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**ENDEAVOUR**

EDUCATION THROUGH SAILING

**IMPACT REPORT**  
2021/2022





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# LETTER FROM ENDEAVOUR’S CHAIR

Reflecting on the results of our work we are exceptionally proud of Endeavour’s programmes and initiatives that positively impact diverse young lives across our Island. Endeavour was created to enhance access to experiential education and sailing opportunities for youth from diverse backgrounds across Bermuda, in particular those who may not otherwise be able to participate. Endeavour’s programmes empower diverse youth to reach their full potential by creating positive relationships, experiences and environments in which all young people can thrive. We continue to cultivate strategic partnerships with people and organisations who believe in Endeavour’s mission while sustaining and growing our impact in the community.

Thank you to our incredible donors, partners and supporters who enable us to provide Endeavour’s programmes free of charge to young people of all skills, abilities and backgrounds. You’ve helped us to change lives. It is through your generosity and kindness that Bermuda’s youth are able to have transformative experiences by engaging in Endeavour’s experiential learning programmes, and benefit from hands-on learning experiences that build new skills, enhance self-confidence and offer new perspectives. We’re humbled and inspired by your commitment to advance Endeavour’s place as a changemaker in our community. Thank you for being a part of the Endeavour family.

As we look to the future we’re excited for our continued work together in support of Bermuda’s youth.

Sincerely,



**Tom Miller**  
Board Chair  
Endeavour

# LETTER FROM ENDEAVOUR’S LEADERSHIP

We’re incredibly proud of the positive impact we are making in the community through Endeavour’s work that is changing young lives across Bermuda. Endeavour is committed to inclusiveness and improving access to opportunities for youth of all backgrounds, skills and abilities. Endeavour engages diverse youth across Bermuda in hands-on, experiential learning through sailing activities that inspire an appreciation for learning about STEAM education, sailing and maritime career pathways while building self-confidence and life skills.

STEAM education is about embracing diverse learning styles and empowering every student. With its inclusive approach, STEAM values creativity, problem-solving and critical thinking, creating opportunities for all learners to thrive. Endeavour’s programmes accomplish this through practical, real-world learning when students apply knowledge in innovative ways, nurturing skills essential for success in an ever-evolving world. The emphasis on hands-on learning, fostering adaptability and preparing all students for various career paths.

Above all, STEAM education is a commitment to equity. It is about creating a level playing field for exploration, innovation, and skills development. By embracing this approach we are ensuring that every student has the opportunity to thrive and succeed, building a more inclusive and supportive learning environment.

Endeavour’s curriculum is driven by experience and relationships as students connect what they are learning about in the classroom with real-life experiences in a safe and nurturing environment that bridges academics with socioemotional development. Endeavour’s inquiry-based education programmes build confidence, develop skills, and inspire an appreciation amongst our Island’s youth to learn about the evolving world around them. When students step out of the classroom and explore concepts through hands-on learning experiences they deepen their understanding of themselves and the world around them. Until we apply learning we do not truly understand as we learn from experiences. Hands-on experiences spark joy, curiosity, motivation and facilitate opportunities for experiential learning.

We’re committed to providing the highest quality learning experiences for the extraordinary youth who we serve. We regularly invite feedback from our stakeholders about their experience in Endeavour’s programmes, and the outcomes of our work to understand how we can continue to offer value while maximising engagement with Bermuda’s youth.

Endeavour is honoured to partner with schools, marine and educational organisations to enrich the learning experience that supports students’ overall development and growth to achieve academic and personal success.

We’re endlessly grateful for the support and commitment from our community that makes our work possible - from our valued donors, partners and supporters to our dedicated staff and volunteers including our Board of Directors. Together, we’re building brighter futures for Bermuda’s youth who emerge from Endeavour’s programmes empowered with more confidence, enhanced skills, and a lifelong appreciation for learning!

We look forward to continuing our work with Bermuda’s youth and excited for what the future holds.

With heartfelt gratitude,



**Jennifer Pitcher**  
Executive Director  
Endeavour

# EXECUTIVE SUMMARY

Endeavour in collaboration with PwC have evaluated key indicators across Endeavour’s programmes for the period from September 1, 2021 to August 31, 2022.

