



BERMUDA EDUCATION
NETWORK

ANNUAL REPORT 2021







EDUCATION AGAINST ALL ODDS

It was a remarkable year when against all odds we managed to strengthen our relationships with schools, expand our impact and prove our resilience.

With the help of our network, we were able to raise \$250,000 to deliver programs to over 800 primary students and 100 Bermuda teachers throughout all 18 public primary schools in the country. It was a year to rally together, pull resources and take stock of what our school partners and donors feel about BEN and what direction they want us to take in the future.

Focus groups were held in August and December to determine the best way to support teachers and schools in this difficult operating environment.

A clear mandate emerged: educators and donors want the curriculum enhancement programs and reading initiatives to be available more widely (see page 15 for how we achieved this); plus a demand for more opportunities for corporate volunteering.

Most important of all was the feedback from educators and donors that they endorse our work to create a robust professional learning community that tackles inequality differently: by supporting our teachers.

TABLE OF CONTENTS

Mission	6
Impact.....	8
In Review	10
Network.....	18
Financials	22
Future	27





IN 1775, BERMUDA PATRIOTS REMOVED GUNPOWDER FROM THE MAGAZINE THAT STOOD ON THE HILL ABOVE THIS PLACE AND LOADED THE BARRELS ONTO SHIPS IN THE SERVICE OF AMERICAN PATRIOTS IN REBELLION AGAINST GREAT BRITAIN

DEDICATED BY THE SONS OF THE AMERICAN REVOLUTION, DAUGHTERS OF THE AMERICAN REVOLUTION AND CHILDREN OF THE AMERICAN REVOLUTION DURING THE COMMEMORATION OF THE 240TH ANNIVERSARY OF THE BERMUDA GUNPOWDER PLOT AUGUST 2015

439



MISSION

Bermuda Education Network is building a professional learning community that increases the opportunities and services available to public school students.



OUR GOALS

Teacher Professional Learning Community

Curriculum Enhancement Programs

Primary school reading support

2021 AT A GLANCE



\$250k RAISED

Includes funds raised for both literacy programs and operational expenses.



**5 PROGRAMS
DEVELOPED**



**100+ TEACHERS
SUPPORTED**



**750 STUDENTS
RECEIVED
SERVICES**



IN REVIEW



Horizons

In January 2021, with more funding we were able to launch a new range of support to include a younger year group. All teachers in P2-P5 were offered books, virtual and in-person field-trip experiences, lesson plan support and professional development workshops. We collaborated with Masterworks, Botanical Gardens, Sailing at RBYC, Kaleidoscope Arts Foundation, Dolphin Quest, BUEI, BZS and AgraLiving to provide materials, curriculum and learning content development.

The hybrid model increased the reach of our program by

260
percent.



BEN Book Club

In June 2021, our volunteers got BEN Book Club (BBC) up and running and officially offered to public preschool families. BBC has created an opportunity to build habits, vocabulary, and foundational love of reading before P1. Each month families engaged in interactive performances, discussions, positive associations, and teaching strategy for at-home literacy practice. Each month, children took home a free book exploring a new part of the world brought to life through sensory education --- including exploring traditional food, music, language, movement, and craft activity.

We gave

62

books to

27

preschool students over the course of the academic year.



Summer Learning

In July 2021, our partnership with Bermuda Underwater Exploration Institute allowed us to provide a literacy/science camp for P4 to P6 students who were struggling with reading. The 9-week learning program included intensive reading intervention through individual tutoring with an experienced reading tutor.

