



# The Centre on Philanthropy

**Report to Stakeholders  
2007**



## 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

"There is no question that the reach of The Centre has been extended so much further and there is so much more support and awareness of all that you do filling your days (and nights) while working hard for this community."

"I have felt compelled to write a formal note of my sincere appreciation for the Volunteer Management workshop that The Centre on Philanthropy held yesterday. The workshop was indeed first class! The information that was shared was applicable to all of the charities present and I feel that everyone departed with an added vigour to continue to strive to make Bermuda's volunteer community one of impeccable organisational quality."

"Keep up the good work. We appreciate all the efforts you make."

"The Centre does an excellent job and must be of considerable benefit to charities, especially small ones"

## Chairman's Report

I am pleased to provide the Chairman's report for the year ended June 30, 2007. Time has flown by and The Centre on Philanthropy is indeed a different organisation today than when I wrote to you last year. Your feedback suggests that The Centre is delivering valuable programmes and services. There is still much to be done and we appreciate your guidance and support as we continue to develop our organisation.

The year was highlighted by a number of firsts - the launch of the first fully interactive online volunteer matching service - the Bermuda Volunteer Centre, the first ever third sector conference - Giving in Partnership, the publication of the results of the first manpower survey of the third sector and the first giving survey of the community.

Organisationally, our plan to move to a membership-driven organisation is on track. Membership more than doubled during the period and the development of membership forums progressed as expected. The Nonprofit Forum, known as the Nonprofit Executive Leadership Forum (NELF) kicked off in January and in February, the Donor Forum voted unanimously to merge with The Centre. This fall, under the guidance of our Board member, Pastor Gary Simons, we plan to begin the process of formalising the Faith-based Forum.

Board committees spent time focused on governance and communications, and ensuring that The Centre's financial position was secure. All of these areas require continuous quality improvement and the Chairs of the respective committees have many projects planned for the coming year.

The Board bid farewell to Garry Madeiros during the year. We thank Garry for his service to The Centre and as the Chair of the Audit Committee. We also accepted the resignation of long-time board member, Frank Mutch. Frank was instrumental in many areas of The Centre's development, providing his sage legal advice at every turn. Frank has agreed to stay involved with The Centre by joining our Advisory Board and we look forward to his continued advice as part of this important committee.

The Chair of the Audit Committee has been taken up by new board member, Alan Richardson, CA, JP. Alan is the CEO of Logic and the Chair of the Bermuda Monetary Authority. The Board also welcomed Dawn Griffiths, a partner at Conyers, Dill & Pearman. Dawn accepted the position of Corporate Secretary. Graham Pewter, President & CEO of Catlin Insurance Company, Ltd. also joined the Board late in the year. Subsequent to year-end, Graham agreed to take on the Chair of the Development Committee; a role held in prior years by Peter Durhager. Peter remains on the committee and the Board. We are grateful to Peter for the important role he played in achieving our funding goals in the 06/07 year. Finally, the Board welcomed Gladwyn Simmons, a partner in the Emperial Group. Glad's work and connections in the local community will bring invaluable perspective to our organisation.

We are incredibly thankful to all of The Centre's supporters over the last year - charities, corporations, foundations, and individuals. Your giving was instrumental in delivering many valued services to the sector during the year. We will strive to exceed your expectations in the year to come and hope that you will continue your support through membership at The Centre.

Thank you to all our Board members who gave their time over the last year. Thanks also to the dedicated staff and volunteers that worked to ensure that The Centre's door is always open to help, listen, advise, and support.



**Brian Duperreault**  
Chairman

## Executive Director's Report

Fiscal year 2007 saw The Centre continue to closely follow the recommendations laid out in the strategic plan executed and delivered by Maio & Co in 2005. In addition, our business plan, developed with stakeholder input and approved by the Board in the fourth quarter of fiscal year 2006, provided the road map for programmes and services. Importantly, we met every objective listed in our 2006 annual report!

The Centre was honoured to receive two awards during the year - TechWeek recognised us for the best local web site ([www.centreonphilanthropy.org](http://www.centreonphilanthropy.org)) and Bermuda End-to-End awarded us their 2007 Team Spirit award as every staff member of The Centre was involved with their event in some way!

