



Using local training, ongoing coaching, and overseas expeditions, we CHALLENGE young Bermudians to harness their full POTENTIAL and develop SKILLS for life.

CASE FOR SUPPORT SUMMARY

Raleigh International Bermuda (reg. charity # 710) is a youth development organisation that delivers a transformational life programme. Our programme specifically targets young Bermudians who are 'at a crossroads', including those who are at risk of not reaching their full potential. Our structure and philosophy are that of our decades-old affiliate Raleigh UK, and are designed to help young people develop skills and self-confidence in a fun and challenging environment beyond the classroom and workplace. We believe that pushing a young person "outside their comfort zone", allows them to explore a different side of themselves and accomplish more than they ever thought possible.

The main component of the programme is a 10-week overseas expedition focused on team-based community service and endurance with participants from around the world. To prepare participants for expedition, Raleigh Bermuda has pre-expedition training camps and one-on-one coaching. Upon their return, we provide further support to help participants move forward with the rest of their lives.

To date, Raleigh has conducted 6 overseas expeditions with 66 participants. The recent study on our participants who graduated 3-5 years ago revealed that

- **95% thought the programme had an overall positive impact on their lives.**
- **95% believed it had a positive impact on their confidence and self-motivation.**
- **91% believed it had a positive impact on their communication skills and job related skills (such as planning and project management)**
- **65% have enrolled in college, with 43% of these having received a scholarship**
- **55% have been continuously employed with the same job for 1 year or more.**

This is statistical proof of the powerful impact of this transformational programme.

Raleigh at a Glance

Founded in: 2004

Total Graduates: 66 (avg. 11/year)

Staff Member: 1

Board Members: 15

2011/2012 Budget: \$448K

We Need You.

Financial Investment

\$75,000	Expedition Fees
\$25,000	Facility
\$25,000	Training and Preparation
\$10,000	Alumni Programme
\$5,000	Equipment

Raleigh Bermuda's current focus is on refining the programme model to strengthen the post-expedition coaching, launch education for parents and other engaged adults and develop the alumni network, while also expanding to two expeditions per year in 2012 with the launch of a winter expedition. This strategy will enable Raleigh to expand its reach to



"During my expedition to Malaysia, I learned to be more open. I became more of a team player and got exposed to different cultures and backgrounds. This has taught me to be more responsible and be more thankful for what I have. I enjoyed the communities and meeting new people. I enjoyed helping people and it was a good feeling seeing the appreciation from the communities. This experience has made me more focused and I will now pursue my goals."

Shavaughn, Borneo 2009

WHY IS RALEIGH BERMUDA NEEDED?

Bermuda is dealing with an unprecedented increase in youth related gang violence, raising great concern for everyone as we face losing our next generation to drugs, crime, and overall apathy.

- In 2010, it was reported that there are at least 19 gangs in Bermuda with 350 members ranging from 12-40 years of age.
- There were 13 firearm injuries in 2009 and 4 fatalities versus 1 firearm injury in 2008. By November 2010, there had already been 7 gun murders, compared to 6 in all of 2009.
- Between 2005 and 2008 there was a sixfold increase in juvenile probations. During that same period about 270 children under 18 were part of Child and Family Services, 35 percent of them classified as "out of parental control".
- Moreover, in 2008 nearly a quarter of Bermuda's 93 juvenile offenders were repeat offenders.

Additionally, many young people do not have the life skills and education needed to be successful members of our community.

- **More than half of young black males enrolled in Bermuda's public education system quit before attaining a secondary school certificate.**
- According to the 2003 Adult Literacy and Life Skills Survey, young people in Bermuda aged 16-25 are prone to "risk." **64 per cent scored below an "internationally accepted adequate level** of 275 points in one or more literacy domains," **56 per cent of young women also fell into this category.** Individuals "at risk" were defined as **those persons who lack the skills to fully function in a knowledge-based society.**

"On the Wall, On the Margins" - A Study of Employment, Earnings, and Educational Gaps between Young Black Bermudian Males and their Same-Age Peers showed that

- The unemployment rate of young Bermudian Black males is 14 percent, and 8 percent for young Bermudian White males.
- The educational choices of Black Bermudian males are rational, if myopic. Like many young people, they may be focused on the present.