We identified

80

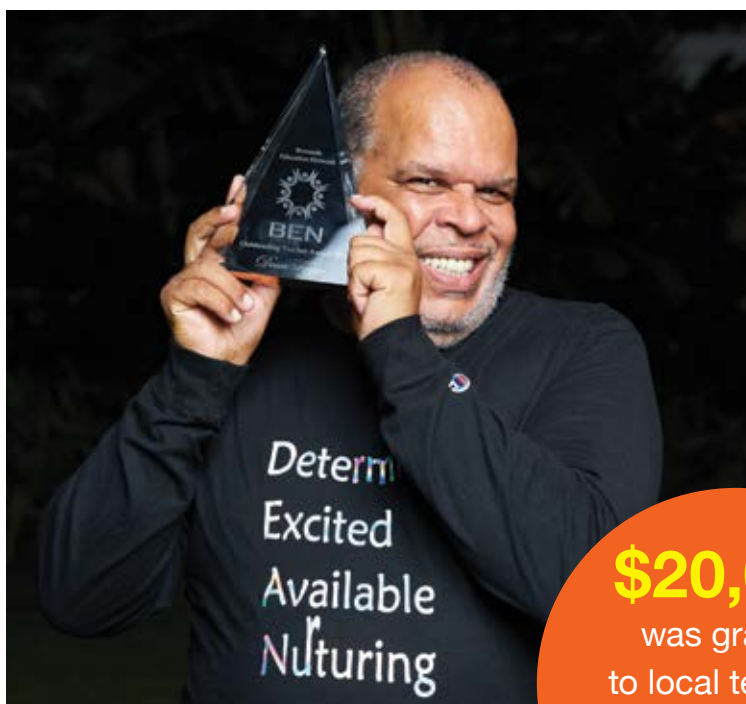
struggling readers from
our primary schools and

51

accepted the offer of a three-week
summer learning program.

48

students completed
the program.



Outstanding Teacher Awards

In October 2021, Allied World Assurance sponsored BEN's annual Outstanding Teacher Awards recognizing the accomplishments of exceptional teachers in public schools. The BEN Nominating Committee selected a teacher that showed resilience, innovation and dedication to the profession and student community through the Covid-19 pandemic. The 2021 winner was Dean Foggo, Deputy Principal and Business Studies teacher at Clearwater Middle School. He was selected for being a creative and inspirational teacher who, for nearly 20 years, has dedicated his life to Clearwater in St George's.

\$20,000

was granted
to local teachers
for education
projects around
the island.





OUR PROGRAMMATIC PILLARS

Literacy as a key component

Our programs see literacy as a key competence to read and write, as well as being a member of a community. It builds skills such as communication, connection and teamwork.”

“We believe that creating a supportive teaching environment by providing curriculum materials and professional development results in teachers who are better resourced and empowered to help struggling students.”

Give open access to public primary schools

We want to reach as many primary teachers and students as possible in the public school system through a hybrid communication model that allows access to parents, teachers, and students.

Focus on experiential learning

Our programs immerse the students in learning through multisensory expeditions and experiences in science, social studies, and history.

