had increased their engagement with charitable/community causes.

Awards Gained
 2021 – 115
 2020 – 114
 2019 – 205
 2018 – 124

Succession Rates
 50% Bronze → Silver
 54% Bronze/Silver → Gold

9% of Bermuda's eligible young people aged 14 – 20 are active in the Award.

Gender Breakdown
 ♀ 2/3 ♂ 1/3

*Results based on 200 Bermuda based Award participants surveyed **The Open Award is run by the NAO and offers the Award to those without an Award Center

Participants

Global Satisfaction Survey Results*

Over 90% of respondents said the Award gave them the opportunity to try something new.

Over 90% said the Award was enjoyable.

90% said they were able to plan their own Award.

92% said they felt supported by their Award Leader.

70% of respondents said they made new friends through participating in the Award.

Over 80% said the Award had inspired them.

61% of respondents feel part of their community after participating in the Award.

"The Award has taught me many life lessons including teamwork, responsibility and punctuality. It helped me get my summer job as I was always on time and listening to patron's needs. I have enjoyed giving back to the Award as an Emerging Leader working with younger participants. The Award has encouraged me to help more in the community, meet new people, make lifelong friends and ultimately become a better version of myself."

*Trey Vance, Gold Award Participant
Pictured right*

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



Adults in the Award

Global Satisfaction Survey Results*

91% said the Award had a positive impact on themselves.

98% said the Award had a positive impact on young people.

94% said they received the training they needed to fulfil their role.

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

79% said they would benefit from further training.

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

“Overall, I love being involved in the Award and look forward to meeting new participants and seeing how they progress through the programme. I also enjoy the cultural and historical experiences that we offer our participants and the creative and impactful Adventurous Journeys they can get involved in. i.e. snorkeling, sailing, windsurfing, canoeing, horseback riding, cycling.”
Award Leader from Bermuda

*Results based on 250 Adults in the Award (staff and Volunteers) surveyed including those in Bermuda





Measuring Social Value

Since 2017, The International Award Foundation have been working with PricewaterhouseCoopers UK (PwC) to understand the societal level impact of the Award. They have developed a robust methodology to measure this. In 2020, Bermuda took part in this research and a Social Impact Report was published in 2021 which included the following highlights:

- In 2020, 115 young people achieved a Bronze, Silver, or Gold Award and 25 adults supported their Award journey.
- The social value generated through the activities and involvement of participants and adults is estimated at \$932,000.
- For each \$1 invested in the Award, \$245 was generated.
- Almost 1 million dollars in social value was generated in 2020 through the delivery of the Award framework.
- 2.5 million dollars is estimated in future value, due to the 2020 cohort of Award Holders' continuation of their activities and service in their lifetime.

TRAINING EVENTS

JOINT TRAINING

- 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
- Map Reading
- Team building, Problem Solving & Critical Thinking
- Obstacle course
- Camp craft





TRAINING EVENTS

OPEN AWARD TRAINING

- Understanding the Award Components
- Night navigation (Gold)
- Navigation Scavenger Hunt
- Map Reading
- Team building, Problem Solving & Critical Thinking Activities
- Camp craft
- First Aid
- Communication Circle, Reflections and Observations

2022 HIGHLIGHTS - ADVENTUROUS JOURNEYS



2022 HIGHLIGHTS - OPEN AWARD CULTURAL TOURS & ACTIVITIES



EMERGING LEADER DEVELOPMENT PROGRAMME

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

GOAL:

To promote long term volunteerism & Leadership within the Award.

STRATEGY:

- To provide hands on/experiential learning leadership development training.

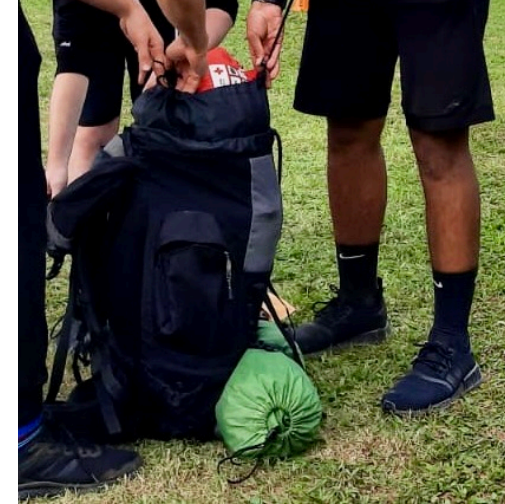
LONG TERM IMPACT:

- A steady flow of engaged volunteers providing an effective model for long-term engagement of Award participants into other adult volunteer roles within the Award.
- Developing a sustainable organisation succession plan



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 – Standard’s & Training, Alumni, Events
- International Conferences, Forum, Workshop opportunities to represent Bermuda
- International Youth speaking opportunities
- Events, fundraising, marketing office work experience



2022 HIGHLIGHTS GOLD AWARD & THE SPIRIT OF BERMUDA - *In the Wake of Mary Prince - An Expedition to TCI*

In July 2022, 9 Silver and Gold Level participants sailed to Grand Turk and Salt Cay aboard the Spirit of Bermuda in collaboration with the Bermuda Sloop Foundation.