This report illustrates the outcomes which align with Endeavour’s goals, and demonstrates how Endeavour’s programmes and initiatives are achieving measurable results and a positive impact in the community.

## HIGHLIGHTS INCLUDE:

- ▶ How many young people have engaged in Endeavour’s programmes from 2015-2022.
- ▶ Who Endeavour serves through its programmes (gender, age, ethnicity, nationality, school enrolment).
- ▶ How Endeavour’s youth participants and their families perceive the impact on personal development, peer interaction, skills development and interest in STEAM and sailing after engaging in Endeavour’s programmes.
- ▶ What is the perception of teachers on the effect of students’ participation in Endeavour’s programmes as it relates to academic achievement, interest and proficiency in STEAM subjects and other behavioural changes.
- ▶ How Endeavour’s donors view the impact of Endeavour’s programmes.
- ▶ How sailing organisations in Bermuda view the impact of Endeavour as it relates to exposure, interest, and retention of youth sailors.
- ▶ How Endeavour’s marine partners view the impact of Endeavour’s programmes on Endeavour’s youth and exposure to the maritime industry.



Education through Sailing

## STAKEHOLDER SURVEYS

Endeavour regularly surveys its key stakeholders to invite feedback from participants, teachers and parents to identify what is working well and suggestions to improve the quality of programmes.

Endeavour’s key stakeholders have provided their input as to how Endeavour is performing against its goals.

**PwC conducted satisfaction surveys on behalf of Endeavour with three groups:**

- Bermuda sailing organisations that provide youth sailing programmes
- Donor organisations that financially supported Endeavour during the period
- Marine industry partners that collaborate with Endeavour during the year

*\*Refer to Appendix II for further details on data collection methods.*



## ABOUT ENDEAVOUR

### VISION

Inspired, confident, and engaged Bermuda youth with an appreciation for our waters and an excitement for learning and their future.

### MISSION

Building self-confidence and life skills by engaging diverse youth from across Bermuda in hands-on experiential learning through sailing.

### Where Endeavour Works

#### Endeavour West Fort

5 Freeport Drive  
Royal Naval Dockyard  
Sandys

#### Endeavour East Fort

T.S. Admiral Somers Building  
2 Convict Bay Lane  
St. Georges

**Endeavour - Registered Charity 977**

### VALUES

#### Teamwork

We work together to achieve our collective goals. We embrace all ideas and perspectives.

#### Positivity

We create a happy and collaborative workplace. We foster a welcoming and supportive learning environment.

#### Patience

We listen to understand each other. We remain calm, focused, and respectful while keeping an open mind.

#### Accountability

We are proud to take responsibility for our actions. We believe in trust, personal development, and growth.

#### Commitment

We give our full efforts to accomplish any goal or challenge.

#### Adaptability

We adjust to new situations. We are open to explore the unfamiliar with compassion and resilience.

#### Diversity, Equity & Inclusion

Endeavour provides equal opportunities to all youth participants, employees, and volunteers without regard of sex, race, colour, religion, marital status, national origin, age, sexual orientation, disability, veteran status, pregnancy, gender identity or expression, medical condition or any other factor that may be protected by law.





## ORGANISATIONAL GOALS



Help Bermuda's youth from all backgrounds to build self-confidence and develop life skills.



Leverage sailing as an effective tool for teaching STEAM education.



Inspire maritime and STEAM career pathways through experiential learning.



Enhance career opportunities for local youth to start a career in the maritime industry.



Integrate youth from different backgrounds and expose them to sailing and Bermuda's marine environment.



Increase the retention of youth sailors in Bermuda who wish to pursue the sport of sailing.



# KEY FINDINGS

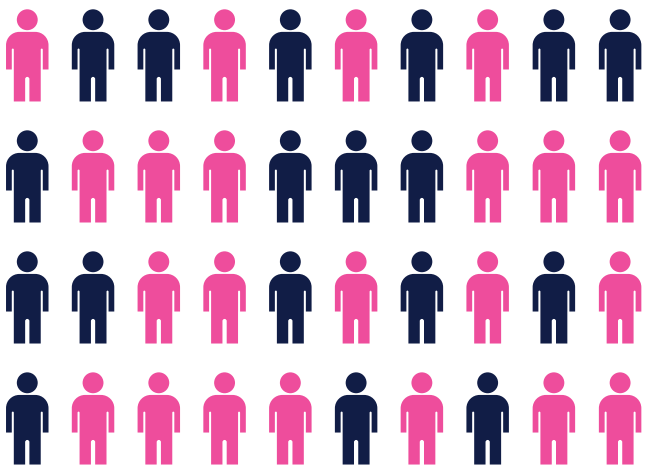
Endeavour continues to receive positive feedback in relation to its work with Bermuda’s youth. Testimonials from youth participants, teachers, and parents highlight the positive impact that Endeavour creates for young people across Bermuda who engage in Endeavour’s programmes.