The study suggested the need to implement "**programs (that) are based upon modern youth development principles, which focus on the needs of all youth, rather than on a particular deficit or problem behavior.**" Further research shows that our youth are confined by an insular view within their peer groups, they lack motivation and do not realise the implications of their decisions.

Raleigh Bermuda is the only organisation that addresses these issues by changing the perspective of our young people through a programme of self-awareness and exposure to other cultures and communities thereby expanding their world-view. We:

- Help young Bermudians, who are at risk of not reaching their full potential to effectively manage the 'day-to-day' risks they face, including drugs, alcohol, negative peer pressure, crime, low self-esteem, or lack of motivation.
- Provide them with the desire, skills and motivation to become confident, productive members of our community and successfully manage the transition to independence and adulthood.
- Encourage them to behave with tolerance, compassion and understanding and give support to others who are less fortunate or simply different to themselves.



"I am more open now. Really, at the end of the day Raleigh made the difference in my choices, and the skills I learned, I still use. It has only made me better still and stronger."

Terrylynn, Malaysia 2005

THE PROGRAMME

Raleigh's vision is of a Bermuda where young people work together, regardless of social background and culture - challenged to raise their aspirations, supported to believe in themselves and inspired to be part of a global community active in making their world a better place.

To accomplish this, The Raleigh Bermuda programme is robust and comprehensive. Prior to expedition, residential training camps and other group activities ensure participants gain skills in teamwork, communication, planning, and outdoor survival. Plus, individualized coaching helps the venturers to address their situation in life, discover what is holding them back, and set goals for the future.

The expedition component of our programme pushes the participants beyond the realm of what they thought was possible, challenging them both emotionally and physically. Completing the expedition provides many of our participants with a sense of accomplishment and feeling of pride that they have never felt before.

After returning from expedition, Raleigh Bermuda helps participants to transition back to the 'real world' and set goals and a plan for their future. We are currently strengthening the alumni programme so that past Venturers can help mentor the new Raleigh participants.

The charts on pgs 4 and 5 detail our desired outcomes for our participants at each phase. These outcomes are evaluated using written assessments, surveys, testimonials, and reports from local training and overseas expeditions.