As noted in the Chairman's report, Centre staff (three full-time and two part-time employees) delivered a wide array of programmes and services - many for the first time. Feedback collected has been positive. In addition to programme evaluations, we surveyed all nonprofits in January, held a focus group with Donors, and held a Board brainstorming session in March. All of this data has been incorporated into our plan for fiscal year 2008. Performance improvement that responds to stakeholder requirements is critical to sustaining our organisation.

While balancing the delivery of promised services with the constant evaluation of programmes and planning for the future, I have enjoyed getting to know many of our stakeholders personally. Helping nonprofits find new board members, speaking with people about their hopes and visions for their organisations, listening to donors articulate their wishes for the community, and watching volunteers proudly represent organisations at various events have been rewarding and satisfying experiences during the year. The launching of the Nonprofits Benefits Alliance was a pivotal event during the latter part of the year - bringing together nonprofits and saving thousands of dollars on benefit and insurance costs with the assistance and guidance of Colonial Insurance. But perhaps one of the best moments was watching six young children articulate their visions of giving while preparing the video presentation for our conference opening dinner.

We have established a challenging list of goals and objectives for fiscal year 2008. Each one aligns with at least one of the four pillars of our mission statement and continues to move us toward our vision of a more effective and efficient third sector for Bermuda. Highlights include: Giving Starts Here, a programme focused on the young members of our community, and Third Sector Careers that aims to educate the community about opportunities to give and work in the third sector. Our focus on increasing and supporting volunteerism in Bermuda will be demonstrated by two workshops focused on volunteer management and our continued support and roll-out of the Bermuda Volunteer Centre. Through forum meetings and individual introductions we will continue our work of fostering effective partnerships. Sector-related advocacy will focus on ensuring fair and effective regulation of the sector and modernising the Charities Act. A full listing of the programmes and services planned for fiscal year '08 is available on our web site and at The Centre's offices.

I would like to thank all those who supported The Centre through the last eighteen months. It has been one of the most challenging but rewarding times for me. The Board has been incredibly supportive and the ideas bubbling up from all of our staff members continue to amaze and humble me. Thank you all and we look forward to seeing you often in the community!



**Pamela Barit Nolan**  
Executive Director

## **FY 2007 Programme Highlights**

### **Workshops**

- Ready, Set, Go
- Introduction to Volunteer Management with Volunteer<sup>2</sup>
- Bermuda National Standards Committee - an introduction to Certification
- The Board Building Cycle - Board Source
- Governance as Leadership - Board Source
- Ethical Practices in Nonprofits
- Continuous Performance Improvement
- Recruiting Volunteers with the Bermuda Volunteer Centre
- Bermuda Volunteer Centre's - Impact Account training

### **Audio Conferences**

- Strategic Planning to Lower Fundraising Costs and Boost Revenues
- The Development Plan - The Foundation of Success
- How to Write Donor-Centric Communications and Raise Lots More Money
- Involving Your Board in Fundraising, Even When They Aren't Perfect

### **Member Forums**

- Nonprofit Executive Leadership Forum
- Donor Forum

### **Events**

- Celebrating Bermuda's Volunteers
- Giving in Partnership - Bermuda's first third sector conference
- Town Hall meeting 2007

### **Projects and Publications**

- Business Plan 2007 - 2010
- Giving Newsletter
- Ready, Set, Go-2nd edition
- Web site-version 2.0
- Nonprofit Directory-online version 2.0
- Donor Directory-online version 1.0
- Bermuda Volunteer Centre
- Donor Best Practices Guide-online version 1.0
- Giving Survey 2007
- Third Sector Manpower Survey 2007
- Corporate, Nonprofit, Community E-bulletins
- The Giving Song
- Nonprofits Benefits Alliance

## Objectives for FY 2008

- Increase total membership by 25%
- Increase the number of registered users of the Bermuda Volunteer Centre to 350
- Formalize Faith-based Forum
- Publish four Giving inserts in the Royal Gazette
- Publish monthly e-bulletins to corporate donors, nonprofits, and individuals
- Launch Giving Starts Here
- Launch Third Sector Careers
- Expand Giving awareness campaign
- Publish Nonprofit Profile Booklet
- Celebrate National Volunteer Day on December 5th
- Publish a Volunteer Tip Sheet
- Publish the Corporate Donor Best Practices Guide-version 2.0
- Publish Nonprofit Volunteer Management Guide
- Launch Donor education programme
- Launch version 3.0 of Centre web site
- Continue to provide "best practice" workshops for nonprofits