### Findings demonstrate that as a result of participating in Endeavour’s programmes:

- Endeavour **connects diverse youth** from across Bermuda while engaging them in hands-on learning activities featuring Science, Technology, Engineering, Arts and Math or **STEAM education through sailing**.
- Students are **more interested in learning about STEAM subjects** and have an **improved understanding of science and math concepts**.
- Youth participants **develop life skills** including **problem-solving, communication, teamwork and leadership and build their self-confidence**.
- **Young people of all backgrounds, skills and abilities are exposed to sailing opportunities**, with many indicating their first sailing experience is through Endeavour.
- **Young Bermudians have a greater awareness of maritime career pathways** and are better prepared for securing employment with **enhanced skills, hands-on experience and industry connections**.

ENDEAVOUR PROGRAMME	2016	2017	2018	2019	2020	2021	2022	TOTAL
Endeavour Middle School Programme	633	656	586	652	281	605	570	3,983
Endeavour Middle School Programme (virtual)	-	-	-	-	140	79	-	219
Endeavour After School Programme	144	168	142	142	74	-	-	670
Endeavour Graduate Programme	145	108	119	131	136	181	223	1,043
Endeavour Assistant Instructor Programme	-	-	-	-	23	9	14	46
Endeavour Maritime Career Springboard Programme	-	-	11	10	9	11	14	55
BF&M No Limits Sailing Programme	-	12	32	34	32	38	28	176
TOTALS	922	944	890	969	695	923	849	6,192

# PARTICIPANT DEMOGRAPHIC



SINCE 2015 ENDEAVOUR HAS ENGAGED

6,192  
YOUNG PEOPLE

FROM DIVERSE BACKGROUNDS ACROSS BERMUDA.



From September 1, 2021,  
to August 31, 2022:

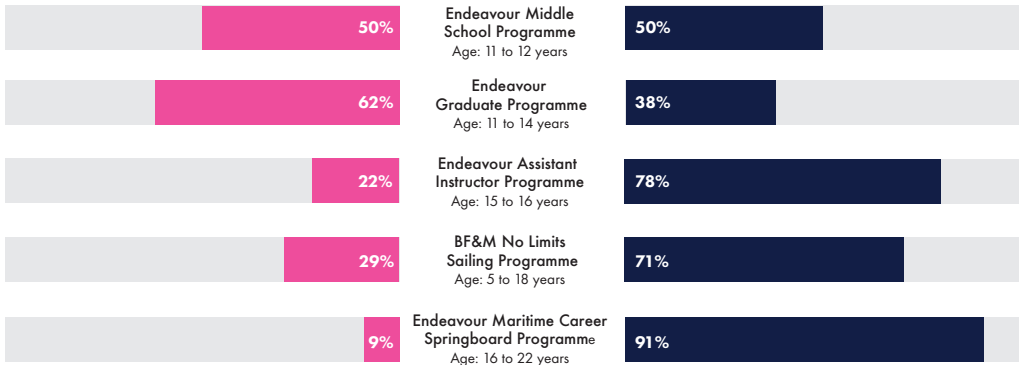
849  
YOUNG PEOPLE

were engaged in  
Endeavour’s Programmes.

Female  
Participants

ENDEAVOUR  
PROGRAMMES

Male  
Participants



849 students from 13 schools in Bermuda gained access to over 1,500 hours of experiential education during the 2021-2022 school year including over 500 hours of academic instruction in math and science.



223 students aged 12-13 years, from 12 schools, were engaged in the Endeavour Graduate Programme in 2021-2022.



25 Assistant Instructors volunteered 1,070 hours of community service in July and August 2022 to support students learning to sail in the Endeavour Graduate Programme.