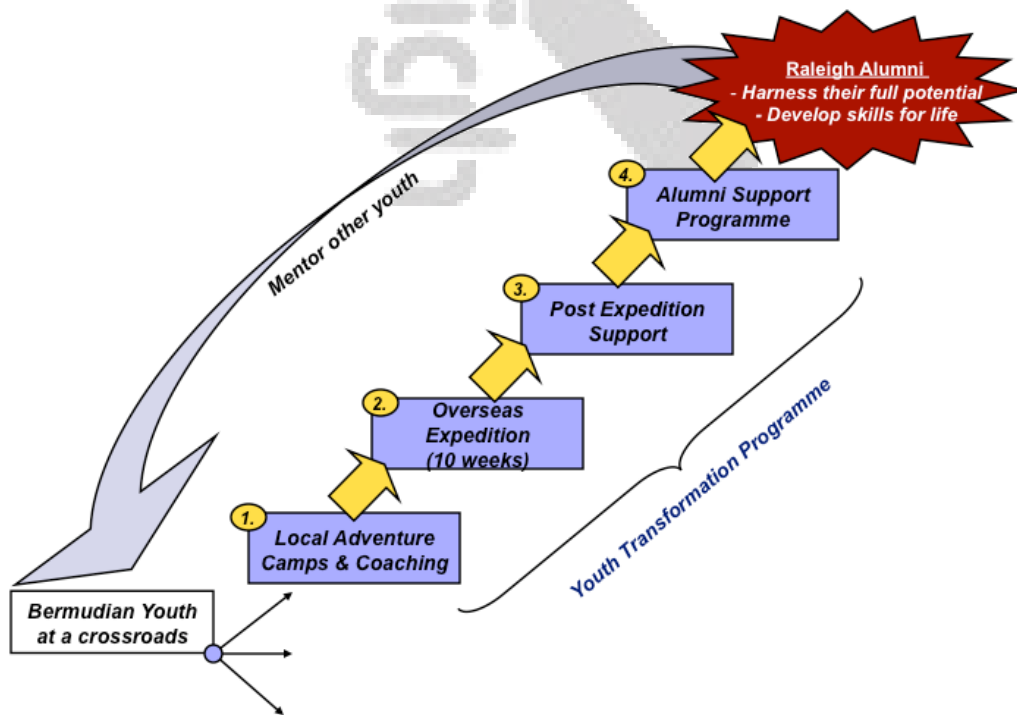


DIAGRAM 1: Programme Model

PROGRAMME OVERVIEW

PROGRAMME PHASE	PHASE COMPONENTS	SPECIFIC ACTIVITIES	DESIRED OUTCOMES FOR PARTICIPANT
<p>PRE-EXPEDITION (see schedule)</p>	TEAM-BUILDING	<ul style="list-style-type: none"> • February Camp activities • March/April Rock-Climbing • April Camp activities • Fundraising Activities • May End to End • June Camp Activities 	Participant appreciates and demonstrates the ability to work as a team. Gains skills in communication, compromise, planning, patience, and organisation.
	OUTDOOR SURVIVAL TRAINING	<ul style="list-style-type: none"> • February Camp activities • April Camp activities 	Participant gains outdoor skills/understanding of trekking, setting up camp, bivvy-building, Trangia use, building a fire/outdoor cooking, health/fitness, hygiene, and general outdoor safety.
	PERSONAL DEVELOPMENT AND GOAL-SETTING	<ul style="list-style-type: none"> • February Camp Journaling and Cross the Line • One on One Coaching with ED 	Participant solidifies goals for the programme and recognizes importance of development. Participant engages in discussions about their future and sets targets for reaching goals.
	EXPEDITION LOGISTICS AND ADMINISTRATION	<ul style="list-style-type: none"> • Forms • Vaccinations • Fundraising • Expedition and Kit Preparation 	Participant is prepared for expedition, having provided all necessary medical and personal information, engaged in fundraising activities, and procured the needed kit and equipment. Participant demonstrates that they are responsible, organized, and eager to participate in overseas phase of Raleigh programme.

