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FY2016 - 2017 Annual Report

Discover. Develop. Believe. Achieve.



Overview:

The Award in Bermuda helps young people discover, develop and achieve their greatest potential. Participation improves personal skills, increases physical fitness, engages in community services and promotes individual and collective achievement. The Award develops well-rounded global citizens who take pride in themselves and their communities, thus supporting personal and academic attainment and contributing to the reduction of anti-social behaviours.

Strategic Focus 2017 - 2020

1. Sustainability & Growth
2. Reputation
3. Capacity & Capability



BERMUDA

Executive Listing

Patron

His Excellency, The Governor of Bermuda

Bermuda Award Council

Chairman: Garth Lorimer Turner

Deputy Chair: Jovanna Douglas

Treasurer: Michael Newton

Member: Neil Henderson

(Chair, Legal & Finance)

Member: Nancy McCombs & Alison Ince

(Co-Chairs, Standards & Training)

Member: Traci Burgess

(Chair, Communications)

Member: Conor McLaughlin

(Chair, Alumni & Friends)

Member: Stacey deShield

(Award Leader Representative)

Paid Staff

Full-Time: Traci Burgess

(National Director)

Conor McLaughlin

(Programme Coordinator)



1973 Bermudian Gold Awardees at Buckingham Palace



2017 CedarBridge Academy Participants In Barbados



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2017 Gold Awardees at Government House

Thank You To Our Gold Level Donor Partners!
Your Investment In Our Future Makes A World Of Difference!



Bank of Bermuda
FOUNDATION



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 The Bermuda Press (Holdings) Ltd.

Dear Members:

The Bermuda Award celebrated its 50th anniversary this year and marked the occasion with a visit from HRH The Earl of Wessex. The celebrations and Royal visit involved a tremendous amount of work and effort from a number of people. Special thanks and mention must go to His Excellency the Governor John Rankin, Ann Petley-Jones (International Award Fellow) and our own Traci Burgess (National Award Director) as well as all of the volunteers for their roles in hosting various events and pulling everything together. Those celebrations provided a wonderful opportunity to reflect on the Bermuda Award's heritage and past achievements. It also provided the ability for 17 young people to be presented with their Gold Award by HRH The Earl of Wessex, a day that I am sure they will never forget.

We estimate that some 10,000 people have participated in the Award since its inception in Bermuda 50 years ago. Our challenge now is to continue to ensure that the Award retains its place as one of the premier youth achievement programmes in Bermuda for the next 50 years.

We are clearly focused on the Award's strategic aims and aspirations for the future and the ever greater part the Award will play in the life of individual participants. With that in mind, we revisited the Award's Strategic Plan and have re-stated some of what we regard as the Award's key objectives. A significant amount of work and effort was expended by many people in formulating the Bermuda Award's 2013–2017 Strategic Plan and the individual objectives

and strategic aims remain just as relevant today as in the past. The current Strategic Plan seeks to refine key objectives where considered necessary or desirable by reference to the landscape in which the Award is operating today and that which we expect over the next three years. There are three main pillars which we will use to define individual strategic objectives being (i) Sustainability and Growth (ii) Reputation and (iii) Capacity and Capability. Essentially, we will seek to use the Strategic Plan to materially increase the diversity and number of our Award participants and expect the following positive results:

- ✓ Broadening and strengthening the Bermuda Award's network of like-minded youth organisations where opportunities match those of the Award and collaboration is beneficial for all; and
- ✓ Promoting opportunities to all stakeholders to engage with the Award in Bermuda, particularly those more at risk or within Bermuda's correctional systems, where and if possible.

A good example of the foregoing was the successful Silver qualifying journey on board the Spirit of Bermuda undertaken this summer by eight Award participants and we will continue to work with like-minded organisations where mutually beneficial to do so.

To continue our growth and life-enhancing impact on more and more of Bermuda's young people requires

the continued support of volunteers and financial contributions from a variety of sources.

We are very lucky to have a fabulous team of volunteers who give so much of their personal time to the Award. I want to sincerely thank all our volunteers, Award Leaders, Assessors, Supervisors, Council and Committee Members for their significant support and contributions over this past year.

