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FY2017 - 2018 Annual Summary

Discover. Develop. Believe. Achieve.

Thank You To Our Donor Partners!

Gold Partners

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



The Boyle Trust

 The Bermuda Press (Holdings) Ltd.



Silver Partners

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

KPMG

The Peter Cundill Foundation

Bronze Partners

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

ARGO Foundation

Axis Bermuda Ltd.

Butterfield & Vallis

CHUBB Bermuda Insurance Ltd.

Clarien Bank Ltd.

Cohort Ltd.

Edmund Gibbons Ltd.

OIL Management Services Ltd.

Zurich International Bermuda Ltd.

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



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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 and 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, reporting within the organization and externally with its donor partners and community organizations to ensure accountability, transparency and sustainability.



Key Focal Points:

Quality v Quantity

Numbers are often perceived as important when reporting, but quality, for the Award, is of equal importance. Quality in this regard is defined in multiple parts:

1. improved completion rates for participants who have started their Award;
2. increased succession rates for moving from level of the Award to the next. Participants who join the Award of their own interest remain vested, resulting in higher rates of completion and succession moving through to the next levels of the programme ; and
3. participants joining the Award of their own accord, not because achieving the Award looks good on a resume or because they are coerced by parents or educators.

Partnerships & Expansion

Sub-Licencing & Quality Assurance

Sustainability & Growth



Programme Highlights:

1. Award Completion Rates Are Up By 26% From 2016
(66% Of All New Participants Achieved Their Award Within One Year)
2. Succession Rates Of Participants Are Up
(Moving From One Level Of The Award To The Next)
3. 9% Of Bermuda's Eligible Population Ages 15 – 24 Are Active In The Award
4. Bermuda's Gender Breakdown Of Participants Is 2/3 Female & 1/3 Male
5. Coordinated Silver Voyage On Spirit Of Bermuda & Gold Expedition To Zambia

Capacity & Capability



Operational Highlights:

1. Implemented Sub-Licensing Agreements With All (10) Award Units
2. Enhanced Training Opportunities For Participants & Volunteers
3. Established New Community Partnerships To Engage More Male Participants
4. Expanded Donor Relationships & Created Gold Award Participants Fund
5. Increased Fundraising Revenue By Nearly \$90,000
6. Decreased Deficit By 2/3 From \$30,000 To > \$10,000

Financials

FY 2017 – 2018

Year Ending 31 March

Professional Audit Services Provided By



Full Audit Report Available Upon Request

THE DUKE OF EDINBURGH'S AWARD IN BERMUDA

Statement of Financial Position

As at March 31, 2018

(Expressed in Bermuda dollars)

	<u>2018</u>	<u>2017</u>
Assets		
Current assets		
Cash	\$ 43,312	\$ 18,080
Accounts receivable	<u>—</u>	<u>14,000</u>
Total current assets	<u>\$ 43,312</u>	<u>\$ 32,080</u>
Liabilities and net assets		
Current liabilities		
Accounts payable and accrued liabilities (Note 9)	\$ 3,310	\$ 10,109
Deferred restricted contributions (Note 4)	<u>32,236</u>	<u>4,512</u>
Total current liabilities	35,546	14,621
Net assets		
Accumulated surplus	<u>7,766</u>	<u>17,459</u>
Total liabilities and net assets	<u>\$ 43,312</u>	<u>\$ 32,080</u>

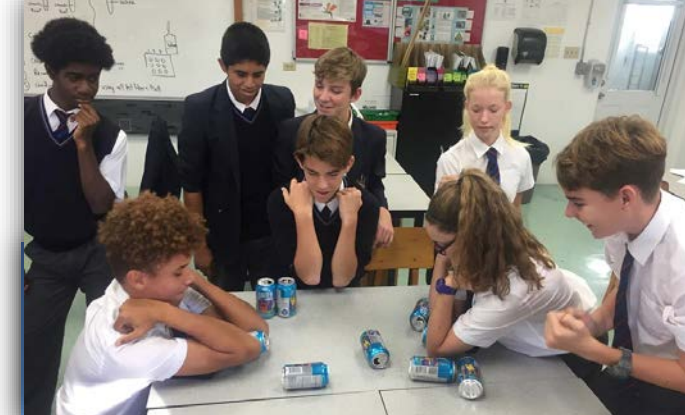
THE DUKE OF EDINBURGH'S AWARD IN BERMUDA

Statement of Income, Expenses and Accumulated Surplus

Year Ended March 31, 2018

(Expressed in Bermuda dollars)

	<u>2018</u>	<u>2017</u>
Income		
General fundraising income (Notes 3(c) and 4)	\$ 248,473	\$ 159,223
Donations in kind (Notes 3(c) and 5)	33,750	32,400
Golf tournament fundraising proceeds	27,995	32,555
Royal Gala income	20,950	111,525
Other income (Note 6)	<u>1,420</u>	<u>6,886</u>
Total income	<u>332,588</u>	<u>342,589</u>
Expenses		
Salaries and related costs	196,411	145,812
Expedition costs	45,550	20,455
Office expenses (Note 5)	31,807	30,964
Royal Gala expenses	18,191	113,279
Accounting and audit fees (Note 5)	17,783	17,408
Golf tournament expenses	16,286	20,910
Conference costs	7,284	375
Advertising	3,675	6,543
Miscellaneous	2,509	3,373
Bank charges	1,405	934
Fundraising costs	1,380	1,212
Bridge Award expenses (Note 4)	<u>—</u>	<u>11,671</u>
Total expenses	<u>342,281</u>	<u>372,936</u>
Deficit of revenues over expenses for the year	(9,693)	(30,347)
Accumulated surplus - beginning of year	<u>17,459</u>	<u>47,806</u>
Accumulated surplus - end of year	<u>\$ 7,766</u>	<u>\$ 17,459</u>



