



Centennial

BERMUDA FOUNDATION

Community Investment Priorities
and Grantmaking Guidelines

SUMMARY

SUMMARY OF 2023 COMMUNITY INVESTMENT PRIORITIES

Previously known as the Theory of Change

Centennial Bermuda Foundation (“Centennial”) is a private philanthropic foundation providing several million dollars of grants to a wide range of organisations in Bermuda. Centennial also offers a number of different scholarships to Bermudian students to support post-secondary education. Centennial’s contribution to organisations and students contribute to the fabric of life in Bermuda.

VISION FOR THE COMMUNITY:

We envision that all people in Bermuda be healthy, independent, financially secure and connected to community, with equitable opportunities for all.

SOCIAL CONTEXT STATEMENT

Bermuda is influenced by its history and culture. This means that the results of racial inequality and segregation remain with us today in the form of biases, inequities and a level of mistrust and frustration. We believe these should be acknowledged and addressed.

Key to our work going forward is keeping the following Statement of Social Context central in our deliberations:

Centennial Bermuda Foundation acknowledges structural racism in Bermuda. Our historical and cultural roots created and perpetuate biased judgments, social and economic divides, and inequitable access to opportunities and outcomes in our community.

In light of this social context as a philanthropic organisation, Centennial recognises we must learn to embrace and operationalise the values of Inclusion, Diversity, Equity and Access (I.D.E.A.) to effect systemic change.

Centennial’s journey to seek knowledge and understanding is designed to shape our own path and to create our own principles of conduct, to inform how we make decisions. It is not static; it is a continuous learning journey for each of us. We value shared learnings and experiences and we aim to bring greater understanding and clarity to our work, and to our partnerships to further Inclusion, Diversity, Equity and Access in our community.

AREAS OF FOCUS FOR GRANTMAKING

Centennial, through extensive consultation with its stakeholders, has identified five Focus Areas for grantmaking. The intention is to help heal, improve, inspire and balance the Bermuda community to be a dynamic and fair-minded place to live and grow.

These priorities address community need, informed by essential service providers and support organisations with first-hand experience.

1. **Community Health**
2. **Cultural & Community Connections**
3. **Economic Participation**
4. **Fundamental Needs**
5. **Public Education**

FOCUS AREAS & IDENTIFIED PRIORITIES

1. **Community Health** - with an underlying theme to fund seniors

Aspiration: "People in Bermuda have complete physical, mental, social and material wellbeing."

- Affordable & Accessible Healthcare
- Chronic Illness: Type 2 Diabetes
- Mental Health - Early Detection & Intervention
- Obesity
- Substance Abuse & Addiction - Residential – Short Term

2. **Cultural & Community Connections**

Aspiration: "The entire Bermuda community participates in activities that create a sense of belonging."

- Arts & Culture
- Identity & Belonging
- Intergenerational Programming
- Natural & Heritage Sites Preservation
- Youth Engagement

3. **Economic Participation**

Aspiration: "All Bermudians have equitable employment opportunities, work satisfaction and financial security."

- Career Advisement
- Financial & Digital Literacy
- Small Business & Entrepreneurship
- Workforce Development
- Workforce Equity

4. **Fundamental Needs** - with an underlying theme to fund seniors

Aspiration: "A comprehensive social safety net ensures low income families have support for essential needs."

- Food Insecurity
- Homelessness
- Housing

FOCUS AREAS & IDENTIFIED PRIORITIES, cont'd.

5. Public Education

Aspiration: "High-quality public-school system that supports the diverse capabilities of all learners and enables them to pursue post-secondary education."

- Early Childhood Development 0-3
- Early Childhood Education 4-8
- Student Achievement 5-18
- Quality Public Education 5-18

Grants requests are now assessed and decided within this structure. Successful applications must address at least one of the Priorities within a Focus Area.

If you haven't already, please review Centennial's **2023 Community Investment Priorities and Grantmaking Guidelines**. This is an essential criteria for funding applications and requires a clear understanding of the identified priorities and aligned outcomes.

HOW TO USE THIS INFORMATION BEFORE APPLYING FOR FUNDING

1. An applicant should first decide which Focus Area is the best fit for their programme or project. More than 1 Focus Area can be selected.*
2. Align the project with an identified priority within your chosen Focus Area.
3. Select which Aligned Outcome (measurement) you will report on. Funded partners must choose and report on at least one.**

****More than 1 Focus Area can be selected.***

Centennial's grantmaking decisions will be made according to its five identified focus areas.

Example: An organisation that provides shelter housing as well as employment & life skills training to its recipients, can select the Focus Areas of Economic Participation and Fundamental Need.

This supports an integrated and holistic approach to service and project delivery, that we believe will accelerate impact and address the needs and vulnerabilities of the community.

*****Funded partners must choose and report on at least one Aligned Outcome.***

Successful applicants must choose at least one intended outcome from the aligned outcomes list provided in the document Community Investment Priorities and Grantmaking Guidelines.

Applicants can insert additional rows to include additional outcomes of their choosing not listed within grantmaking guidelines, however Centennial will only require progress reporting and tracking on the intended outcomes selected from the Guidelines document.

CENTENNIAL'S GRANTMAKING GUIDELINES

ELIGIBILITY

Centennial is committed to conducting a transparent and fair grantmaking process.

