



Centennial

BERMUDA FOUNDATION

Community Investment Priorities
and Grantmaking Guidelines

SUMMARY

OVERVIEW

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 postsecondary education. Centennial’s contribution to organisations and students contribute to the fabric of life in Bermuda.

VISION

An equitable Bermuda where everyone, including Bermuda’s most marginalised, can thrive.

MISSION

We fund organisations, programmes and initiatives that respond to and resolve community and social needs, however complex they may be.

IDENTITY STATEMENT

Bermuda’s history of racial inequality and segregation has created systems of structural racism, socio-economic divide, and inequitable access to opportunities and outcomes. We acknowledge our historical institutional biases. Today, Centennial Bermuda Foundation embraces the responsibility of solving the complex and interconnected systemic challenges that have shaped inequity in Bermuda.

At Centennial Bermuda Foundation, we strive to find solutions that both alleviate symptoms and tackle root causes. Our transformative approach recognises that long-term improvement requires changes in systems, behaviours and mindsets, and that short-term relief is necessary in the meantime.

Centennial collaborates with a wide range of partners who share our vision. We believe in Bermuda’s collective strength, and we grow stronger by listening to others with respect and curiosity. We are committed to drawing on insights from those who understand the issues best, including individuals with lived and learned experiences.

As an integral part of the Bermuda community, we reflect the diversity of our island. We embed equity in all our practices and value research-driven, informed decision-making. We hold ourselves accountable as we strive to improve and support others in doing the same. We embrace our ongoing journey toward an equitable Bermuda where everyone can thrive.

AREAS OF FOCUS FOR GRANTMAKING

Centennial, through extensive consultation with its stakeholders, has identified four 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 & Fundamental Needs**
2. **Cultural & Community Connections**
3. **Economic Participation**
4. **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
- Food Insecurity
- Homelessness
- Housing

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

FOCUS AREAS & IDENTIFIED PRIORITIES, cont'd.

4. 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 **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 biannual grant cycle date: January 31st, September 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

APPLICATION REQUIREMENTS, SUBMISSION DEADLINES & TIMELINE

Centennial accepts funding application requests during two annual cycles for grants funded in Bermuda dollars (BMD). An eligible applicant can only apply for one grant per year.

Cycle 1 Submission Deadline: January 31st

Cycle 2 Submission Deadline: 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 certain applicants only on a case-by-case basis. 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: 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.