PROGRAMME OVERVIEW CONT'D

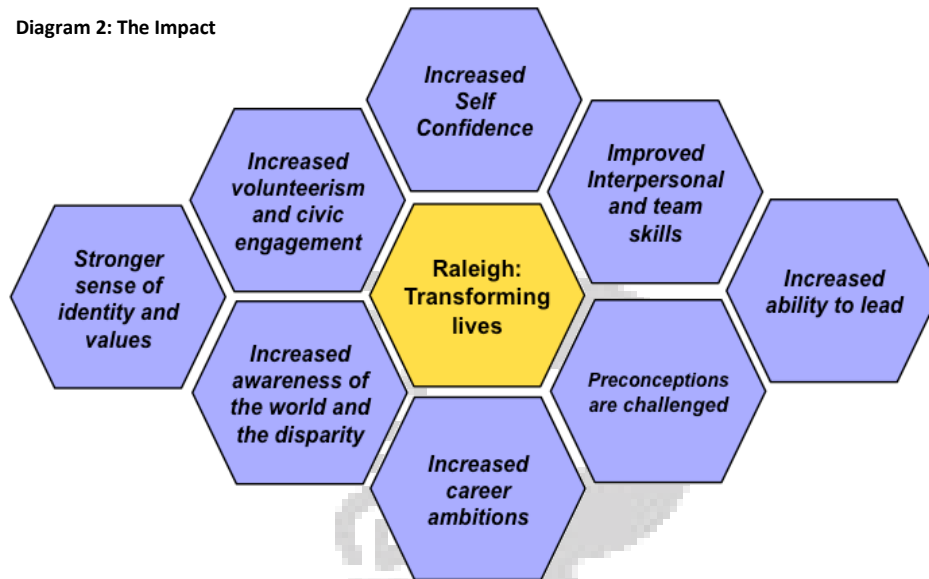
PROGRAMME PHASE	PHASE COMPONENTS	SPECIFIC ACTIVITIES	DESIRED OUTCOMES FOR PARTICIPANT
EXPEDITION	PROJECT PHASES	10 weeks <ul style="list-style-type: none"> • Community • Environmental • Adventure 	Participant fully engages with peers and staff to reach project phase targets. Participant gains skills in leadership, communication, teamwork, and self-motivation. Participant appreciates and engages in cultural exchange/diversity. Participant gains practical skills in building and further develops outdoor survival abilities.
	PERSONAL DEVELOPMENT AND GOAL-SETTING	<ul style="list-style-type: none"> • Personal development journal • One on one Coaching with PMs 	Participant reflects on their life and is able to understand connection between expedition and future. Participant engages honestly with peers and/or staff about their future, and sets realistic goals for when they return home.
POST-EXPEDITION (see schedule)	PERSONAL DEVELOPMENT AND GOAL SETTING	<ul style="list-style-type: none"> • One on One Coaching with ED, plus completion of Goals paper • Personal Development Journal • Final Camp • Parent Info Session 	Participant demonstrates ambition and motivation in journey to reach their goal. Participant sets realistic targets, and works towards meeting them. Participant recognizes any potential obstacles and demonstrates a readiness to overcome these. Participant and family are engaged around these goals.
	COMMUNITY INVOLVEMENT	<ul style="list-style-type: none"> • Community Presentation • Community Project • Media/Recruitment activities 	Participant demonstrates interest and desire to give back to Bermuda's community. Participant engages with team to prepare and deliver presentation, and complete community project, demonstrating commitment and confidence. Participant engages in other community events to increase awareness of Raleigh for marketing and recruitment purposes

THE IMPACT

Our Raleigh UK partners conducted extensive research on the impact of the programme with young people who were deemed “at-risk” and came through their funded partnerships programme. The IPPR report measures long-term impact based on Raleigh Venturers who participated over 25 years ago.

- 83 percent of survey respondents said that Raleigh had a long-term impact on their personal development
- Over 85% said their confidence and inter-personal/team skills increased as a result of the experience.
- Furthermore, the Raleigh experience increased their career ambitions and had a positive impact on their attitudes towards future volunteering.

Diagram 2: The Impact



We saw similar results in our local research with our 2005-2007 alumni (see below).

Thus, it is clear that the Raleigh programme is a proven model for providing young people with a life-changing experience.