14 students aged 15-16 years, from 7 schools, completed a week-long training to develop their coaching skills and were successful in achieving their Assistant Instructor certification in July 2022.



# ENROLMENT IN ENDEAVOUR’S PROGRAMMES

See below for school enrolment for students who engaged in Endeavour’s programmes during the 2021 -2022 school year.

## Endeavour Middle School Programme

Enrolment in the Endeavour Middle School Programme is tied directly to school enrolment as this opportunity is offered to EVERY student.

**100%** of students in their first year of middle school from all public, private and home schools in Bermuda engaged in the 2021-2022 Endeavour Middle School Programme: **570** students comprised **230** public school students, **335** private school students and **5** home school students.

## Endeavour Graduate Programme

Students are invited to continue to develop their skills and knowledge in the Endeavour Graduate Programme based on their participation in the Endeavour Middle School Programme with an emphasis on students who have never sailed before and who are interested to continue sailing.

Out of **151** students who engaged in the 2022 Endeavour Graduate Programme: **73** were from public schools and **78** were from private schools.

## BF&M No Limits Sailing Programme in partnership with Endeavour

**28** students from **five** public schools engaged in the 2021-2022 BF&M No Limits Sailing Programme.

## Endeavour Assistant Instructor Programme

Out of **14** students who engaged in the 2022 Assistant Instructor Programme: there were **4** public school students, **1** GED student, **5** private school students and **4** attended boarding schools overseas.

## Endeavour Maritime Career Springboard Programme

Out of **14** students who engaged in the 2022 Endeavour Maritime Springboard Programme: there were **7** public school students, **1** private school student, **2** home school students, and **4** high school graduates.

# SKILLS DEVELOPMENT

**100%**

of students reported they are more confident, have improved their problem-solving skills and are more willing to take on new challenges after participating in the Endeavour Assistant Instructor Programme.

**100%**

of parent respondents indicated their child enhanced their communication skills after participating in the BF&M No Limits Sailing Programme with Endeavour.

**100%**

of young Bermudians believe that they have enhanced their teamwork and communication skills following their completion of the Endeavour Maritime Springboard Programme.

**97%**

of students reported they improved their problem solving skills as a result of participating in the Endeavour Middle School Programme.

**82%**

average pass rate achieved by participants in the Endeavour Maritime Career Springboard Programme across nine Royal Yachting Association (RYA) qualifications, which is impressive as many had limited or no sailing experience before the programme.

**72%**

of students reported they increased their confidence after participating in the Endeavour Graduate Programme.

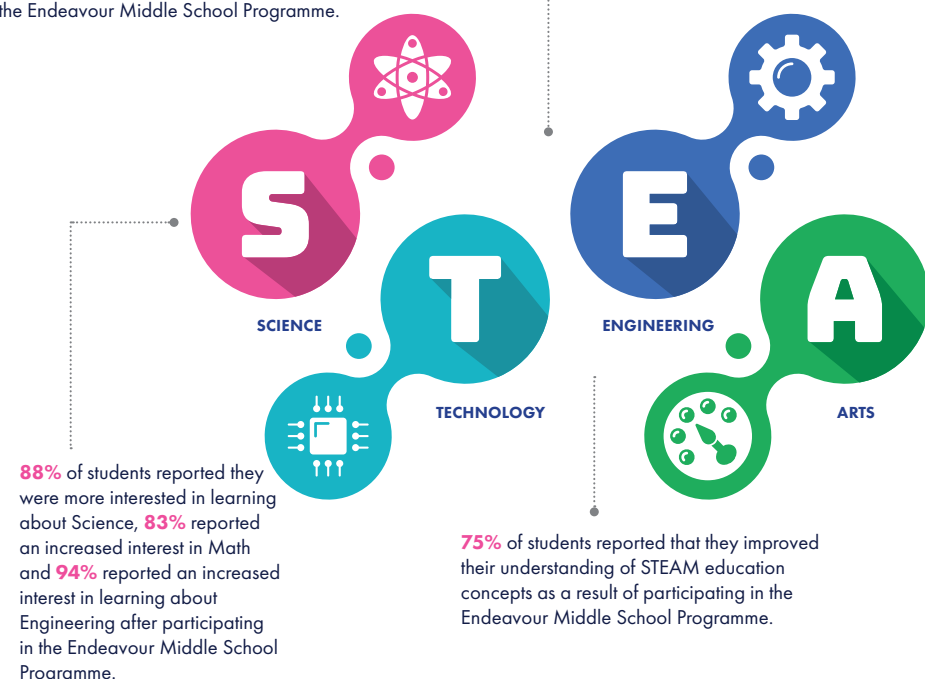
“ *Inquiry-based learning is about inspiring curiosity and fostering critical thinking skills. It is about finding those things that ignite a child’s passion and excitement, and drives them to want to learn more. By embracing and encouraging inquiry-based learning we build a love of learning in students that will last a lifetime.* ”  
- [steampoweredfamily.com](https://steampoweredfamily.com)