## Non-Profit Members

Adelev Entertainment Awards  
Adult Education School  
Aerie Foundation  
Age Concern Bermuda  
American Society of Bermuda  
Amnesty International, Bermuda  
Association of Canadians in Bermuda  
Bermuda Amateur Swimming Association  
Bermuda Arts Centre at Dockyard  
Bermuda Asthma and Allergy Support Group  
Bermuda Audubon Society  
Bermuda Autism Support & Education Society  
Bermuda Boat Parade  
Bermuda Branch of the British Red Cross  
Bermuda Cancer and Health Centre  
Bermuda Council for Drug Free Sport  
Bermuda Cricket Board of Control  
Bermuda Debate Society  
Bermuda Diabetes Association  
Bermuda End To End  
Bermuda Equestrian Federation  
Bermuda Festival Purpose Trust  
Bermuda Fine Art Trust  
Bermuda Heart Foundation  
Bermuda High School for Girls Charitable Trust  
Bermuda Hospitals Charitable Trust  
Bermuda Housing Trust  
Bermuda Institute  
Bermuda Institute for Ocean Sciences  
Bermuda Insurance Institute  
Bermuda International Film Festival Purpose Trust  
Bermuda Island Games Association  
Bermuda Junior Service League  
Bermuda Karate Association  
Bermuda Maritime Museum Association  
Bermuda National Trust  
Bermuda Paralympic Association  
Bermuda Police Benevolent Fund  
Bermuda Riding for the Disabled  
Bermuda Rowing Association  
Bermuda S.P.C.A.  
Bermuda School of Music  
Bermuda Senior Islander's Club  
Bermuda Sloop Foundation  
Bermuda Society for the Arts  
Bermuda Spirit 1230 Radio Station

Bermuda Technology Education Collaborative  
Bermuda Track and Field Association  
Bermuda Triathlon Association  
Bermuda Underwater Exploration Institute  
Bermuda Zoological Society  
Bermudian Heritage Association  
Big Brothers & Big Sisters of Bermuda  
Black Alliance  
Byte Class of Bermuda  
C.A.R.E. Computer Services Scholarship Fund  
Centre for Alcohol & Drug Abuse Prevention  
Chain Reaction Bermuda  
Charles Bascome Music Scholarship  
Coalition for the Protection of Children  
Committee of 25 for Handicapped Children  
Concepts in Motion  
Continental Society of Bermuda  
Cornerstone Foundation  
Dolphin Swim Team of Bermuda  
Eliza Dolittle Society  
Fair Havens Christian Care Association  
Family Centre  
Focus Counselling Services  
Freemasons Fund for Bermuda  
Friends of Hospice  
Friends of the Bermuda National Library  
Friends of the College Library  
Global Archive Foundation  
Global Arts Foundation  
Greenrock Project  
Habitat for Humanity of Bermuda  
Hamilton Lions Club  
Hamilton Parish-PACT  
Investment Bermuda  
Isis Foundation  
Just Between Us - Breast Cancer Support Group  
Kaleidoscope Arts Foundation  
Keep Bermuda Beautiful  
Kidfest Foundation  
Knowledge Quest  
Learning Express Academy PTA  
Lions & Lioness Clubs of Bermuda  
Masterworks Foundation  
Montessori Educational Trust  
Multiple Sclerosis Society of Bermuda

National Dance Foundation of Bermuda  
Open Airways  
Ostomy Association of Bermuda  
Outward Bound  
P.A.L.S.  
PRIDE Bermuda  
Packwood Home  
Paget Lions Club of Bermuda  
Pettit Grants  
Phenomenal Women Inc Bermuda  
Port Royal School PTA  
Project Action  
Raleigh International Bermuda  
Reading Clinic  
Sail Training Association of Bermuda  
Sandy's Secondary Middle School  
Sandys Secondary School Foundation  
Save Open Space  
Sequoia Learning Foundation  
Somerset Primary School PTA  
Specialized Youth Arts  
St. George's Foundation  
St. John Ambulance Brigade  
Sunshine League Children's Home  
The Salvation Army  
Teen Haven  
Westmeath Trust  
Whitney Institute School Association  
Willing Workers of Bermuda  
Windreach Recreational Village  
Women's Resource Centre of Bermuda  
Word of Life  
World Vision  
YouthNet

