



The Centre on Philanthropy



REPORT TO STAKEHOLDERS  
FINANCIAL YEAR 2012



## The Centre on Philanthropy

### Vision

WE BELIEVE IN A BERMUDA WHERE EFFECTIVE AND EFFICIENT CHARITIES AND NONPROFIT ORGANISATIONS COLLABORATE WITH THE PRIVATE SECTOR AND GOVERNMENT TO BUILD A MORE CARING AND GIVING BERMUDA

### Mission

LEAD THE BERMUDA COMMUNITY IN BUILDING AN EFFECTIVE, EFFICIENT AND SUSTAINABLE THIRD SECTOR BY: ADVANCING KNOWLEDGE SKILLS AND PERFORMANCE, FOSTERING EFFECTIVE PARTNERSHIPS, CREATING A UNIFIED VOICE FOR THE SECTOR, AND SUPPORTING AND INCREASING VOLUNTEERISM

### Values

INTEGRITY, AUTHENTIC COLLABORATION, TRANSPARENCY, LEADERSHIP, ACCOUNTABILITY, COMPASSION, EXCELLENCE, PERFORMANCE, OBJECTIVITY, COURAGE

### Roles

CLEARING HOUSE, BROKER, FACILITATOR, TRAINER/TOOL PROVIDER, VOICE FOR THE SECTOR, PROVIDER OF SAFE HARBOURS

# THOUGHTS FROM OUR STAKEHOLDERS



## Nonprofit Organisation

*“The Centre on Philanthropy has proven to be very efficient in what they do. They have been a great networking place for those new to the field and are also a hub when I am looking for items needed for our establishment, with Ms Shirlene always being able to point me in the right direction.”*

- Cherie Henderson  
Volunteer Coordinator, Sandys 360

## Workshop Participant

*“The Centre on Philanthropy is in tune with the issues and challenges facing Bermuda organisations and is prepared to offer appropriate workshops that can meet those challenges.”*

- Doreen Blee  
Anglican Church

## Individual Volunteer

*“Volunteering is my passion! I take the opportunity to give back to the community by helping out various organisations with their events. I love the idea of being able to log your hours through VOLUNTEER.bm because it keeps you organised and provides you with more opportunities to volunteer. Thank you The Centre on Philanthropy for your continued support throughout the island!”*

- Josette R. Matthew  
VOLUNTEER.bm user

## Corporate Donor

*“Canopus participated in our first Community Day in 2012 and The Centre matched us with a nonprofit that fit our focus of youth and families in need. Our employees enjoyed volunteering so much that we went back another day to finish the project. We’ve seen firsthand the value of getting our employees engaged in volunteering and are happy to support The Centre’s volunteer programmes.”*

- Canopus Underwriting Bermuda Limited

# CHAIRMAN'S REPORT

To say it has been a busy year at The Centre on Philanthropy is nothing new; in fact, "busy" is business as usual. This year has been no different with a number of in-depth and far reaching projects that will both shape and define The Centre for years to come. They include re-certification with the Bermuda National Standards Committee (BNSC), our first ever Family Community Day and the development of a new four-year Strategic Plan.

To tackle projects as diverse and all encompassing as these requires a committed and engaged Board of Directors. The Centre continues to support its Board through professional training and a commitment to best practices.

In January the whole Board participated in Michael Daigneault's workshop "Governance as Leadership". This two-hour session, part of a larger workshop series on Governance, looked at how Boards address management in both a fiduciary and strategic manner. Mr. Daigneault is a renowned Governance expert and his training left us all enlightened and invigorated.

As a best practice leader in Bermuda's Third Sector it is important that The Centre retains its BNSC status. The re-Certification process required our Board to review and revise its policies and procedures, a lengthy but ultimately critical process. I am pleased to note that we have subsequently been notified of our successful re-certification through January 2017. My congratulations and gratitude go out to everyone involved in this process.