Endeavour is committed to inclusivity across all of our programmes toward ensuring that young people of all backgrounds, skills, and abilities have access to opportunities. Endeavour’s STEAM through Sailing programmes are grounded in inquiry, problem-solving and active engagement to enrich the learning experience while encouraging exploration and discovery from diverse perspectives.



100% of teacher respondents believe that Endeavour's STEAM activities align with their lesson plan and in-class curriculum and believe that students were more interested in learning about STEAM subjects as a result of participating in the Endeavour Middle School Programme.

70% of students reported they were more aware of STEAM career pathways as a result of participating in the Endeavour Middle School Programme.



## WHAT IS STEAM EDUCATION?

“STEAM is an educational approach to learning that uses Science, Technology, Engineering, the Arts and Mathematics as access points for guiding student inquiry, dialogue, and critical thinking. The end results are students who take thoughtful risks, engage in experiential learning, and persist in problem-solving.”

– Susan Riley, Arts Integration Specialist

A report from the U.S. Bureau of Labor Statistics projects growth in STEM and STEAM-related occupations of 8% between now and 2029, compared to 3.4% for non-STEM occupations.

STEAM education is a holistic, interdisciplinary approach to learning that combines science, technology, engineering, arts and mathematics. It harnesses the natural symbiosis between these disciplines to foster creative problem-solving, collaboration and critical thinking. STEAM-based learning equips students with the skills and knowledge needed to thrive in the 21st century. STEAM education helps develop the 4 C's of 21st century skills - collaboration, creativity, creative thinking, and communication, which are vital components to help young people succeed in a rapidly changing workforce and society.

As humanity faces increasing change, challenges and complexity, we need people with the ability to ask the right questions and find new solutions. STEAM - with its focus on not only the “how” and “what” but also the “who” and “why” - is specifically designed to develop future innovators. It allows learners to create meaning for themselves and others. It encourages students to approach real-world scientific problems with consideration for their impact on humanity.

STEAM is at its heart about innovation, and innovation is about more than developing the latest gadget. Innovation is one of the keys to solving the most pressing problems of our time and ensuring a healthy, sustainable future.

Source: <https://cie.spacefoundation.org/what-is-steam-education-and-why-is-it-important/>



“To develop a complete mind: Study the science of art; Study the art of science. Learn how to see. Realise that everything connects to everything else.”

– Leonardo Da Vinci

## BENEFITS OF STEAM EDUCATION

Students who participate in STEAM learning:

- think outside the box
- feel safe to express innovative and creative ideas
- feel comfortable doing hands-on learning
- take ownership over their learning
- work collaboratively with others
- understand the ways that science, maths, the arts, and technology work together
- become increasingly curious about the world around them and feel empowered to change it for the better.



# ENDEAVOUR PROGAMMMES

## 01. ENDEAVOUR MIDDLE SCHOOL PROGRAMME

The Endeavour Middle School Programme engages every student aged 11-12 years old in a five-day interactive STEAM through Sailing learning experience from all public schools, private schools, and home schools across the Island.

Endeavour's inquiry-based curriculum combines Science, Technology, Engineering, Arts and Math or STEAM hands-on learning with practical sessions on the water to complement what students learn at school. By creating connections between what they are learning on the water and in the classroom, students become more excited about learning and strengthen their understanding of math and science. Endeavour's STEAM through sailing curriculum includes modules on sailing geometry, buoyancy, wind power and measurement, simple machines, and mechanical advantage, sailing fundamentals, weather patterns, ocean conservation, and Bermuda's maritime heritage.