Work with local partners for enrichment

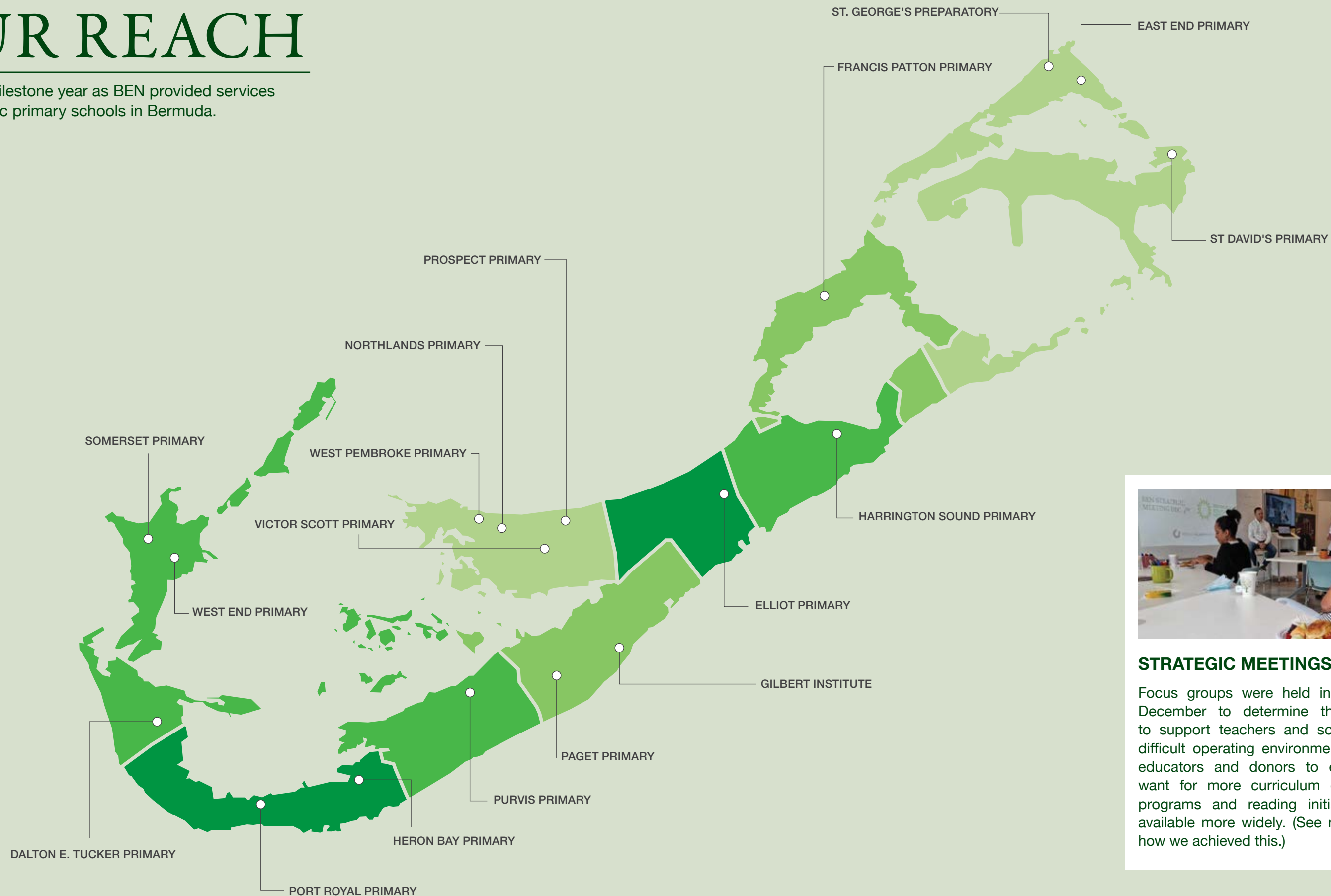
BEN works with a team of teachers who specialize in experiential learning for primary aged children. Our expeditions are collaborations with community partners who contribute content knowledge and exciting locations that enrich our curated themed units, aligning them with the Cambridge curriculum.

Prioritize sustainability and relevance

We are building a continuum of learning that will allow us to grow with the students from P1 to P6. Our funded programs are updated every year to ensure that our units align with current curricula.

OUR REACH

This was a milestone year as BEN provided services to all 18 public primary schools in Bermuda.