“While I went into this expedition with an open mind, I would have never imagined how much this opportunity would help to shape me as an individual and my understanding of the world around me. I’ve learned more about patience, perseverance, and teamwork in these past two weeks than I’ve ever experienced before.”

Samai Dunn, Gold Participant

“On this voyage I learned more than I could have ever imagined; both about Mary Prince and the rich history shared between Turks and Caicos and Bermuda, as well as about myself. On the 5 days sailing to Grand Turk, we were fortunate to have an onboard professor, Dr. Theodore Francis who taught us about a Bermudian enslaved woman named Mary Prince. As part of our lessons we read her autobiography, The History of Mary Prince. Her descriptive writing resonated with me as I could draw meaningful connections between her life and mine. Her resilience and perseverance inspires me greatly and serves as a reminder to never give up no matter how challenging life gets.”

Za’Nyah Khan, Gold Participant





The Spirit followed the journey of Mary Prince to the Grand Turk/Salt Cay (TCI). This journey combined the physical and socio-emotional aspects of learning to sail, navigate, teamwork, critical-thinking, leadership skills and decision-making whilst also engaging in Bermuda's cultural and maritime history and the significance of Mary Prince's legacy. Whilst onboard the participants followed the LeaderSHIP – Captains of Character.

LeaderSHIP - Captains of Character

H1 Be proactive

I can take responsibility for what I do and say
I can complete tasks even when it's difficult
I can take initiative when needed by the team
I am free to choose and am ultimately responsible for my happiness

I keep a hand on the helm
Controls self even if things get stormy



H2 Begin with the end in mind

I can follow the plan for the day
Clearly defining my vision and purpose in life will make all the difference

I master my compass
Works hard to achieve goals



H3 Put first things first

I show up on time for activities
I can keep my belongings organized
I spend time on what's most important

I keep things ship shape
Turns work in on time and well-done



H4 Think Win-Win

I can speak up for myself
I can interact with others with kindness
There is plenty out there for everyone and more to spare

I don't rock the boat
Keeps the peace with others



H5 Seek first to understand, then to be understood

I listen to instructions
I have greater influence with others if I truly understand them first

I buoy others up
Encourages others to be cheerful



H6 Synergize

I can show respect for the different contributions of people on the ship
I can work as part of a team by cooperating and helping
Let's come up with something that's better than what either of us has in mind

I exhibit comradeship
Displays a real team spirit



H7 sharpen the saw

I can identify how water, food, rest and exercise contribute to my health and wellness.
I take time for myself everyday

I keep even keeled
Demonstrates balance, steadiness and tranquility



2022 HIGHLIGHTS GOLD AWARD & WHY NOT ADVENTURE

In August 2022, 6 Gold Level participants embarked on an Adventurous Journey canoeing in Kejimikujik Park, Nova Scotia with Whynot Adventure, The Keji Outfitters! They spend 6 long days navigating, canoeing and portaging their way through the park, exploring a vast tract of Nova Scotian wilderness. They carried their heavy load over rough terrain and had to find the stamina needed to put in an 8-10 hour day working together to complete this journey in a very remote environment.



2022 HIGHLIGHTS GOLD AWARD & WHY NOT ADVENTURE Cont.

This was a first type of Adventurous Journey for the NAO in Bermuda and these six young people were the trailblazers.

The participants:

- The participants engaged in a team building adventure activity at OnTree Park. They attempted to complete the all-inclusive 40 ropes and climbing courses, one of the toughest courses in North America. This activity was to develop more synergy and cohesiveness with all the group members prior to the practice and qualifying journey.
- The NAO and Open Award DeNavigators welcomed two participants from outside of Bermuda Award Center – Gold level participant from Halifax, Nova Scotia who engages through a Virtual Award Center and UK – completing the Gold Residential Project.
- Skills learned - Canoeing Knowledge and ability through practicing various skills: 5 Essential Canoe Strokes (Forward, Draw, Cross Draw, Stern Pry and J Stroke); Portaging; Carrying the Canoe; How to enter a Canoe/Capsizing; loading for stable trim; managing in wind and route finding (map/compass/GPS) and Wilderness knowledge: fire building (foraging for appropriate fuel, structuring, lighting and tending); cooking over a wilderness fire (managing heat, smoke); Wildlife (safety measures, identification of local fauna such as deer, beavers, bears, muskrat, turtles, frogs and insects, night sound identification— owls, loons, coyotes, amphibians).





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