## Corporate Members

Bermuda Telephone Co Ltd  
Butterfield & Vallis  
Conyers Dill & Pearman  
Fidelity International Limited  
Flagstone Reinsurance Limited  
Kairos Philanthropy  
Montpelier Re Foundation  
Stewart Mott Charitable Trust

## Individual Members

Doreen Blee  
Marilyn Steede  
Cummings Zuill

## Volunteers

Jessica Araujo  
Christopher Alexander  
Gavin Arton  
Jeanann Bassett  
Carrolldon Benjamin  
Chelsea Binns  
Tina Booth  
Gaynor Buesser  
Karen Cabral  
Sarah Chapman  
Marlene Christopher  
Sonya Clarke  
Sharise Clarke  
Sarah Cook  
Alexandra Crampton  
Brian Davis  
Wendy Davis Johnson  
Candice DeSilva  
Kristin Dill  
Phaedra Dill  
Dueane Dill  
Kathie Gosling  
Katherine Gosling  
Sharilyn Hale  
Selina Harley  
Cheryl Harney  
Beth Harrington  
Helen Honess  
Randall Krebs  
Ellissa Lambert  
Ellsworth Lambert  
The Levrock Family  
Kate Logan  
Garry Madeiros  
Michael McAuley  
Elwood Mouchette  
Judith McKinna  
Gil Nolan  
Sarah Outerbridge  
Jennifer Osmond  
Alan Pailing  
Alexandra Porter  
Cece Powell  
Janine Ratteray  
Asia Ming Raynor  
Gary Raynor  
Wanda Richardson  
Davin Riley  
Idris Sharrieff  
Sanche' Simmons  
Kevin Simmons  
Frances Smith  
Howard Smith  
Aesop Smith  
Nancy Smythe  
Linda Sugrue  
Justin Tucker

Tine' Tucker  
Nitra Tucker  
Pele Williams  
Zarai White  
Linnell Williams  
Cris Wineinger  
Robert Wohlstrom

## Donors

### Individual Donors

Brian Duperreault  
Garry Madeiros  
Aideen Ratteray Pryse  
Ralph Richardson  
Pastor Gary Simons  
Laura Taylor  
Cummings Zuill

### Corporate/Foundation:

ACE Foundation  
AXIS Specialty Limited  
Bank of Bermuda Foundation  
Bermuda Electric Light Company  
Butterfield Bank  
Catlin Insurance Company, Ltd.  
Capital G  
Conyers, Dill & Pearman  
FIL Foundation  
Max Capital Group  
Nephila Capital Ltd.  
Oil  
Partner Reinsurance Co. Ltd.  
Patrick & Beryl Campbell Charitable  
Trust  
Renaissance Reinsurance Ltd.  
XL Foundation

## Programme Sponsors

### Manpower Survey

2 anonymous individuals  
ACE Limited

### Giving Insert

The Donor Forum

### Giving Survey

The Donor Forum

### Giving in Partnership

Butterfield Bank  
XL Foundation  
Bank of Bermuda Foundation

Argus Group  
ACE Limited  
Colonial  
Ernst & Young  
Max Capital Group  
Oil  
PartnerRe  
Conyers, Dill & Pearman

### Bermuda Volunteer Centre

Renaissance Reinsurance Ltd.  
Bank of Bermuda  
Flagstone Re  
Catlin Insurance Company Ltd.

### Youth Philanthropist of the Year Scholarship

Cornerstone Foundation  
Bank of Bermuda Foundation  
XL Foundation  
The Centre on Philanthropy

## Gifts in Kind

ACE Limited  
AF Smith  
Appleby  
Argus Group  
Bacardi International Ltd  
Bank of Bermuda  
Bermuda Sun  
BUEI  
Colonial  
Computer City  
Emperial Group  
Fairmont Hamilton Princess  
Island Press  
Kaleidoscope Media  
KPMG  
Logic  
Maven Concepts  
Northrock Communications  
PricewaterhouseCoopers  
Recon Limited  
Renaissance Reinsurance Ltd.  
Royal Gazette Limited  
Wineinger & Associates  
XL Capital Ltd