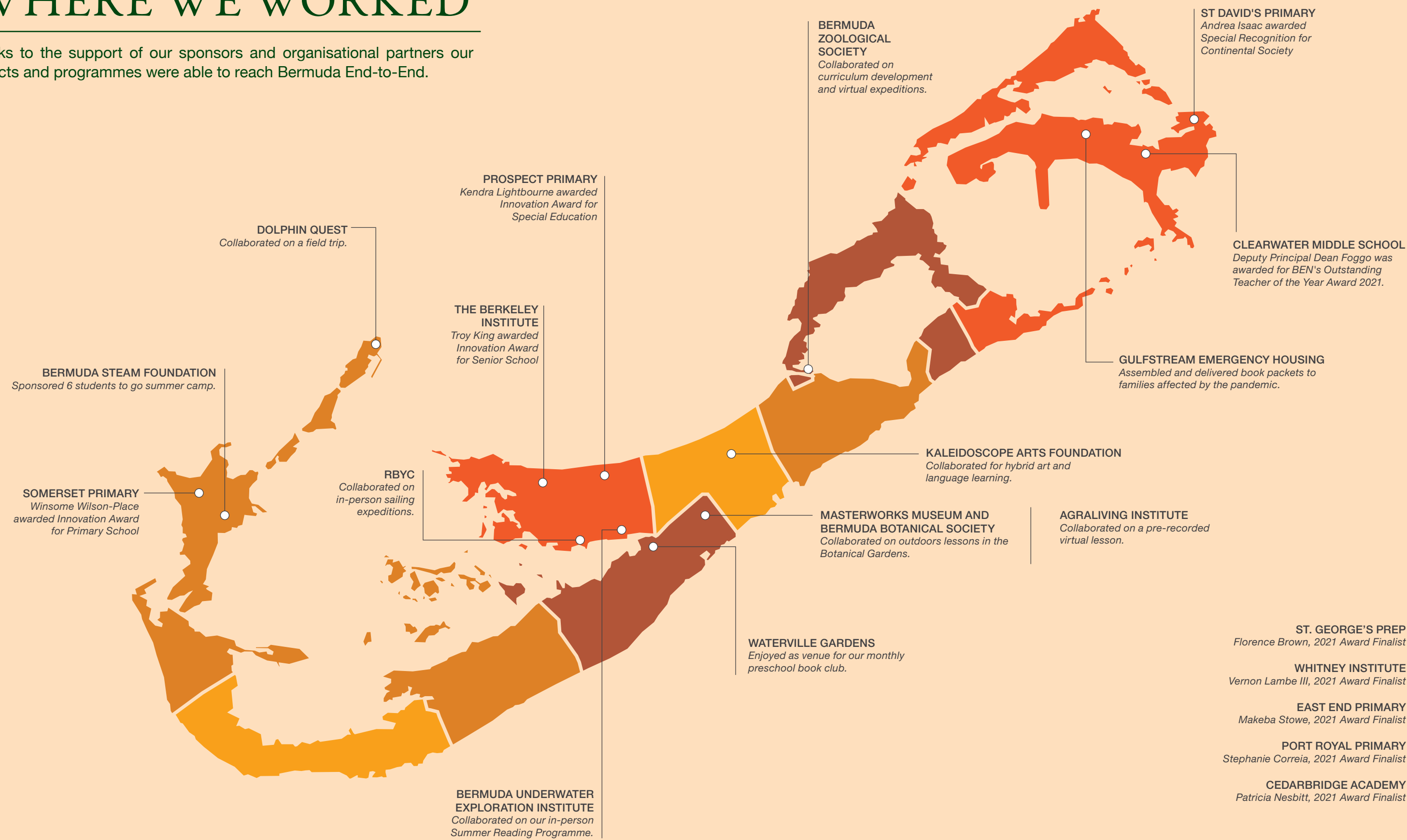


STRATEGIC MEETINGS 2021

Focus groups were held in August and December to determine the best way to support teachers and schools in this difficult operating environment. It allowed educators and donors to express their want for more curriculum enhancement programs and reading initiatives to be available more widely. (See next page for how we achieved this.)

WHERE WE WORKED

Thanks to the support of our sponsors and organisational partners our projects and programmes were able to reach Bermuda End-to-End.



THE NETWORK

Board of Directors (2021)

Becky Ausenda
Alan Burland
Cora Lee Starzomski
Colm Singleton
Sarah Lusher
Lorene Philips
Edmeiko Butterfield

Team

Sally Baines
Kristen Scott Ndiaye
Latoya Pearman
Stephanie Hollis-Bloom

Partners

Agra Living Institute
Bermuda National Trust
Bermuda Underwater Exploration Institute
Bermuda Zoological Society
Kaleidoscope Arts Foundation

Network Teachers

(Awards Committee, Summer Program, Curriculum Team)

Rhoda Musson
Kelly Rodday
Tiffany Bean
Bryce Williams
Angela Tota-Francis
Diamond Outerbridge
Necheeka Trott
Georgina Tucker-Bell
Jennifer Lang
Jeanna Mae Furbert
Susan Masters
Nancy Swart
Stacy Kyme
Carolyn Conway
Cheryl Symons
Jaishelbi Johnstone

To find out how to join the network, email admin@ben.bm



OUR DONORS

Throughout 2021, our supporters have enabled vital support for teachers and students whose needs continued to increase due to the pandemic. We are so grateful.

General Operating

\$200,000+

Allan & Gill Gray Philanthropy

Anonymous Donor

Horizons and Summer Program Donors

\$10,000 - \$30,000

Kattegat Limited

The Peter Cundill Foundation

SOMPO

Validus

Ascot Bermuda Ltd

Edmund Gibbons Ltd

Centennial Bermuda Foundation

Teacher Awards

Title Sponsor

\$15,000

Allied World Assurance

Generous Donations

\$2,500 - \$10,000

BF&M

Conyers

Fidelity

ASL Holdings

Bermuda Community Foundation

JRG Holdings

Collaborators

This is a community of local vendors and business leaders who continually donate their time and expertise to the enrichment of our mission.