This year we also embarked on a strategic analysis and consideration of The Centre's mission, role and significance to Bermuda's Third Sector. It has been an exhaustive process through which we've gained much clarity while also identifying areas where work still needs to be done. One thing made clear is that The Centre continues to play an important and appreciated role in the charitable sector. Over the coming months we will inform our stakeholders about the important changes we are making within our organisation. I need to thank the Board, our staff, our members and other stakeholders for providing invaluable feedback during this process. I truly look forward to the four years (and beyond) ahead of us. *(To learn more about the Strategic Plan see page10)*

Our inaugural Family Community Day, held on the last day of our fiscal year, was a fitting way to close the year out. In Bermuda family life is very busy, so to facilitate a day where families can volunteer together was particularly rewarding. I was pleasantly surprised by the turnout and overwhelmingly satisfied with the sense of engagement and accomplishment. I am told that we wrapped 30 food collection boxes, potted 275 mulberry cuttings, painted 10 waste barrels and made 25 cat toys. I look forward to seeing what we can do next year!

As is customary, there were a few changes on the Board last year. At our last AGM The Centre bid farewell to Andrew Beek. A Board Member since 2001, Andrew's contribution to The Centre cannot be overstated. His steady influence and expertise in IT will be missed, and we are deeply grateful for his voluntary service. Former US Counsel Grace Shelton also departed, moving to her next assignment. Grace was committed and enthusiastic and we thank her for her contributions. Matt Ambrose moved from the Board to the Advisory Council in FY12 and we appreciate his continued involvement.

The Board welcomed four new members in FY12; Lisa M. Lister Reed, Theresa Moore, Andrew Smith and Elaine Williams. They each bring different qualities to The Centre and ensure our strength in diverse and important areas.

Life for The Centre continues to evolve, as it has for twenty years. Earlier this year, Executive Director, Pam Barit Nolan, our passionate and steadfast leader since 2005, tendered her resignation. Pam and I have worked well together and I will miss her leadership abilities and incredible commitment to The Centre, Bermuda's nonprofits and our community in general. Pam plans a more personal and direct involvement in the Third Sector and we all wish her well.

As always I need to thank all of our members and supporters. It is their continued support and engagement that allows us to exist as an organisation. As our strategic plan unfolds I'm sure you will see that our dedication to Bermuda's Third Sector is unwavering, continually evolving and focused on making sure Bermuda's charities can continue to meet our community's greatest needs.



A handwritten signature in black ink that reads "B Madeiros". The signature is stylized and cursive.

**Brian Madeiros**  
Chairman

# EXECUTIVE DIRECTOR'S REPORT

It is with mixed emotions that I deliver to you, our members, my final executive director's report. After seven eventful, productive and rewarding years I will be stepping down at the end of December. I am heartened by what we've accomplished this year and sad that my tenure is drawing to a close.

What a privilege it has been to work with all of you to create the thriving organisation that The Centre on Philanthropy is today. This organisation exists to serve you – so stay active and encourage others to join so that The Centre continues to provide the support and services that you need most. I can guarantee you that I will be doing exactly that as I find new pathways to serve the Bermuda community.



My seven years of service to The Centre has been highlighted by a number of firsts. The Centre launched the first ever online volunteer matching service in 2006; held the first ever conference dedicated to the Third sector in 2007; encouraged the government to declare December 5th as National Volunteer Day in 2007; created facilitated community days in 2009 so that smaller companies could give back to the community together; created and re-launched The Centre's website, allowing you to sign up for workshops online and providing information on key sector resources such as the International Charitable Fund of Bermuda; created and facilitated events that allow participants to choose the charity they wish to give to (Walk-the-Walk, first held in 2009 and Give Back Games, first held in 2008); and the list goes on and makes me very proud.

During this past fiscal year The Centre has continued to roll out new programmes and services in response to your requests and requirements.

Our Training & Education programme launched the first Sporting Clubs Education Programme in partnership with the Bermuda Football Association. This initiative allowed three community sporting clubs to participate in an intensive nine-month best practices curriculum. The participants have all improved their club's governance and programme management. The Centre will be launching the next series, with five new clubs, in FY13. Training and Education also launched the first support programme for those nonprofits seeking certification from the Bermuda National Standards Committee.

Our Volunteer Programmes expanded this past year by launching Bermuda's first Skills-Based Volunteering programme. This past year the programme concentrated on gathering input from the community through focus groups and surveys. This feedback helped determine how to shape what is a US-based programme for Bermuda. We are looking forward to the pilot programme in FY13, which will help us to further refine the programme framework that will best serve Bermuda's nonprofits.