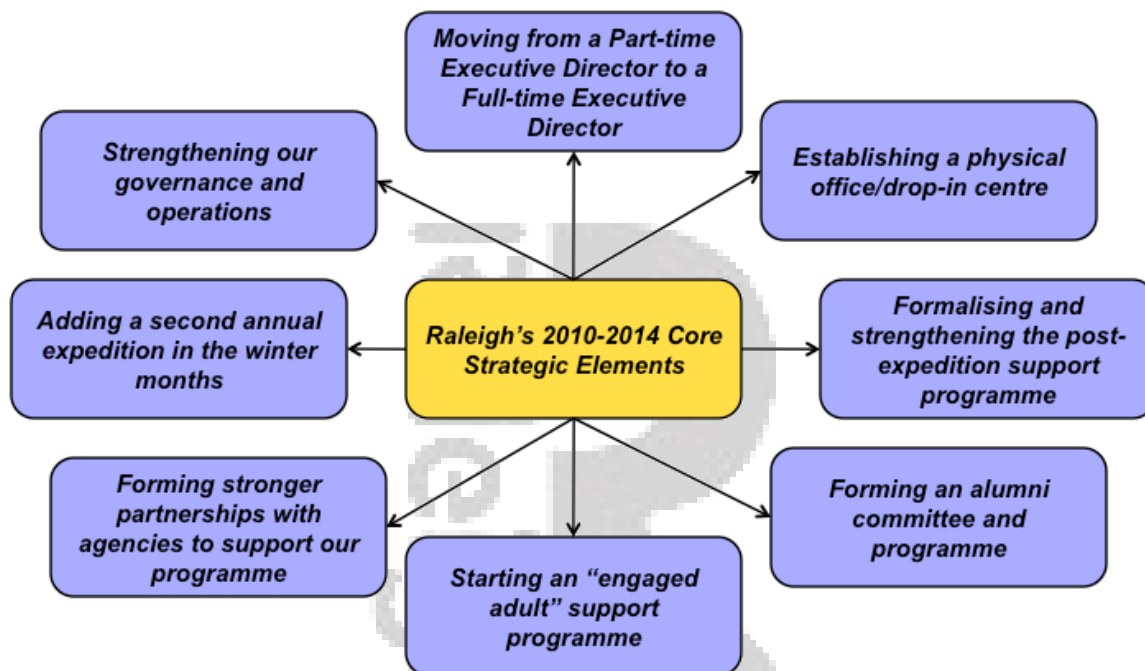
Bermuda Results

- 95% thought the programme had an overall positive impact on their lives.
- 95% believed it had a positive impact on their confidence and self-motivation.
- 82% are in school/training and/or working.
- 65% have enrolled in college, with 43% of these having received a scholarship
- 55% have been continuously employed with the same job for 1 year or more.

OUR FUTURE STRATEGY:

The first phase is complete! Raleigh has firmly established itself as an effective youth transformation programme in Bermuda. The future strategy is focused on refining the model to have more sustaining impact and expanding the programme to hold two overseas expeditions per year (July-Sept and Feb-April). In order to expand the programme, more human resources are needed. Currently there is a part-time Executive Director who will become full-time, and some administrative support may also be needed. In addition, Raleigh will establish a formal presence with an office to enable the Venturers and Alumni to “drop in” for their coaching sessions and to provide a venue for other small group events.

Diagram 3: Raleigh’s Core Strategy 2010-2014



There are 11 specific objectives that support the implementation of the strategy in the next couple years – these comprise both organisational objectives and specific programme objectives. Additional objectives will be developed in successive years.

Diagram 4: Objectives

Topic	Programme Objectives	Topic	Organisational Objectives
Recruitment	1. Reposition Raleigh and attract a more diverse target audience within the Raleigh profile	Team	7. Increase the team to effectively support the additional programme components
Post-Expedition Support	2. Develop a structured post-expedition support programme for returning participants	Governance	8. Enhance the governance of Raleigh International Bermuda
Alumni Support	3. Strengthen the Raleigh alumni programme and engagement	Facility	9. Secure the use of a facility that meets the Raleigh needs
Engaged Adult Support Programme	4. Increase the engaged adult's knowledge, understanding and support of the Venturers' Raleigh experience	Financial Sustainability	10. Develop a strong fund-development strategy and raise the necessary funds to meet Raleigh's annual budget
Partnerships	5. Develop stronger partnerships that provide Venturers with a larger support network	Operations	11. Enhance Raleigh's operational processes and ensure the core processes are documented
Second Expedition	6. Expand to two overseas expeditions per year in 2012		

MEASUREMENT

As you can see, Raleigh understands and embraces the importance of evaluation. We have an evaluation task force that helped developed our first survey to measure the impact of our programme. This team also created the surveys that allow our participants to rank the local portion of the programme, in terms of the preparation and support they received.

Other organisational indicators and programme indicators are currently measured and targets will be set to help manage the attainment of the goals and assess the strengths and challenges of the organisation on an ongoing basis.