SJD World Graphic Design Studio

LDS Multimedia

Bermuda Clarity Institute

Bookmart

Royalty Bookstore

To find out what it means to become a financial partner,
visit www.bermudaeducationnetwork.com



VOLUNTEER HIGHLIGHT

“Providing supportive learning environments for all students of all abilities is key to creating a lifelong habit. I loved volunteering with BEN to read with Bermuda’s youngest residents, and I hope to continue sharing stories with young Bermudians through the organization.”

U.S. Consul General of Bermuda Karen Grissette
BEN Book Club Volunteer

FINANCIALS

Total consolidated revenue in the past fiscal year

2021 INCOME

114K

for general and
operating expenses

102K

for reading and experiential
learning programmes

35K

for teacher development
and awards

2021 EXPENDITURE

115K

on payroll, general and operating expenses

139K

to experiential learning, reading
and teacher development

NET ASSETS

26K

2021

28K

2020

TOTAL ASSETS

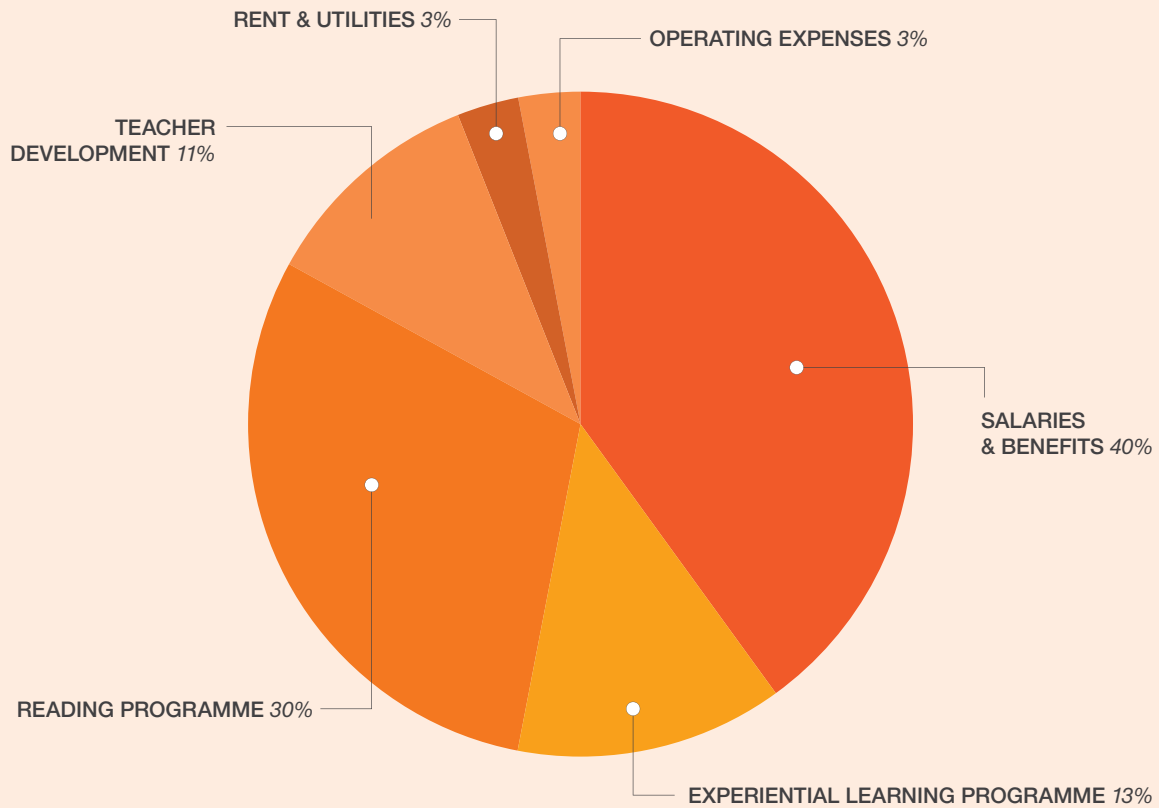
233K

2021

33K

2020

EXPENSES 2021



In 2021, 54% of BEN's donations went to directly support teachers, students and the community.