Outcomes



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2017 Targeted Outcomes	2017 – 2018 Results
<p>Programme Development and Expansion for the International Award (ages 14 – 25) to reach and serve a more diverse cross-section of young people, especially those deemed to be at-risk.</p>	<p>Goals in three key areas were reached/exceeded: to serve 575 active participants; increase completion rates; improve succession rates from Bronze to Silver and Silver to Gold levels.</p>
<p>Enhanced Delivery and Growth for the Bermuda Bridge Award (targeting 12 – 13 year old public middle school students).</p>	<p>Enrolment numbers for this school year’s programme from February – June, 2018, were a little lower than the 75 projected new entrants, but the overall programme impact was significant and our completion rates were high. One of the five public middle schools has not been able to resolve their staffing challenges. Their aim is to reintroduce the Bridge Award programme this year.</p>
<p>Non-Traditional Community Partnership Expansions to make the Award more available across the island and reach a more diverse cross-section of Bermuda’s youth (ages 12 – 25).</p>	<p>Partnerships with North Village Community Club and The Mirrors Programme have been launched for this school year. Both programmes are positioned to serve as activity providers for Award participants to help meet the requirements of achieving their Bridge; Bronze, Silver; and Gold Awards.</p>
<p>Note: Young Offenders Prisons Programme Is Currently Under Review</p>	<p>Discussions have commenced with the Deputy Premier and Minister of National Security. There is definite interest from Government. Staffing requirements and budget for programme delivery are being considered.</p>

Strategy & Statistics



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Strategic Objectives

Programme Development and Expansion: Make the programme available in traditional and non-traditional environments (home school, prisons, police, businesses). Increase collaborative efforts and mutually beneficial relationships with like-minded community partners and youth-serving organizations.

Enhanced Delivery and Growth for the Bermuda Bridge Award: Feeder programme into the Bronze level of the Award. Raise programme awareness through grass-roots activities. Deliver joint training sessions that are fun and interactive. Increase enrolment numbers. Increase programme completion rates. Increase percentage of participants progressing through more advanced levels of the programme.

Non-Traditional Community Partnership Expansion: Develop new partnerships to deliver the programmes and provide participant activities through/with alternative schools; home schools; youth sporting clubs.

2017 Statistics

575 (Active Participants – 2017 Bronze, Silver & Gold)

268 (New Entrants = 47% of Active Participants)

176 Awards Gained (66% Average Completion Rate)

58% Succession Rate (Continuing From Bronze To Silver)

46% Succession Rate (Continuing From Silver To Gold)

59 (Active Participants – 2017 Bridge Award - All New Entrants – 79% Of Goal)

51 Awards Gained (87% Average Completion Rate)

35 (Projected Number of North Village Community Club Players 2018)

35 (Projected Number of Dellwood Middle School Students 2018 Through The Mirrors Programme “8 Keys Of Excellence”)

Award Units (10)

Government Schools	2
Independent Schools	5
Community Organizations	2
Bermuda Police Cadets	1

Volunteers (50+)

Award Leaders, Assessors,
Council Members & Others

2017 Statistics & Comparisons

Completion (Female): 63% (↑ 24% from 2016)
International Average: 52% (Female Completion Rates)

Enrolment (Female): 63% (↓ 1% from 2016)
International Average: 51%

Completion (Male): 71% (↑ 28% from 2016)
International Average: 48% (Male Completion Rates)

Enrolment (Male): 37% (↑ 1% from 2016)
International Average: 49%

Combined Direct Entrant Rate (Silver): 42%
International Average: 54%

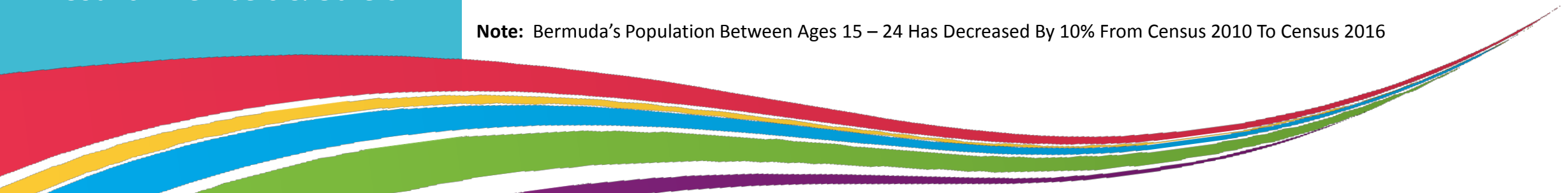
Combined Succession Rate (Bronze To Silver): 58%
International Average: 46%

Combined Direct Entrant Rate (Gold): 54%
International Average: 63%

Combined Succession Rate (Silver To Gold): 46%
International Average: 37%

Combined Total Active Participants: 575 (268 New Entrants In 2017)

Note: Bermuda's Population Between Ages 15 – 24 Has Decreased By 10% From Census 2010 To Census 2016





THE DUKE OF EDINBURGH'S INTERNATIONAL AWARD



BERMUDA

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