The Award has a profound effect on young lives, opening up a world of possibilities and fueling aspirations with character and confidence building experiences. The Award in Bermuda can only have this impact on young people's lives thanks to donations from trusts, companies, business leaders and philanthropically-minded individuals committed to the development of young people. One of our key goals is to ensure that the Award remains open to all young people in Bermuda regardless of their background or financial resources. We are committed to providing the Award free of charge and believe that we are one of the only National Award operators to do so.

The ability of the Award in Bermuda to continue operating is entirely dependent upon the success of our grass-roots fundraising activities and donations. We have worked hard to try to ensure that the Award's income stream is derived from a mix of regular donations from important advocates and friends of the Award and through the Award's own fundraising events. We strongly believe that the

Award's ability to demonstrate tangible outcomes and ways to make an impact should be attractive to private and corporate donors and, we hope, will enable us to strengthen our existing donor relationships and develop new partnerships going forward. The relevance of the Award, and the business community's ability to engage with it, remains an important focus; and the belief, support and continued commitment of all of our donor partners is greatly appreciated. We cannot operate without them, and we would like to express our sincere gratitude for their generosity over the previous year.

Notwithstanding the foregoing, this remains an extremely challenging environment for charities. The Award in Bermuda is not in a comfortable position financially and the focus must continue to be on ways to broaden the Award's donor base and fundraising opportunities.

The Bermuda Award achieved full certification with the Bermuda National Standards Committee ('BNSC') in 2012 and this was successfully renewed in 2016. The Mission of the BNSC is to improve the quality of all local non-profit organisations and charities through a process of certification which ensures best governance practices are followed, something the Bermuda Award is committed to doing.

The Bermuda Award holds a full operational licence with the Duke of Edinburgh International Award

Foundation and will enter into sub-licencing agreements with all organisations in Bermuda that are delivering the Award throughout our community. Good progress has been made in completing these arrangements and it is expected that sub-licenses should strengthen the relationship between the Bermuda Award and each of our programme partners whilst clarifying respective roles and obligations. The sub-licence clarifies past practices, enabling individual organizations to manage their delivery of the Award in and to their particular communities whilst acknowledging overall responsibility to deliver the Award in compliance with international standards and consistently applied operating practices and protocols.

It is extremely pleasing to see the tangible results of the significant work of the Award's volunteers, especially the Award Leaders and Assessors for their dedication and contributions over this past year. Their efforts are instrumental in improving the experience of our participants and maintaining the high operational standards on an island-wide basis. With sincere thanks to those volunteers we also offer congratulations to the four young ladies who successfully completed their Gold Award expedition in Zambia in late July, 2017. I would also like to extend particular thanks to last year's joint Gold and Silver Award Leaders, Jovanna Douglas; Lisa Brewster; John Adcock; Karen Simmons and Stacey deShield, for dedicating so much of their personal time to ensure the Gold and Silver Award participants' efforts resulted in success.

I would like to thank all Council Members for their dedication and continued efforts over the past year with particular thanks to Jovanna Douglas, Deputy Chair, for her contributions to the Royal visit; leadership in managing the joint Gold and Silver participants; and dedication to the Standards & Training Committee. To Nancy McCombs and Alison Ince (Co-Chairs, Standards & Training), I extend a huge vote of appreciation for all their work to ensure the delivery of the Award in accordance with agreed standards and best practice. In addition, Nancy spent countless personal hours developing the Award's new website with a synchronized events and training calendar and now includes downloadable resources for participants and Award Leaders, for which many thanks are due.

Lastly, I would like to thank the Award's National Director Traci Burgess, and Programme Coordinator, Conor McLaughlin, for their hard work, passion and dedication over the past year.

Garth Lorimer Turner
Council Chairman
2016 - Present

Financial Statements Fiscal Year 2016 - 2017

Professional Audit Services Provided By:



Full Auditor's Report Available Upon Request

THE DUKE OF EDINBURGH'S AWARD IN BERMUDA

Statement of Financial Position

As at March 31, 2017
(Expressed in Bermuda dollars)

	<u>2017</u>	<u>2016</u>
Assets		
Current assets		
Cash	\$ 18,080	\$ 76,474
Accounts receivable	14,000	—
Prepaid expenses	<u>—</u>	<u>375</u>
Total current assets	<u>\$ 32,080</u>	<u>\$ 76,849</u>
Liabilities and net assets		
Current liabilities		
Accounts payable (Note 9)	\$ 10,109	\$ 12,147
Funds deferred for specific expenditure (Note 4)	<u>4,512</u>	<u>16,896</u>
Total current liabilities	14,621	29,043
Net assets		
Accumulated surplus	<u>17,459</u>	<u>47,806</u>
Total liabilities and net assets	<u>\$ 32,080</u>	<u>\$ 76,849</u>

