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Annual Report Fiscal Year 2014-15

Thank You To Our 2014 – 2015 Gold Level Donor Partners For Their
Generous Contributions To Help Ensure The Award Continues To Reach
And Serve A Diverse Cross-Section Of Young People In Bermuda...
...And Beyond!



Bank of Bermuda
FOUNDATION



Conyers Dill & Pearman

HSBC



PartnerRe



Overview

Revised Case Statement (2014)

The Duke of Edinburgh's International Award (DofE) Bermuda provides young people with opportunities to achieve their greatest potential. Participation improves personal skills, increases physical fitness, engages in community services and promotes individual and collective achievement. DofE 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 Aims 2014 – 2017

1. Programme Awareness & Understanding
2. Programme Development
3. Participation & Growth
4. Leadership & Advocacy
5. Excellence & Sustainability
6. Financial Control & Fiscal Responsibility

“There are very few experiences like DofE that allow an individual to fully develop, learn their limits, push them and try new things. By doing so, participants will be successful and grow as a person.”



Shane Antonition
Gold Award Holder



Courtney Browne
Gold Award Holder

“DofE helps you to grow and develop as an individual. It challenges you and forces you to balance all of the DofE components as well as your pursuits outside of the programme. Although it may seem impossible at times, the feeling of accomplishment once you have achieved your goals is invaluable.”

“Do what you love as you strive to meet the criteria of the Award and you will find success through the programme and in life. Hard work and tenacity always pay off.”



N'daviyah Williams
Gold Award Holder

Our impact measures

Impact 1

Improved educational attainment

Improving young people's attendance at school and college, their commitment to education and their achievement levels.

Impact 2

Improved employability and sustainable livelihoods

Improving young people's employment levels and ability to support themselves financially when they need to do so.

Impact 3

Improved health and well-being

Increasing young people's physical fitness, and their own sense of emotional and mental well-being.

Impact 4

Increased participation in civic life

Increasing young people's involvement in volunteering and community activities, and their participation in the social and political life of their community.

Impact 5

Social inclusion

Improving community integration, acceptance of individual differences, and increasing the access of all young people to development opportunities.

Impact 6

The environment

Increasing young people's awareness of environmental issues, and involvement in environmental and sustainability initiatives.

Impact 7

Gender equality and the empowerment of women

Bridging the gender gap and empowering marginalised young women, building their self-worth and enabling them to demonstrate their potential.

Impact 8

Reduction and prevention of violence, conflict resolution and peace-building

Reducing inter- and intra-group conflict and violence, and building dialogue and co-operation within communities.

Impact 9

Reduced reoffending (recidivism) rates

Reducing youth crime and contributing to the reduction of reoffending rates.

Solutions & Achievements

Challenges

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

1. Generating Revenue

- 1.1 Developed New Fundraising Strategy
- 1.2 Focus On Sustainable Donor Partnerships
- 1.3 Launched Community FUN-Raising Events

2. Improving Programme Quality

- 2.1 Revised Strategic Plan (2014 – 2017)
- 2.2 Updated Volunteer Vetting Procedures
- 2.3 Enhanced Training & Certification Process
- 2.4 Involvement With School Principals
- 2.5 Hiring Part-Time Programme Coordinator

3. Expanding Our Reach

- 3.1 Launching Bermuda Bridge Award Island-Wide (Middle Schools)
- 3.2 Developing New Award Units (Bermuda Police Cadets)
- 3.3 Collaboration With Like-Minded Community Partners

4. Increasing Completion Rates

- 4.1 Increasing Programme Supervision
- 4.2 Improving Awareness & Understanding
- 4.3 Expanding Participant Opportunities

5. Educating The Community

- 5.1 Revised PR & Marketing Strategy
- 5.2 National Award Presentations
- 5.3 Engaging In Special Community Events

2014 Statistics



BERMUDA

Volunteers (50+)

(Award Leaders, Assessors, Council Members & Others)

Award Units (10)

Government Schools	2
Independent Schools (5 Private + 1 Home School)	6
Open Award Centre	1
Religious Group	1
Other: The Bermuda Bridge Award Middle Schools Pilot Programme - 26 Participants - 73% Completion Rate - 19 Awards Gained - 74% Progression To Bronze	1

Active Participants (502)

Bronze Level	388
Silver Level	99
Gold Level	15
Total Active Participants	502
Female (60%)	301
Male (40%)	201

Awards Gained (75)

Bronze Awardees	58
Silver Awardees	17
Gold Awardees (recognized bi-annually)	0

***Note:** Additional volunteers are required to support programme development and expansion initiatives. The ideal DoFE participant to Award Leader volunteer ratio is 15:1. Delivery of the Award programme is presently operating at an average ratio of 30:1. Please get involved and help make a difference!

***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. Additionally, 2014 was the beginning transition from hard-copy record books to the Online Record Book, which caused some delays for participants recording and submitting the necessary information to complete their Awards during the calendar year. Also note that Gold Award recognition ceremonies are held bi-annually, with the previous ceremony being held in June, 2013, hence the zero recording for Gold Awardees in 2014.

Audited Financials

Fiscal Year Ending 31 March 2015

“DofE is always evolving to reach and serve a more diverse cross-section of young people across Bermuda. Operations and participation are managed and supported by one full-time National Director and one part-time Programme Coordinator. Delivery of the programme involves a dedicated group of more than fifty volunteers who give freely of their time to enhance the personal development of our young people and future leaders of Bermuda. We are grateful for our volunteers and thank our donor partners whose contributions provide for operating costs, training, development and expansion initiatives. Thank you to our private donors and community partners for their generous contributions that allow us to continue offering this transformational programme free of charge to all who wish to participate.”