Learning modules are aligned with the Cambridge curriculum math and science learning objectives that are implemented in Bermuda's public schools. Students report an increased interest in learning about STEAM as a result of their participation in the programme.

Students also report they experience improved self-confidence, and enhanced life skills including teamwork, communication and problem-solving. Students also report a greater awareness of the importance of environmental stewardship and appreciation of Bermuda's rich maritime history as a result of participating.

Student participation is made possible through Endeavour's long-standing collaboration with the Bermuda Ministry of Education and schools to ensure that lessons are relevant and enrich learning as students build on what they are learning in the classroom during their time at Endeavour.

The Endeavour Middle School Programme develops critical thinkers and helps prepare Bermuda's youth for a rapidly changing world. The programme is designed in a way that allows participants to learn through inquiry.



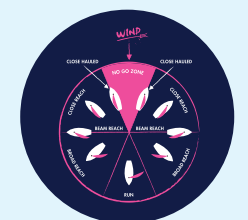
### BUOYANCY

- How does the boat balance (stay upright) on the water?
- What happens to the boat when the gravitational force is less than the buoyant force?



### MEASURING WIND & WIND POWER

- How can we measure the wind if we can't see it?
- What is the maximum wind speed you can sail a boat in?
- What is apparent wind?
- Why can't you sail into the wind?

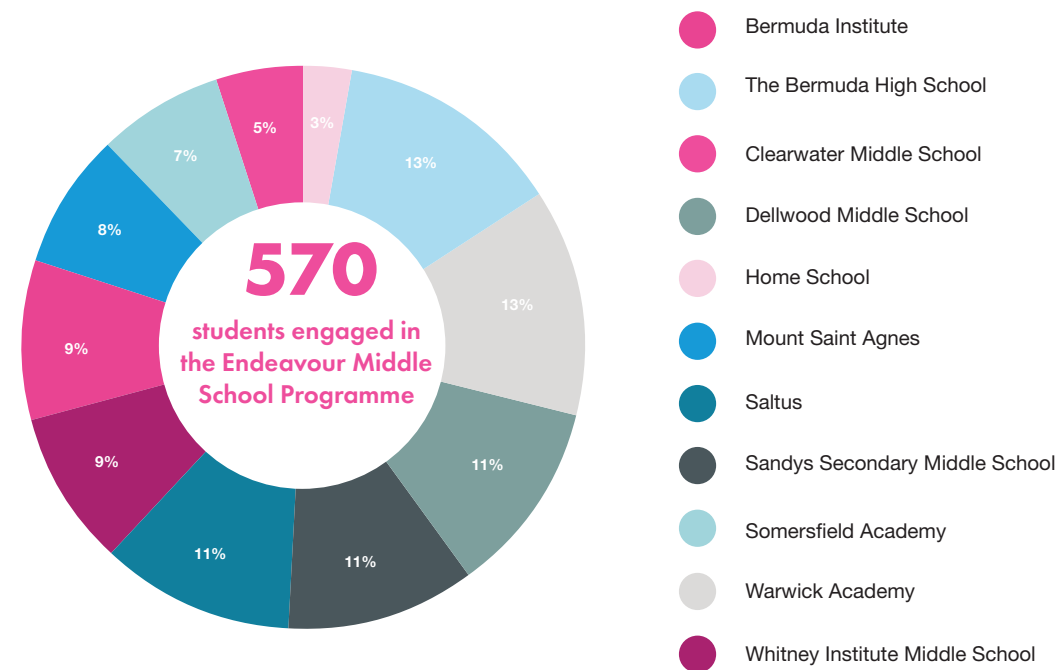


### SAILING GEOMETRY

- How does geometry affect sailing?
- What shape are sails and why?
- What is the angle of the 'No Go' zone?



Below represents student participation from each of the schools in the 2021 - 2022 programme.



Lessons engage students through hands-on learning activities based on STEAM concepts that are applicable for sailing. The programme aims to inspire an enthusiasm for learning about STEAM and sailing and expose students to STEAM-related career pathways.

Each week two different groups of students and teachers engage in hands-on activities at two locations from Monday to Thursday from 9am to 3:30pm at Endeavour East in St. George's and Endeavour West in Dockyard, then both groups come together on Friday in Dockyard.