The accompanying notes are an integral part of these financial statements

Signed on behalf of the Award Council

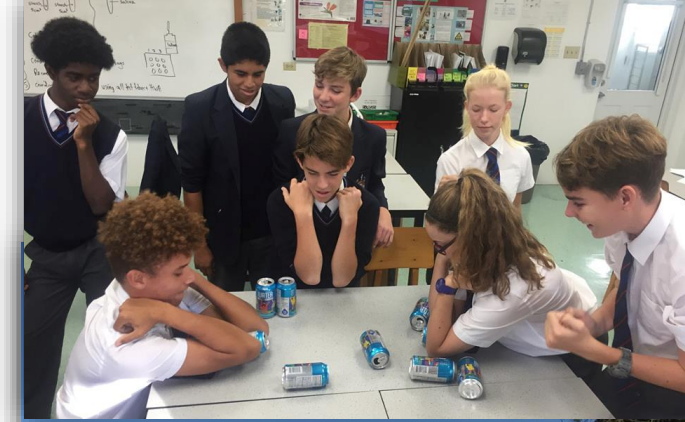
THE DUKE OF EDINBURGH'S AWARD IN BERMUDA

Statement of Income, Expenses and Accumulated Surplus

Year Ended March 31, 2017

(Expressed in Bermuda dollars)

	2017	2016
Income		
General fundraising income (Note 4)	\$ 159,223	\$ 208,324
Royal Gala income	111,525	—
Golf tournament fundraising proceeds	32,555	42,830
Donations in kind (Note 5)	32,400	33,500
Other income (Note 6)	<u>6,886</u>	<u>9</u>
Total income	<u>342,589</u>	<u>284,663</u>
Expenses		
Salaries and related costs	145,812	129,488
Royal Gala expenses	113,279	—
Bridge Award expenses (Note 4)	11,671	38,248
Office expenses (Note 5)	30,964	36,680
Golf tournament expenses	20,910	21,907
Expedition costs	20,455	28,368
Accounting and audit fees (Note 5)	17,408	15,125
Advertising	6,543	15,191
Miscellaneous	3,373	2,434
Fundraising costs	1,212	—
Bank charges	934	632
Conference costs	<u>375</u>	<u>2,920</u>
Total expenses	<u>372,936</u>	<u>290,993</u>
Deficit of revenues over expenses for the year	<u>(30,347)</u>	<u>(6,330)</u>
Accumulated surplus - beginning of year	<u>47,806</u>	<u>54,136</u>
Accumulated surplus - end of year	<u>\$ 17,459</u>	<u>\$ 47,806</u>



Challenges:

1. Quality Assurance
2. Lack Of Funding
3. Growth & Development
4. Sustainable Participation
5. Public Awareness & Understanding

Solutions:

1. Improving Programme Delivery

- 1.1 Sub-Licencing
- 1.2 Quality Improvement Plan
- 1.3 Training & Certification

2. Generating Revenue

- 2.1 Fundraising Strategy
- 2.2 Donor Partners
- 2.3 FUN-Raising Events
- 2.4 Alumni Engagement

3. Expanding Our Reach

- 3.1 Community Partnerships
- 3.2 New Award Units
- 3.3 Middle Schools (Bermuda Bridge Programme)

4. Increasing Completion Rates

- 4.1 Programme Supervision
- 4.2 Awareness & Understanding
- 4.3 Enhanced Opportunities For Participants
- 4.4 PR & Marketing Campaign

5. Educating The Community

- 5.1 PR & Marketing Consistency
- 5.2 NAO Presentations
- 5.3 Special Events
- 5.4 Local Press & Social Media

Sustainability & Growth

- ✓ Targeted engagement with existing and potential Award participants to reach and serve a more diverse cross-section of Bermuda's youth between the ages of 14 - 25, including those who are deemed to be at risk;
- ✓ Collaboration with like-minded youth serving organizations to promote the Award programme;
- ✓ Provide training, support and supervision for all Award Units and Award Leaders to enhance quality delivery of the programme and ensure that international and local standards are met;
- ✓ Ensure effective financial controls, budgetary processes and audited accounts are maintained to allow for appropriate financial capacity to support the National Award Office and continued expansion of the programme across the Island;
- ✓ Create reliable and flexible funding streams that allows the Award programme to achieve its aims.