Andrew Parsons
Council Chairman

THE DUKE OF EDINBURGH'S AWARD IN BERMUDA


Statement of Financial Position


As at March 31, 2015
(Expressed in Bermuda dollars)

	2015	2014
Assets		
Current assets		
Cash	\$ 141,835	\$ 183,056
Prepaid expenses	—	2,853
Current assets	141,835	185,909
Non-current assets		
Capital assets (Note 4)	—	2,025
Total assets	\$ 141,835	\$ 187,934
Liabilities, deferred contributions and net assets		
Current liabilities		
Accounts payable (Note 10)	\$ 6,412	\$ 2,505
Funds deferred for specific expenditure (Note 6)	81,287	41,287
	87,699	43,792
Net assets		
Accumulated surplus	54,136	144,142
	\$ 141,835	\$ 187,934

The accompanying notes are an integral part of these financial statements

Signed on behalf of the Award Council


Chairman
Andrew D. Parsons


Treasurer
Michael R. Newton

THE DUKE OF EDINBURGH'S AWARD IN BERMUDA

Statement of Income and Accumulated Surplus

Year Ended March 31, 2015
(Expressed in Bermuda dollars)

	2015	2014
Income		
General fundraising income	\$ 91,866	\$ 35,450
Donations in kind (Note 7)	33,000	25,600
Golf tournament fundraising proceeds	31,681	—
Deposit interest	15	—
Total income	156,562	61,050
Expenses		
National director's salary and related costs	131,119	93,851
Office expenses (Note 7)	38,204	26,138
Expedition costs	20,901	15,942
Golf tournament expenses	19,228	—
Accounting and audit fees (Note 7)	12,900	10,600
Advertising	12,717	5,978
Conference costs	5,938	12,049
Miscellaneous costs	2,904	400
Amortization	2,025	2,633
Bank charges	632	376
Total expenses	246,568	167,967
Deficit for the year	(90,006)	(106,917)
Accumulated surplus - beginning of year	144,142	142,951
Contribution from the Award Foundation (Note 5)	—	108,108
Accumulated surplus - end of year	\$ 54,136	\$ 144,142

The accompanying notes are an integral part of these financial statements

Thank You To Our Donors!

Gold Partners

(Annual Monetary Or In-Kind Donations Above \$15,000)



Bank of Bermuda FOUNDATION

Conyers Dill & Pearman

HSBC



PartnerRe

Silver Partners

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

KPMG

The Peter Cundill Foundation

Bronze Partners

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

Bacardi International

Butterfield & Vallis

Chevron International Ltd.

Clarien Bank

Edmund Gibbons Ltd.

Endurance Specialty Insurance Ltd.

Markel Corporation

RUBiS Energy Bermuda Ltd.

Zurich Bermuda

Friends Of The Award

(Annual Monetary Or In-Kind Donations Up To \$5,000)

ACT	Cablevision	Ren Re
ACE Ltd.	Correia Construction	Riddell's Bay Golf & Country Club
Arch	Deloitte	The Supermart on Front Street
Argus	Digicel Bermuda Ltd.	Waterfront Properties
Arthur C. & Annette H. Bolton	Dunkley & Pioneer Dairies	XL
Charitable Foundation	East End Group	Yo Cherry
Ascots	Freisenbruch-Meyer	
AXIS	Gaythorne Mark Gibbons	
BAC Group of Companies	Government of Bermuda	
BELCO	Hamilton Princess	
Bermuda Environmental Solutions Ltd.	Jardine Matheson International Services Ltd.	
Bermuda Police Service	John Barritt & Son Ltd.	
Bermuda Press Digital	Jovanna Douglas	
Bermuda Tees	Lindo's Group of Companies	
BF & M	Link Bermuda	
BEST Shipping	Marketplace	
Burrows & Lightbourne	Miles Market	
Butterfield Bank	North Village Community Club	
BUZZ Group	ORBIS Investment Management Ltd.	

Executive Listing

(As Of October, 2015)

Bermuda Award Foundation

Chairman: Lawrence Trimmingham
Trustee: Neil Henderson
Trustee: Kenneth Bartram
Trustee: Susan Monkman

Bermuda Award Council

Chairman: Andrew Parsons
Deputy Chair: Jovanna Douglas
Treasurer: Michael Newton
Member: Neil Henderson
(Chair, Legal & Finance)
Member: Brendan Millett
(Chair, Standards & Training)
Member: Amin Smith
(Chair, Communications)
Member: Ryan Eve
(Chair, Alumni & Friends)
Member: Lisa Brewster
(Interim Award Leader Representative)

Paid Staff

Full-Time: Traci Burgess
(National Director)
Part-Time: Lisa Brewster
(Programme Coordinator)

Moving Ahead

2016

International Award
“Diamond”
60th Anniversary

2017

Bermuda Award
“Gold”
50th Anniversary

2015 Current Initiatives & Works In Progress

- ✓ Performance Quality Improvement (PQI) Plan initiated to more closely monitor each Award Unit and provide assistance from the National Award Office to enhance delivery of the programme; and improve the benefits of participation for DofE’s key stakeholders (May, 2015 - ongoing)
- ✓ Partnership with Bermuda Police Service and Bermuda Police Cadets to offer the DofE Gold Award programme as a personal and professional development resource (June, 2015)
- ✓ Island-wide launch of the Bermuda Bridge Award programme being delivered within all five public middle schools (September, 2015)
- ✓ Volunteer recruitment and training (ongoing)

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 DoJE 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
2015 Gold Awardee**



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

**Lynnique Castle
2015 Gold Awardee**





THE DUKE OF EDINBURGH'S INTERNATIONAL AWARD



BERMUDA

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