46% ADMINISTRATIVE

54% DIRECTLY TO SUPPORT
TEACHERS AND STUDENTS

BERMUDA EDUCATION NETWORK
STATEMENTS OF FINANCIAL POSITION
as at December 31, 2021
(expressed in Bermuda Dollars)

	2021	2020 (2)
CURRENT ASSETS		
Cash	\$ 231,866	\$ 33,084
Accounts receivable	940	-
	<hr/>	<hr/>
	\$ 232,806	\$ 33,084
	<hr/>	<hr/>
CURRENT LIABILITIES		
Accounts payable	7,139	4,630
Deferred income (1)	200,000	-
	<hr/>	<hr/>
	207,139	4,630
	<hr/>	<hr/>
NET ASSETS		
Unrestricted net assets	25,667	28,454
	<hr/>	<hr/>
	\$ 232,806	\$ 33,084
	<hr/>	<hr/>

(1) Deferred income relates to the first tranche funding of a three-year grant received in November of 2021 from a Bermuda Charitable Foundation. This tranche of funding has been internally restricted for fiscal 2022 programmes and will be recorded as income when the associated programme expenses are incurred in fiscal 2022.

(2) Certain comparative figures have been reclassified to conform with the presentation adopted for the current period.

BERMUDA EDUCATION NETWORK
STATEMENTS OF OPERATIONS
for the years ended December 31, 2021
(expressed in Bermuda Dollars)

	2021	2020
REVENUE		
General donations	\$113,874	\$183,040
Experiential learning programmes	42,000	75,000
Reading programmes	60,000	30,000
Teacher development	35,000	7,544
Laptop initiative	300	96,393
Interest income	-	62
	<hr/> 251,174	<hr/> 399,477
EXPENSES		
Salaries and benefits	101,027	72,334
Experiential learning programmes	32,291	143,165
Reading programmes	77,210	12,000
Teacher development	29,497	21,957
Laptop initiative	2,863	102,608
Fundraising	-	37,488
Rent & utilities	7,490	10,465
Operating expenses	3,583	6,318
	<hr/> 253,961	<hr/> 406,335
Net deficit	<hr/> <u>\$ (2,787)</u>	<hr/> <u>\$ (6,796)</u>

BERMUDA EDUCATION NETWORK
STATEMENTS OF CASH FLOWS
for the years ended December 31, 2021
(expressed in Bermuda Dollars)

	2021	2020
OPERATING ACTIVITIES:		
Net deficit	\$ (2,787)	(6,795)
Changes in assets and liabilities:		
Accounts receivable	(940)	-
Accounts payable	2,509	(2,190)
Deferred income	200,000	(44,200)
Net cash provided by (used in) operating activities	<u>198,782</u>	<u>(53,185)</u>
NET INCREASE (DECREASE) IN CASH	198,782	(53,185)
CASH AT BEGINNING OF YEAR	<u>33,084</u>	<u>86,269</u>
CASH AT END OF YEAR	<u><u>\$ 231,866</u></u>	<u><u>\$ 33,084</u></u>



LOOKING TO THE FUTURE

2022

Becoming a Financial Partner

Our financial partners believe that every child deserves an education that will allow them to reach their potential and lead a full life. They recognize that if we work together, we can be the catalyst for dramatic systemic change in Bermuda's public schools. Our partners are individuals, social businesses, corporations, and community organizations who provide the financial and human capital that allows us to support our public school teachers and students.

For more information, visit
www.bermudaeducationnetwork.com

Ready to Rise™

We will be enhancing our Summer Learning Programme by adopting the Foundations Ready to Rise™ program, which focuses on key skills of decoding, transcription, and fluency to prepare our students for the upcoming year.

More Data Reporting

We are excited to be working with one of our financial partners to create a more efficient data tool that will allow us to report data more easily to our network.

Exclusive Donor Publication

We will be telling more donor stories through our exclusive quarterly publication that will feature regular updates on our supporters with more reasons and ways to give.



“I have thoroughly enjoyed my time working with BEN. Working alongside the team really helped me to grow and I’ll never forget that.”

- Rhoda Musson, P2 Teacher, Harrington Sound Primary



BERMUDA EDUCATION
NETWORK

EMAIL:
admin@ben.bm

PHONE:
(441) 505-5020

MAILING ADDRESS:
Bermuda Education Network
48 St. John's Road
Pembroke, HM 07

f @BermudaEducationNetwork

ig bermudaeducationnetwork

in Bermuda Education Network