Reputation

- ✓ Build upon the Award's excellent reputation in Bermuda and ensure that all stakeholders understand the principles, values and impacts the Award has on participants, volunteers and the entire community;
- ✓ Implement a framework that encourages continued participation and achievement throughout all levels of the Award with a specific focus on engaging and retaining more male participants through partnership opportunities involving sports and other activities that complement the Award programme;
- ✓ Continue to recognize and thank stakeholders for their commitment and investment in Bermuda's youth through their partnership with the Bermuda Award;
- ✓ Sustain a programme that inspires others with direction and insights by ensuring the Award's core values and principles are known and followed throughout all areas, promoting that everyone involved should lead by example.

Capacity & Capability

- ✓ Increase knowledge of the Award and enhance opportunities for participation for young people and for adult volunteers;
- ✓ Provide equal opportunities for all young people to be involved with the Award at no charge through various sources across the Island, including partnerships with non-traditional Award Units;
- ✓ Increase organizational capacity by investing in training and development for Bermuda Award staff and volunteers;
- ✓ Continue to improve governance and reporting within the Award organization and externally with donor partners and community organizations to ensure accountability, transparency and sustainability.

Get Involved & Make A Difference!

Volunteer Opportunities:

Award Leaders & Assessors
(Working Directly With Young People)

Council Members

Committee Members:
Standards & Training
PR/Communications
Events & Fundraising
Alumni & Friends



"Involvement with DofE taught me that giving to the community builds reputation and connections with myself and others. As I mature into adulthood, I plan to give back to the community in a way that brings everyone close and helps build character in each individual."

Hans-Peter Roser
Gold Alumni



"Giving back can be fun, rewarding and makes a difference in someone else's life."

Lynique Castle
Gold Alumni



The Award In Bermuda 1967 – 2017

50th Anniversary Celebrations & Royal Visit

3rd – 5th March 2017



with His Royal Highness, Prince Edward, The Earl of Wessex
and His Excellency, The Governor, John Rankin

CedarBrige Academy
Including DofE participants from
The Berkeley Institute



Mount Saint Agnes Academy



Bank of Bermuda Foundation, Gold Level Donor



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Gold Award Ceremony & Gold Level Donor Appreciation Event

with His Royal Highness, Prince Edward,
hosted by His Excellency, The Governor, John Rankin

Savannah Loder, Gold Awardee



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Ayo Salawu, Gold Awardee

XL Catlin, Gold Level Donor



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Government House, Bermuda
4 March 2017



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4 March 2017



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50th Anniversary Gala
Fairmont Southampton Princess



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5 March 2017



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50th Anniversary Church Service
Cathedral of the Most Holy Trinity



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5 March 2017



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America's Cup BAR Land Rover Event
The Royal Naval Dockyard



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Statistics Update



BERMUDA

2015 Participants (619)

Bronze Level	469
Silver Level	130
Gold Level	20
Total Active Participants (↑19%)	619
Female (64%)	394
Male (36%)	225

2015 Awards Gained (133)

Bronze Awardees (↑39%)	95
Silver Awardees (↑30%)	24
Gold Awardees (recognized bi-annually)	14

2016 Participants (534)

Bronze Level (↓33%)	310
Silver Level (↑54%)	200
Gold Level (↑20%)	24
Total Active Participants (↓16%)	534
Female (64%)	341
Male (36%)	193

2016 Awards Gained (171)

Bronze Awardees (↑50%)	142
Silver Awardees (↑21%)	29
Gold Awardees (recognized bi-annually)	0

***Note:** 36% (Bermuda Award) and 27% (International Award) are the annual average rates of completion for Awards Gained. The Award is a rolling programme, which means participants who start within a designated calendar year, may not complete their Award within that same year. The decline in Bronze enrollment numbers is a concern, however it is reassuring to see significant increases in Silver and Gold Award participation and completion rates. We strive to promote continued growth and substantial completion of all levels of the Award programme. Also note that Gold Award recognition ceremonies are held bi-annually, with the previous ceremony being held in June, 2015 and the most recent Gold Award recognition ceremony being held in March, 2017.