Endeavour partners with the Bermuda Cancer and Health Centre SunSmart Programme and is grateful to Azuree Williams who dedicates time with each group to share about the importance of practising SunSmart behaviours and healthy habits with respect to sun protection.

As part of Endeavour's commitment to eliminate single-use plastics and promote sustainability, all participants in Endeavour's programmes receive a reusable water bottle. Students and teachers join Endeavour team members each week for a beach clean-up and have collected thousands of plastics and other debris, followed by a discussion of ways of living more sustainably.

Endeavour partners with the National Museum of Bermuda to provide students with an interactive and educational scavenger hunt focused on Bermuda's rich maritime heritage. Students also have an exciting opportunity to learn about the physics of sailing and apparent wind on Blo'Karts (land sailing vessels).

Endeavour is committed to ensuring the best possible learning experience for everyone who participates in Endeavour's programmes. To this end the Endeavour team is constantly evolving lesson plans and working with our educational partners to ensure positive outcomes for participants.

Endeavour is grateful for support from the dedicated educators from our partner schools.

**119** teachers contributed **2,580** hours of support for the Endeavour Middle School Programme during the 2021-2022 school year.

**100%** of teacher respondents believe that students benefited from their participation in the Endeavour Middle School Programme.

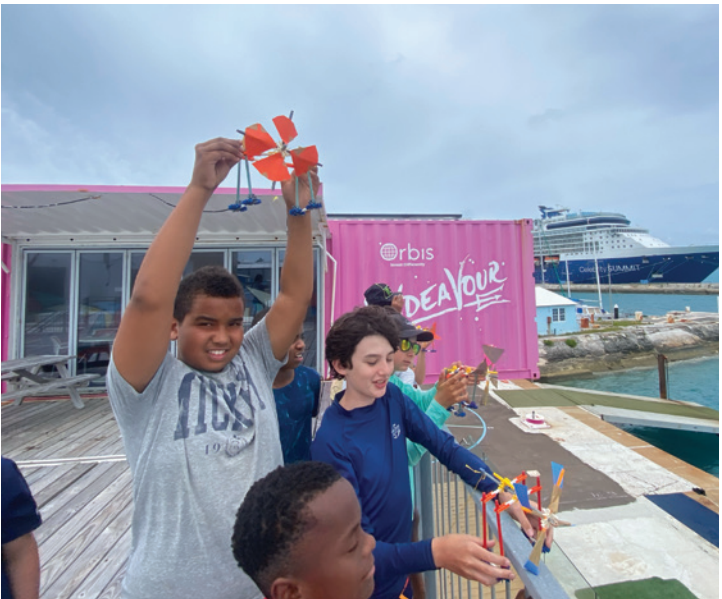
## 100 % of Teachers were satisfied with:

- ✓ The quality of students' in-class experience
- ✓ The alignment of Endeavour's STEAM activities with their lesson plans and in-class curriculum

Teacher respondents stated their students' interest in the following STEAM subjects increased after their experience in the Endeavour Middle School Programme. Out of all the participants:

## 92% of students are more interested in

- ✓ Science
- ✓ Engineering
- ✓ Mathematics
- ✓ Technology
- ✓ Art & Design



“ Many students stepped out of their comfort zone to participate in this program. It was amazing! I enjoyed seeing my students make connections of science and math with real-world activities. ”

- Lexi Rego, Mount Saint Agnes Teacher Chaperone

“ I enjoyed seeing the students engage in hands-on activities. Endeavour was extremely interactive and engaging; the professionalism of the staff was amazing! ”

- Danica Bascome, Dellwood Middle School Teacher Chaperone

“ I always thought kids being exposed to sailing was awesome because many of our kids, if not for Endeavour, would not get the opportunity to learn the basics of sailing. Especially living on an island, they should get this opportunity. Children now are not limited to the island but can navigate the seas as well. ”

- Anthony Rocker, Whitney Institute Middle School, Teacher Chaperone

“ I really enjoyed watching our students engage with the activities with enthusiasm. Thank you for all you do to deliver such a rich, interactive programme. The students have all thoroughly enjoyed their experience. ”

- Cynthia Hassell, Saltus Teacher Chaperone



# ENDEAVOUR'S MIDDLE SCHOOL PROGRAMME: STUDENT FEEDBACK

All students who participated in the Endeavour Middle School Programme were invited to share their feedback regarding their experience, of which 563 or 99% completed the survey.