Given the amazing staff at The Centre and the wonderful feedback we receive from our members, I know that new and innovative programmes will continue to emerge to meet your needs. The Centre and its staff work diligently to ensure that any new programme is custom built and delivered to meet the needs of our members. So continue to give us feedback, ask questions and be confident that your ideas will be heard and that The Centre will work hard to help you help Bermuda.

None of these innovations would have been possible without dedicated and creative people. The Centre has been blessed with a history of attracting passionate people who want to serve Bermuda's Third Sector – whether they are a staff member or a volunteer they are all incredibly committed and ensure that The Centre has the skills required to deliver impactful programmes. I feel privileged to have led this group and thank each of them – whether currently involved or having been a part of the family in the past. Your work has helped me ensure that The Centre continues to be a valued partner to the Bermuda community.

A final thank you goes to our Board, our nonprofit, corporate and individual members and all other supporters. The emails, calls and visits I have received since announcing my resignation have been wonderful and appreciated – your support and friendship means so much to me. I look forward to working with you all, albeit in a different capacity, in the years to come.

A handwritten signature in black ink that reads "Pamela Barit Nolan". The signature is written in a cursive style.

**Pamela Barit Nolan**  
Executive Director

# TREASURER'S REPORT



The Centre on Philanthropy completed its annual plan within budget, retaining a surplus position moving into the new fiscal year. Following are the year's financial highlights.

**Membership** - Membership revenue is the mainstay supporting operations for The Centre's programmes and services. This year corporate, non-profit and individual levels were consistent with prior year.

**Sponsorship** - Corporate, individual and foundation level sponsorships were also consistent with prior year, excluding the impact of the Conference. The Centre relies on these generous donations for programme delivery in the areas of information, volunteerism, training & education and community engagement.

**Contributed services** - The Centre again benefited from the generosity of its professional service providers in accounting, audit and technology. Their valued contribution of time and talent is essential to balancing the budget.

**Grants** - The Centre received final installments from The Atlantic Philanthropies relating to a capacity-building grant and an administrative agreement. These funds contributed significantly to the annual plans of the past several years. The challenge ahead will be securing alternative funds to continue building on the success of this new capacity, and programmes, which the non-profit sector has come to expect from The Centre.

**Workshops** - With the addition of training facilities at Sterling House, workshops and attendance have tripled from prior year, as this is the first full fiscal in the new space. This source of revenue should be relatively consistent going forward, as the calendar is already filling up for the new fiscal year.

**Expenses** - The Centre is a service organisation. As such, staffing and office space represent a significant portion of the annual budget. A large percentage of these core expenses are directly related to programme delivery, versus administration. Excluding the impact of the Conference in prior year, expenses aligned closely with prior year.

Finally, I wish to thank Pamela Barit Nolan, for her daily support, and with whom I have again this year enjoyed a close, productive and rewarding relationship in my role as Treasurer. My thanks also go to the Board, the Finance & Investment and Audit Committees, and the extraordinary staff at The Centre.

A handwritten signature in cursive script, reading "Jane Edgett". The ink is dark and the signature is fluid and legible.

**Jane Edgett, CA**  
Treasurer

*The accompanying condensed financials provide a comparative overview of operations over the last five years. The audited financial statements are available in electronic format on The Centre's website or in hard copy at The Centre's offices.*