All funding decisions are made at the discretion of the Centennial Board of Directors based on recommendations made by the Centennial Grant Review Committees, comprised of community volunteers and staff (a list of review committee members can be found on the Centennial website www.centennial.bm/about)

Grant applicants must demonstrate an alignment with Centennial's focus areas and strategic priorities to be considered for funding.

PARTNERSHIPS AND COLLABORATION

Centennial views grant applicants and recipients as partners working to achieve our objectives.

As such, a proposal may be negotiated with the applicant so that funding is directed toward projects most likely to meet our ongoing Community Investment Priorities.

We recognise that to achieve the intended outcomes for our community it is necessary to partner with a wide range of organisations; some will be fully established, well-structured and sustainable registered charities under the Charities Act 2014, while others may have a less formal structure, but may have a compelling solution to achieve our objectives. In all cases we expect a willingness to partner with us to ensure efforts are viable and practical.

FIRST TIME APPLICANTS

Organisations not currently funded by Centennial are required to complete an organisation profile in the grants management system located at www.centennial.bm/grants and complete a [Letter of Intent](#) 45 days prior to a designated triannual grant cycle date: Jan 31st, May 31st, Sept 30th.

ANNUAL FUNDING ALLOCATIONS

Centennial typically allocates \$950,000 annually for Scholarships and approximately \$3 million per year in grants to partner organisations.

BUDGET FINANCIAL REQUIREMENTS

Be prepared to provide a basic budget and financial statements to be eligible for a grant.

Organisations with less than \$50K annual income must provide income statement and balance sheet for current fiscal year.

Organisations with more than \$50K annual income but less than \$450K must provide full GAAP Financials (Income Statement, Balance Sheet, and Cash Flow Statement for current fiscal year).

Organisations with an annual income over \$450K must provide the most recent audited financials and provide full GAAP financials.

CENTENNIAL WILL NOT GRANT FUNDS TO:

- Organisations that discriminate against certain groups or individuals in the delivery of programmes and services based on race, religion, national origin, gender, age, sexual orientation, or disability or in any other manner that offends Centennial's [Non-Discrimination Policy](#)
- Political candidates, political campaigns, or political parties
- Overseas organisations
- Individuals
- Personal medical needs
- Fundraising dinners or events
- Corporate memberships with organisations
- Religious worship, instruction, or proselytising

TYPES OF GRANTS

PROJECT GRANT

Funding to support a specific project or service to be provided to the community.

OPERATING GRANT

Funding for general operations to support overall mission of the organisation.

Criteria for Eligibility:

- Organisation has been funded within the last three years by Centennial
- Organisation has successfully met identified outcomes
- Applicants will only be eligible for one operating grant per year
- An applicant may ask for solely an operating grant, or a combination of an operating grant and a programme grant – “Hybrid”

PROJECT & OPERATING GRANT – “HYBRID”

Funding for both general operations and specific support of a project or service to be provided to the community.

CAPACITY BUILDING GRANT

Funding for an organisation or backbone organisation to grow impact by developing competencies, strategies, systems and structures to improve organisational and/or community effectiveness. Listed approaches:

- Assessment (Needs/Feasibility)
- Strategic Planning
- Conference/Convening
- Training (public, customised, online)
- Coordinating Alliances & Collaborative Efforts
- Accreditation/Certification
- Evaluation

GRANT FUNDING TIERS & APPLICATION SUBMISSION TIMELINE

Centennial accepts funding application requests for two level of grants, funded in Bermuda dollars (BMD). An eligible applicant can only apply for one Tier 1 and one Tier 2 grant per year. Of the two tiers, **only one operating grant can be requested per year.**

TIER 1 **\$25,000 & LESS**

Submission Deadlines: January 15th, April 15th, August 15th, November 15th

Application Requirements: Complete online application form

Grant Decision Timeline: Within 4 weeks

TIER 2 **\$25,000 +**

Submission Deadlines: January 31st, May 31st and September 30th

Application Requirements: Complete online application form

Grant Decision Timeline: Within 6 - 8 weeks

FUNDING PERIODS

One-Year Funding: Most grants for projects will be made for one year at a time to enable appropriate review and monitoring.

Multi-Year Funding: Centennial will consider multi-year funding for Tier 2 applicants only on a case-by-case scenario. The organisation will have a proven track record of success, clear and measurable performance outcomes, and regular reports on impact and results.

NEW APPLICANTS OR PROGRAMMES NOT CURRENTLY FUNDED BY CENTENNIAL

For Tier 2 grant requests from new applicants, or for projects and programmes not currently funded by Centennial, these initial 2-steps must be completed:

1. **Submit an online Letter of Intent (LOI) for review and approval**
LOI Submission Deadlines: April 15th, August 15th, December 15th
LOI Response Timeline: Within 4 weeks
2. **After LOI approval, complete online application form**

ABOUT THE ONLINE LETTER OF INTENT (LOI)

The one-page LOI is a brief overview that enables Centennial and the applicant to determine if the project is within our funding priorities and budget, and addresses relevant community need.

Applicants will receive feedback on their request and if the LOI is successful, should complete the online grant application by the next Submission Deadline.

A positive response to an LOI does not imply that the grant application will be approved.