2016 – 2017 Award Units (10)

Government Schools	2
Independent Schools	5
Open Award Centre	1
Bermuda Regiment Jr. Leaders	1
Bermuda Police Cadets	1

Volunteers (50+)

Award Leaders, Assessors,
Council Members & Others

Service To Others

10,478

Minimum number of volunteer hours donated to the Bermuda community by Duke of Edinburgh's Award participants in 2016.

***Note:** Relates to the minimum community service requirements for each level of the Award and is calculated on the number of Award participants who were actively involved at each level of the Award during calendar year 2016. Most Award participants continue with their community service and other extracurricular activities year-round, which well exceeds the minimum requirements of the Award programme and makes a greater contribution to the community.

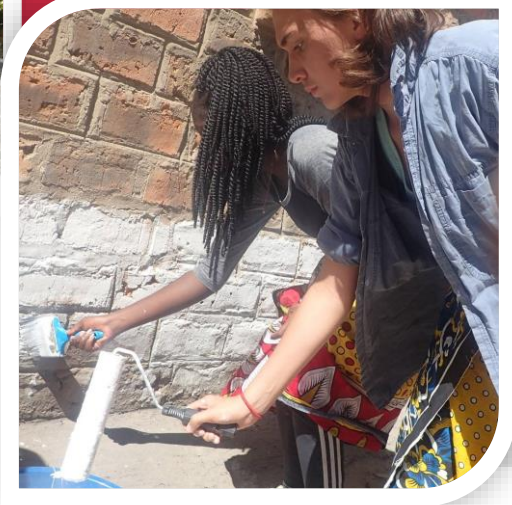
Examples Of Local Programme Partners & Collaboration

Bermuda National Trust
Bermuda Police Cadets
Bermuda Regiment Junior Leaders
Bermuda Scouts Association
Beyond Rugby
Department of Education
Department of Parks
Department of Youth & Sport
Dolphin Quest
Keep Bermuda Beautiful
Outward Bound Bermuda
SCARS
Spirit of Bermuda
The Family Centre



Global
Opportunities
& Partnerships
Around The World

Bermuda's Gold
Award Qualifying
Expedition To ★
Zambia 2017



Thank You To Our Volunteers And Community Partners!

Award Leaders And National Assessors

Akira Robinson

Alison Ince

Andrew Dobson

Anton Gilbert

Audrey Darrell

Bruce Sinclair

Carmen Jones

Charlene White

Colleen Riley

Dante Cooper

David Madeiros

Desirae Jones

Dionne Greene

Emma White

Jahkhari Woods

Janet Laing

Jennifer Simpson

Jodi Maronie

Joe Hobbs

John Madiro

Jovanna Douglas

Julie Sim

Kalpana Gangwani

Karen Simmons

Katrina Dobson

Kim Lightbourne

Lisa Brewster

Maria Brathwaite

Nancy McCombs

Peter Green

Ryan Eve

Savannah Tribley

Sonja Davis

Stacey deShield

Stacey-Lee Williams

Stephen Dill

Summer Wood

Yackeisha Weir-Robinson

Community Programme Partners

Bermuda Police Cadets

Bermuda Regiment

Community Homeschools Network

Scouts Association of Bermuda

Senior Schools

Cedarbridge Academy

Mount Saint Agnes Academy

Saltus Grammar School

Somersfield Academy

The Berkeley Institute

The Bermuda High School

Warwick Academy

Bridge Award

Clearwater Middle School

Dellwood Middle School

T. N. Tatem Middle School

Sandys Middle School

Whitney Institute Middle School

Thank You To Our Donor Partners!

Gold Partners

Monetary Or In-Kind Donations Of
\$15,000 And Above



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 The Bermuda Press (Holdings) Ltd.



Conyers Dill & Pearman



Silver Partners

Monetary Or In-Kind Donations Between
\$10,000 - \$15,000

KPMG

Partner Re

The Fairmont Southampton

The Peter Cundill Foundation

Bronze Partners

Monetary Or In-Kind Donations Between
\$5,000 - \$10,000

Amlin Bermuda Ltd.

Butterfield & Vallis

CHUBB Bermuda Insurance Ltd.

Clarien Bank Ltd.

Edmund Gibbons Ltd.

Endurance Specialty Insurance Ltd.

OIL Management Services Ltd.

SOL Petroleum Bermuda Ltd.

Zurich International Bermuda Ltd.



THE DUKE OF EDINBURGH'S INTERNATIONAL AWARD



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