# THE CENTRE ON PHILANTHROPY

## Summary of Five Year Financial Information

|  | June 30, 2012  | June 30, 2011    | June 30, 2010  | June 30, 2009    | June 30, 2008  |
|--|----------------|------------------|----------------|------------------|----------------|
| Contributions  | 252,003        | 375,362          | 317,330        | 411,179          | 358,226        |
| Membership   | 325,400        | 328,275          | 339,650        | 386,620          | 185,184        |
| Other revenues   | 416,290        | 468,486          | 207,747        | 342,090          | 171,512        |
| <b>Revenues</b>  | <b>993,693</b> | <b>1,172,123</b> | <b>864,727</b> | <b>1,139,889</b> | <b>714,922</b> |
| Operations *   | 770,003        | 824,095          | 663,656        | 857,160          | 623,924        |
| Programmes   | 168,602        | 289,363          | 168,489        | 253,749          | 135,653        |
| <b>Expenses</b>  | <b>946,005</b> | <b>1,113,458</b> | <b>832,145</b> | <b>1,110,909</b> | <b>759,577</b> |
| Excess revenues (expenses)                                       | 47,688         | 58,665           | 32,582         | 28,980           | (44,655)       |
| Net assets, beginning  | 438,201        | 379,536          | 346,954        | 316,086          | 353,066        |
| Changes in accounting policy                                     | -              | -                | -              | -                | 8,946          |
| Unrealised gains (losses) on available-for-sale financial assets | -              | -                | -              | 1,888            | (1,271)        |
|  | <b>485,889</b> | <b>438,201</b>   | <b>379,536</b> | <b>346,954</b>   | <b>316,086</b> |
| Assets   | 1,425,690      | 3,084,393        | 1,107,635      | 754,188          | 810,425        |
| Liabilities  | 939,801        | 2,646,192        | 728,099        | 407,234          | 494,339        |
| <b>Net Assets</b>  | <b>485,889</b> | <b>438,201</b>   | <b>379,536</b> | <b>346,954</b>   | <b>316,086</b> |
| Comprised of:  |                |                  |                |                  |                |
| Restricted net assets  | 141,816        | 136,721          | 200,413        | 232,766          | 155,999        |
| Unrestricted net assets  | 344,073        | 301,480          | 179,123        | 114,188          | 160,087        |
|  | <b>485,889</b> | <b>438,201</b>   | <b>379,536</b> | <b>346,954</b>   | <b>316,086</b> |

\* Operations includes staffing costs affiliated with programmes

# HIGHLIGHTS FROM THE FINANCIAL YEAR 2012



## Manpower Survey

In order to assist Boards and Executive Directors with benchmarking paid positions, The Centre updated its 2007 Manpower Survey, collecting data from 50 nonprofit organisations. The survey covered areas such as workplace composition (number of full time, part time and volunteer employees), salary, benefits (including pension plans), vacation and leave policies, training and development, operational issues and company financial information. Additionally, detailed position compensation tables for 14 different job titles provided specific information on salaries, bonuses and number of employees. This survey permits leaders of nonprofit organisations to follow human resource best practices that advocate that all positions be benchmarked to industry standards periodically. As this data is not available from public sources.

## Sporting Clubs Education Programme

Understanding the important role sporting clubs play in our community, The Centre was pleased to partner with the Bermuda Football Association (BFA) to initiate the Sporting Clubs Education Programme (SCEP) in September 2011. This programme provides sporting clubs with specialised workshops and training in the areas of governance, fundraising, financial management and volunteer management. In June 2012, the Bermuda Athletic Association, North Village Community Club and Somerset Cricket Club successfully completed the pilot programme. A participant from North Village said of his experience in SCEP: "It has been a pleasure to attend every workshop and the information and education received will go a long way to move the Club forward in a positive direction."

## Family Community Day

On June 30, 2012, volunteering met family fun day at the Botanical Gardens for The Centre's inaugural Family Community Day. Volunteers were invited to sign-up through VOLUNTEER.bm for activities that ranged from making cat toys and painting waste barrels to reading stories and building food collection boxes. Participating organisations included; Gina Spence Productions in Christ, KBB, Bermuda Netball Association, Bermuda National Trust, The Eliza Dolittle Society, Masterworks Foundation, Youth Entrepreneurship Initiative and Matilda Smith Williams Seniors Residence. CKC Cares, provided live entertainment throughout the morning and Nikita Robinson from HOTT 107.5's The Ladies Room was MC for the event. She summed up her involvement by saying: "Family and volunteering are two of my passions. I'm just so excited to take part and I'm going to go ahead and declare it an annual event!"

## Sector Awareness & Communications

The **GIVING** newspaper supplement was relaunched in the Bermuda Sun. This quarterly publication highlights success stories and new initiatives in Bermuda's Third Sector. It is also used to build awareness for important Centre programmes and services.

**Facebook Photo Challenges** for both the Summer Intern Community Day and the Give Back Games saw The Centre's Facebook followers increase a whopping 500% to almost 1000 by year's end!

**The Centre's website** saw a number of improvements during the year, including a completely redesigned homepage and navigation system, and an improved user experience that allows member organisations to associate staff and key volunteers to their account.