Diagram 5: Key Indicators and Targets

	2009/2010 (Actual)	2010/2011 (Target)	2011/2012 (Target)
Total Budget	\$243K	\$368K	\$426K
Number of corporate donors	18	24	30
Number of staff	0.5	1	1.5
Number of Board Members	9	11	11
Number of applications received	29	35	50 (for 2 expeditions)
Number who complete programme (including 10 week expedition)	8	15	21
Number of participants coached every 6-months	24	35	45
% of Venturers who had an “engaged adult” attend the education session	88% (pilot)	60%	75%
Number of alumni to participate in Raleigh events	11	30	45

“Raleigh by far has been my life changing experience. It has encouraged me to be a stronger, wiser and more outgoing individual. While in Raleigh, I was given the chance to meet new friends and interact with several cultures. As a Venturer, I was given a huge opportunity to boost myself and make an optimistic turnaround. Before Raleigh, I was not sure where I wanted to go in life. I had dreams but I needed a stepping stone of getting there. Through Raleigh I was able to learn more about myself. Raleigh assisted me to discover what I enjoy and love and that is to be around people that are different from me, to help me to gain knowledge of more. Raleigh opened my eyes to more than what I was used to in tiny Bermuda.”

Tomika, Namibia 2006



CONCLUSION

The future of our country depends on our young people, but headlines scream about how we are losing many of them. Raleigh Bermuda is the only charity that has a structured year-long personal development programme for Bermudians over the age of 18, and offers them the opportunity to become the person they want to be. Our programme helps them to learn more about the world and themselves, and see that they are capable of more than they ever imagined.

We need your support to provide this chance to more Bermudians – to help them develop their inner strength, build their skills, and increase their desire and ability to be productive members of our community.

“After completing the Raleigh Expedition in 2008 to Costa Rica and Nicaragua, I realised how much I wanted to explore the world and learn about different cultures. So, I decided to apply for the Rotary Exchange Programme for 2009/10. After completing the long application and interview, I was so excited to hear I was a successful applicant and would be heading to Ecuador.

My Raleigh experience showed me that there is more in this world to learn about and see. It also encouraged me to help others— in Ecuador I am currently teaching English to children three times a week. The look on their faces is priceless because just my presence is appreciated. It also has helped me to appreciate my life and what I have. Overall Raleigh has influenced me to take this journey and many more. Raleigh was the beginning of a learning, growing and eye opening experience!”

Ashley, Costa Rica & Nicaragua 2008



“My 10 weeks in India have been the best 10 weeks of my life. I have learned more about myself during expedition than have during any other moment in my life. I have learned that I am capable of doing anything I set my mind to. More than anything, I have learned to not be afraid of being myself around others and to be more confident in

myself. The friends I have made on expedition I know will be with me for the rest of my life and I will never forget them. Raleigh has given me the motivation to achieve my goals and believe in myself.”

Daniel, India 2010



TEAM AND GOVERNANCE



Kristin White has been the part-time Executive Director of Raleigh since 2006. Kristin's decade-long career in the nonprofit sector includes programme and marketing management roles at the Bermuda International Business Association, the Bermuda Technology Education Collaborative, and The Centre on Philanthropy. Her passion for youth development is well-known and she has been involved in many youth-focused community projects, including the College and Career Fairs and the Bermuda Government's Sustainable Development project. Kristin became the full-time Executive Director in September 2010 to facilitate the refinement and expansion of the programme.

The Raleigh Board is comprised of 13 members and 2 officers, including the Raleigh International Bermuda Founder who is the current Chair – Mike Spurling.

Chairman of the Board: Michael J. Spurling
President: Tammy Richardson-Augustus
Vice-President: Gita Blakeney
Treasurer: Carol Feathers (Appleby)
Secretary: Helen Ann Chisholm (Appleby)

Directors

Stacey Adams (CEO of Raleigh International UK)
Aaron Adderley
R. Andy Burrows
Alex Dill (Borneo 2006)
Tasha Jones
Alexander (Jerry) Ming
Joy Rothwell
Nekisha Tyrrell

"With Raleigh, I feel I have matured in many aspects. I never knew how much of an impact it would have on my life. I have made new life-long friends and memories that will last a lifetime. Raleigh also helped me focus more on my future and really helped me get my life back on track. If it wasn't for Raleigh, I don't know where I would be."



*Erik, Namibia 2007
(top middle)*