## **Board of Directors**

BRIAN DUPERRAULT - CHAIRMAN  
BRIAN MADEIROS - VICE CHAIRMAN  
DAWN GRIFFITHS - SECRETARY  
CURTIS DICKINSON - TREASURER  
ANDREW BEEK  
JUDITH BURGESS  
PETER DURHAGER  
GORDON JOHNSON  
BISHOP VERNON LAMBE  
DAVID LANG  
CLARE MELLO  
GRAHAM PEWTER  
AIDEEN RATTERAY PRYSE  
ALAN RICHARDSON  
RALPH RICHARDSON  
GLADWYN SIMMONS  
IVA TAYLOR  
LAURA TAYLOR  
PASTOR GARY SIMONS  
CUMMINGS ZUILL

## **Advisory Board**

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GREGORY SLAYTON  
NANCY SMYTHE  
DOUG TIEMAN  
SONIA WHAYMAN

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PAMELA BARIT NOLAN - EXECUTIVE DIRECTOR  
DEBORAH LAMBERT - OFFICE MANAGER  
KRISTIN WHITE - COMMUNICATIONS & RESEARCH COORDINATOR  
DANIELLE RIVIERE - PROGRAMME MANAGER  
LINDELL WILLIAMS - PROGRAMME COORDINATOR

## **Consultants**

ELIZABETH WALKER SOBHANI  
WENDY DAVIS JOHNSON

## **The Retirement of Cummings V. Zuill, Founder and Board Member, The Centre on Philanthropy**

**It is with mixed emotions that The Centre on Philanthropy bids farewell to Cummings Vail Zuill, our founder. Cummings is retiring from the Board of The Centre at the AGM on November 6. To honour this occasion, we are printing excerpts from a speech made by Gordon Johnson at our conference dinner, Giving Across Generations, on May 31, 2007.**

I am going to acknowledge the great impact that working with, caring for, and being inspired by Cummings Zuill has had on the life of virtually everyone in this room.

The Centre on Philanthropy is gaining traction in the community. People are starting to recognise The Centre's name and understand what it stands for. Nonprofit organisations, donors and members of the public and private sector see real value in what The Centre is doing. The reason The Centre on Philanthropy exists and the reason it is now thriving is because of Cummings Zuill.

At the height of his professional career, Cummings acted upon his personal belief that Bermuda needed to find a way to tap into the Island's innate spirit of generosity to create an organized structure for philanthropy.

He was aware of how politics can get in the way of doing the right thing where the disadvantaged or disenfranchised are concerned. He knew that the public sector and the private sector can't always bridge the gap between those who have and those who have not. He believed in his heart that if Bermuda was to meet the needs of all of its residents, philanthropy had to be nurtured. So almost 20 years ago, he established The Centre on Philanthropy and through thick and thin, he has kept it going.

Cummings is by nature someone who shies away from self-promotion and so the impact of his actions is often lost in the mix. Here is a white man of great privilege, a man who could so easily hide behind the shield that such privilege can provide, but he never has. Cummings is one of those rare individuals who always steps up to the plate. He shows up. He puts himself in situations that are outside his comfort zone. He challenges himself. He is the epitome of walking the talk.

I said that Cummings is a white man of privilege. His response to not basking in his privilege has been his work with The Centre on Philanthropy. His response to being a white man in a predominantly black community was to help establish the Diversity Institute.

I can speak first-hand about the commitment Cummings brought to the Diversity Institute, as I am also a member. I saw the completely honest manner in which he participated in the Institute's activity. With his signature grace and dignity, he accepted the many challenges presented to him as a white man who represents Bermuda's old guard. He never became defensive. He never backed away from what often became extremely painful, tearful encounters. He believed that the Institute had important, vital work to do, and he supported that work no matter what.

Through The Centre on Philanthropy and the Diversity Institute, Cummings has made a significant difference in the way the concept of giving is viewed in Bermuda and in the way the dialogue on diversity is conducted.

These are by no means the sum total of the selfless work that Cummings has done over the years. He has served on many nonprofit Boards and is a long-serving member of the Charities Commission. He has informed and influenced, in the most effective way, the manner in which decisions about giving are made. He has made a profound and lasting contribution to this community.

We all know this to be true. We share a common knowledge about Cummings - that he is a good man, a decent man, a man whom women and men alike admire and respect, a man who represents what we all hope we are, or can be. We share this knowledge, and we are united and connected by it. Cummings, you have done so much to nurture your beloved Bermuda. On behalf of everyone, thank you.



# The Centre on Philanthropy

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