## Skills-Based Volunteering

Skills-Based Volunteering (SBV) is a strategic type of volunteering that leverages expertise from companies to address specific needs of nonprofit organisations. The Centre engaged SBV consultants Common Impact to help initiate this programme and formed a steering committee consisting of both nonprofit and corporate stakeholders. A number of focus groups and interviews were conducted to ensure a broad base of feedback and input was received for the development of the programme. This process resulted in a programme overview, eligibility requirements, application forms and the framework for the pilot programme.



# OBJECTIVES FOR FINANCIAL YEAR 2013



- CREATE BERMUDA'S FIRST CORPORATE VOLUNTEER COUNCIL TO PROMOTE WORKPLACE VOLUNTEERISM BY ALLOWING LOCAL COMPANIES TO LEARN BEST PRACTICES, SHARE IDEAS AND FORM PARTNERSHIPS
- INITIATE PILOT PROGRAMME FOR SKILLS-BASED VOLUNTEERING BY PAIRING TWO COMPANIES WITH TWO NONPROFITS TO COMPLETE CAPACITY BUILDING PROJECTS AND USE THE PROCESS TO REFINE THE PROGRAMME FOR SECTOR-WIDE IMPLEMENTATION
- LAUNCH THE NONPROFIT EDUCATION LEADERSHIP FORUM (NELF) MENTORING PROGRAMME TO BUILD CAPACITY WITHIN THE NONPROFIT COMMUNITY THROUGH SHARED LEARNING EXPERIENCES, WHICH WILL ENHANCE THE COMPETENCIES AND SKILLS OF PARTICIPATING EXECUTIVE DIRECTORS
- LAUNCH THE IMPACT EDUCATION PROGRAMME AIMED AT PROVIDING A GROUP OF NONPROFITS WITH A TEN-MONTH TRAINING PROGRAMME THAT FOCUSES ON BEST PRACTICES AND THE BERMUDA NATIONAL STANDARDS OF EXCELLENCE
- HOLD THE FOURTH BIENNIAL THIRD SECTOR CONFERENCE IN FEBRUARY 2013 WITH 26 SESSIONS FOR 200 PARTICIPANTS AND 600 STUDENTS THROUGH SCHOOL ASSEMBLIES OUTREACH
- INCREASE PARTICIPATION IN GIVE BACK GAMES BY ONE CORPORATE AND ONE NONPROFIT, AND BETTER ENGAGE NONPROFITS IN THE EVENT PLANNING PROCESS
- MAXIMISE PUBLIC RELATIONS OPPORTUNITIES FOR IMPORTANT PROJECTS AND EVENTS THAT RAISE AWARENESS OF THE CENTRE'S CONTRIBUTIONS TO BERMUDA'S THIRD SECTOR AND IMPROVE THE PROFILE OF THE ORGANISATION IN THE COMMUNITY
- ENGAGE VOLUNTEER RESOURCES TO CONDUCT A VOLUNTEER.BM SCHOOL OUTREACH PROGRAMME THROUGH SPECIAL ASSEMBLIES AT THE ISLAND'S MIDDLE AND HIGH SCHOOLS

# OVERVIEW: STRATEGIC PLAN FY13-FY16

In 2012, with its most recent strategic plan nearing completion, The Centre's leadership decided to step back, reflect and ensure that the organisation's core principles, strategy and operating plans are in alignment with the current needs of the community.

Below is an overview of the results of this process. The purpose of this strategic plan is to provide a framework for The Centre to continue to improve upon the way it serves the needs of Bermuda's Third Sector. The plan clarifies the identity and role of The Centre, defines its strategic priorities, sets overall goals and provides a mechanism to continually review and adjust programmes and services.

## Centre Service Model

Instead of being a hub and 'integrator' for the Third Sector as a whole, The Centre will position itself as a service provider to nonprofits.

### Key elements of the service model are:

- Direct service to nonprofits
- Support services for volunteers and donors
- Engagement of the broader community in supporting nonprofits

## THE CENTRE ON PHILANTHROPY'S STRATEGIC PRIORITIES

### TRAINING & EDUCATION

To provide learning opportunities that help nonprofits, volunteers, donors and other Third Sector stakeholders to develop their knowledge and skills and create greater impact in our community.

### VOLUNTEERISM

To facilitate, promote and recognise volunteer opportunities and activities across Bermuda's Third Sector.



### ADVOCACY & COMMUNITY ENGAGEMENT

To raise community awareness of Third Sector issues, opportunities and accomplishments, deliver opinions and positions on sector issues, engage with government and bring stakeholders together for mutual benefit.

## Newly Established Guiding Principles

Given the information collected through the strategic planning process, the organisation reviewed its guiding principles and decided to modify them as follows:

### Values

Integrity, Excellence, Collaboration, Servant Leadership.

### Vision

The Centre on Philanthropy facilitates innovative, flexible and practical solutions that address the needs of Bermuda's Third Sector.

### Mission

To promote and advocate for an effective and sustainable Third Sector by providing training & education, fostering collaboration and supporting volunteerism.

## MEMBERSHIP

### Foundation Circle Members

*Members that have contributed over \$25,000 in grants, sponsorships, membership fees, and in-kind gifts during the 2012 fiscal year.*

The ACE Group  
The Atlantic Philanthropies (Bermuda) Limited  
Bank of Bermuda Foundation  
Catlin Insurance Company Limited  
Mr. and Mrs. Brian Duperreault  
Endurance Specialty Holdings Ltd.  
KPMG  
RenaissanceRe  
XL Foundation

### Decade of Partnership

*The Decade of Partnership award recognises nonprofits that have been consistent members of The Centre on Philanthropy over the past ten years.*

Adult Education School  
Age Concern (Bermuda)  
Bermuda Audubon Society  
Bermuda Autism Support & Education Society  
Bermuda Branch of the British Red Cross  
Bermuda Cricket Board of Control  
Bermuda Festival Purpose Trust  
Bermuda Fine Art Trust  
The Bermuda Foundation for Insurance Studies  
Bermuda Girl Guide Association  
Bermuda High School for Girls Charitable Trust  
Bermuda Hospitals Charitable Trust  
Bermuda Institute of Ocean Sciences  
Bermuda Insurance Institute  
Bermuda International Film Festival Purpose Trust  
Bermuda Karate Organization  
Bermuda School of Music  
Bermuda Sloop Foundation  
Bermuda Underwater Exploration Institute  
Bermuda Zoological Society  
Big Brothers Big Sisters of Bermuda  
CARE Computer Services Scholarship Fund  
Family Centre  
Friends of the Bermuda National Library  
The ISIS Foundation  
Montessori Education Trust  
Open Airways  
Order of St. John (Bermuda) Ambulance Brigade  
PALS  
PRIDE Bermuda  
The Reading Clinic  
The Salvation Army  
The St. George's Foundation  
St. George's Historical Society  
Word of Life  
World Vision

## Nonprofit Members

*Nonprofit members are grouped by the size of their financial budgets.*

### Budget < \$250,000

A Lott of Sista Love (Bermuda Chapter)  
Action on Alzheimers & Dementia  
Alpha Phi Alpha Fraternity Inc. (USA) Epsilon Theta Lambda Chapter  
Alzheimer's Family Support Group (Bermuda)  
American Society of Bermuda  
Amnesty International Bermuda  
Bermuda African Dance Foundation  
Bermuda Amateur Swimming Association  
Bermuda Arts Centre at Dockyard  
Bermuda Asthma and Allergy Support Group  
Bermuda Athletic Association  
Bermuda Audubon Society  
Bermuda Autism Support & Education Society  
Bermuda Botanical Society  
The Bermuda Cultural Map  
Bermuda Debate Society  
Bermuda Education Network  
Bermuda End-to-End  
Bermuda Environmental Sustainability Task Force  
Bermuda Girl Guide Association  
Bermuda Gymnastics Association  
Bermuda Heart Foundation  
Bermuda Hospitals Charitable Trust  
Bermuda International Film Festival Purpose Trust  
Bermuda Island Games Association  
Bermuda Islands Association of the Deaf  
Bermuda Karate Organization  
Bermuda Marathon Derby Sporting Enterprise  
Bermuda Mental Health Foundation  
Bermuda National Association of Social Workers  
Bermuda Netball Association  
Bermuda Nurses Association  
Bermuda Occupational Therapy Association  
Bermuda Optimist Dinghy Association  
Bermuda Overseas Missions  
Bermuda Paralympic Association  
The Bermuda Physiotherapy Association  
The Bermuda Reading Association  
Bermuda Sailors' Home  
Bermuda Senior Islanders' Centre  
Bermuda Society for the Blind  
Bermuda Society of Arts  
Bermuda Volleyball Association  
Black Alliance  
Brotherhood and Sisterhood of Bermuda  
BSMART Development Foundation  
C.A.R.E. Learning Centre  
CADA  
Caron Bermuda  
Cedarbridge Academy PTSA  
Centre for Justice  
Children of Hope  
Citizens Uprooting Racism in Bermuda  
CKC Cares  
Committee of 25 for Handicapped Children

Construction Association of Bermuda Scholarship Fund  
 Continental Society of Bermuda  
 Cornerstone Foundation  
 Da'Meko Allan Foundation  
 De Boys' Day Out Club  
 Dolphin Swim Team of Bermuda  
 The Duke of Edinburgh's Award in Bermuda  
 Elliot Primary PTA  
 Employee Assistance Programme of Bermuda  
 Fair Havens Christian Care Association  
 Feed My Lambs Ministry  
 Focus Counselling Services  
 Foster Parents Association  
 The Friends of Hope Academy  
 Friends of Lefroy House Association  
 Friends of the Bermuda National Library  
 Gina Spence Productions in Christ  
 Greenrock  
 Groundswell  
 Haiti Village Health  
 Heydon Trust  
 Hospitals Auxiliary of Bermuda  
 The Human Rights Commission  
 International Charitable Fund of Bermuda, Inc.  
 It Takes A Village Support Group  
 Kaleidoscope Arts Foundation  
 Keep Bermuda Beautiful  
 Knowledge Quest  
 Learning Disabilities Association of Bermuda  
 The Lorraine Rest Home Amenities Committee  
 Lupus Association of Bermuda  
 Machsom - A Bermudian Produced AFI Film  
 Makeda Trust  
 MELANGE  
 Mirrors Alumni and Friends Association  
 Mount St. Agnes Foundation  
 Multiple Sclerosis Society of Bermuda  
 New Beginnings Education Trust  
 North Village Community Club  
 Ocean Support Foundation  
 Orange Valley Centre  
 The Paget Lions Club of Bermuda  
 Passports to College of Bermuda  
 Pembroke Hamilton Club Foundation  
 Phenomenal People  
 Pizza House Maranatha Motor Cycle Race Team  
 Prison Fellowship Bermuda  
 Project 100  
 Sail Training Association of Bermuda  
 Saving Children and Revealing Secrets  
 The Seniors' Learning Centre  
 Sharks Swim Club  
 Soccer & Friends Ltd.  
 Society for Accessible Travel and Hospitality Bermuda  
 Chapter  
 Somerset Cricket Club  
 Specialized Youth Arts Charity  
 The St. David's Island Historical Society  
 St. George's Cricket Club  
 St. George's Historical Society  
 St. Peter's Church

St. Vincent de Paul Society  
 The Storehouse Charitable Trust  
 Talent Explosion  
 Team Tuned Motorcycle Racing  
 The Counseling Centre Ltd.  
 Troika  
 United World Colleges Bermuda National Committee  
 Up With People Bermuda Alumni  
 Va Va Entertainment Ltd.  
 Waterstart Limited  
 Women of Vision Empowering a Nation  
 Word of Life  
 World Vision  
 Young Life Bermuda  
 Young Men's Social Club Football Redevelopment  
 Program  
 Youth Entrepreneurship Initiative of Bermuda  
 Youth on the Move Bermuda Limited

**Budget > \$250,000**

ABC Football School  
 Adult Education School  
 Aerie Foundation  
 Age Concern (Bermuda)  
 Bermuda Annual Conference of the African Methodist  
 Bermuda Branch of the British Red Cross  
 Bermuda Cancer and Health Centre  
 Bermuda Craft Market Ltd.  
 Bermuda Cricket Board of Control  
 Bermuda Diabetes Association  
 Bermuda Feline Assistance Bureau  
 Bermuda Festival Purpose Trust  
 Bermuda Football Association  
 The Bermuda Foundation for Insurance Studies  
 Bermuda Health Council  
 Bermuda High School for Girls Charitable Trust  
 The Bermuda Housing Trust  
 Bermuda Institute of Ocean Sciences  
 Bermuda Insurance Institute  
 Bermuda National Gallery  
 Bermuda National Trust  
 Bermuda Philharmonic Society  
 Bermuda School of Music  
 Bermuda Sloop Foundation  
 Bermuda Society for the Prevention of Cruelty to  
 Animals  
 Bermuda Sport Anti Doping Authority  
 Bermuda Track and Field Association  
 Bermuda Underwater Exploration Institute  
 Bermuda Zoological Society  
 Bermuda's Brazilian Football School  
 Big Brothers Big Sisters of Bermuda  
 Calvary Gospel Chapel  
 Centre Against Abuse  
 The Centre Limited  
 The Chewstick Foundation  
 Christ Church Warwick  
 The Coalition for the Protection of Children  
 CTY Bermuda  
 The Eliza DoLittle Society  
 Family Centre

Friends of Hospice  
 Habitat for Humanity of Bermuda  
 Impact Mentoring Academy  
 The ISIS Foundation  
 The Lady Cubitt Compassionate Association  
 Masterworks Foundation  
 Matilda Smith Williams Senior Residence  
 Meals on Wheels Bermuda  
 The Menuhin Foundation  
 The Mirrors Programme  
 Montessori Education Trust  
 National Dance Foundation of Bermuda  
 National Museum of Bermuda  
 Open Airways  
 Order of St. John (Bermuda) Ambulance Brigade  
 Packwood Home  
 PALS  
 PRIDE Bermuda  
 Raleigh International Bermuda  
 The Reading Clinic  
 Saltus Grammar School & The Saltus Association  
 The Salvation Army  
 Sandys 360 Foundation  
 Seventh Day Adventist Church of Bermuda  
 The St. George's Foundation  
 Summerhaven Trust  
 The Sunshine League  
 Teen Services/Teen Haven  
 Tomorrow's Voices - Bermuda Autism Early Intervention Centre  
 Warwick Academy Foundation  
 Westmeath Rest & Nursing Care Home  
 WindReach Bermuda  
 Women's Resource Centre of Bermuda  
 YouthNet - School based Mentoring Programme

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*Corporate and Individual Members are grouped by membership category.*

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Hazel Kim - Development and Engagement Manager  
Peter Backeberg - Communications Manager  
Shirlene White - Office Manager and Executive Asst.  
Lorna McGowan - Programme Coordinator  
Jennifer Pitcher - Volunteer Programme Coordinator

## Volunteers\*

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| Alice Astwood-Smith      | Nathan Rego            |
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| Adam Birch               | Shaehlay Saltus        |
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| Chelsea Burgess          | Kyasia Scott Fishenden |
| Betty Butterfield        | Lois Simmons           |
| Satiqua Butterfield-Wade | Cammie Simmons         |
| Heather Chilvers         | Rael Simmons           |
| Michelle Clamens         | Andrew Smalling        |
| Davin Clarke             | Jahcoa Smith           |
| Stephanie Cracknell      | Tracia Smith           |
| Brian Davis              | Romiko Smith           |
| John Dragonetti          | Cheri Smith            |
| Carol Dunne              | Chloe Smith            |
| Robert Dunne             | Connor Smith           |
| Deborah Easton           | Catherine Smith        |
| Devine Easton            | Eva-Jean Smith         |
| Annette Fitzmaurice      | Alex Styche            |
| Graydon Flatt            | Zachary Suazo          |
| Emi Froud                | Sherry Tavares         |
| Yana Furbert             | Debbie Taylor          |
| Zahra Gibbons            | Dante Taylor           |
| Sakhele Gibbons          | Barbara Thomas         |
| Khiatana Gibbons         | Tejah Trott            |
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*\*Note that all Board, staff and Advisory Council members also volunteered time to The Centre this year.*



## The Centre on Philanthropy

Sterling House, Ground Floor

16 Wesley Street

Hamilton, HM 11

Bermuda

Additional Contact Information:

P.O. Box HM 3217

Hamilton, HM NX

Bermuda

tel: 441 236-7706

fax: 441 236-7693

email: [info@centreonphilanthropy.org](mailto:info@centreonphilanthropy.org)

web: [www.centreonphilanthropy.org](http://www.centreonphilanthropy.org)

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