Students were asked overall how they felt they benefited from their participation:



- “ I have learned about the different types of sails such as the lateen rig, Bermudian rig and much more. I have also enjoyed learning about STEAM.”  
- Grace, Bermuda Institute
- “ I enjoyed the learning experience at Endeavour because it will help me focus on what I will like to do in the near future.”  
- Paige T., Sandys Secondary Middle School

Students rated whether they agreed or disagreed with the following statements based on their experience in the Endeavour Middle School Programme.

I am enjoying learning new things	83%
I have better knowledge and understanding of water safety	79%
I have an interest in sailing	76%
I have greater appreciation for the marine environment and the importance of environmental conservation	75%
I am more willing to take on new challenges	71%
I improved my attitude/ positive outlook	69%
I developed my leadership skills (taking a lead role during activities and offering assistance to peers)	66%







## 02. ENDEAVOUR GRADUATE PROGRAMME

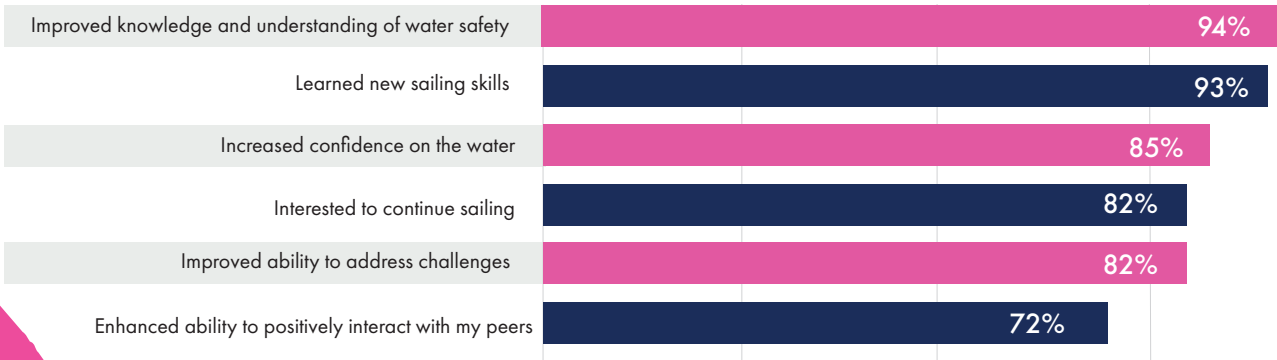
The Endeavour Graduate Programme offers a pathway for students ages 12-14 years who have completed the Endeavour Middle School Programme to continue to develop their skills. Students are evaluated based on teamwork, respect for others, listening skills, willingness to learn, and overall effort as well as their interest to continue learning to sail during the Endeavour Middle School Programme.

Students with the highest values are invited to return for training sessions during the summer, and school breaks and weekends during the fall and spring terms.

This programme brings together diverse students while developing their skills on and off the water, representing one of Endeavour’s goals which is to integrate youth from different backgrounds from across Bermuda. Some students and their families have reported that they would not have met otherwise, and new friendships have formed.

**72** students took part in the Endeavour Graduate Programme during the fall 2021 and spring 2022 terms, and **151** new students were engaged from **12** schools during the 2022 summer programme.

Endeavour Graduates were asked if they agreed or disagreed with the following statements based on their Endeavour experience. The chart below displays the percentage that agreed with the statement:



“ I would recommend the Endeavor Graduate Programme to other students because even though it can be scary and hard you can still have fun and make new friends. ”

- Participant response from the Endeavour Graduate programme survey.

Endeavour graduates were asked if they felt they benefited from their participation in the Endeavor Graduate Programme.

**Do you feel that you benefited from your participation in the Endeavour Graduate Programme?**

**94%** of students feel they benefited from their participation in the Endeavour Grad Programme

“ Endeavour has 100% built my son’s confidence and he is more open to trying new things. He is a very shy kid and hesitant to try new things, but when Endeavour offers him a spot to come back, he cannot wait to get out on the water. ”

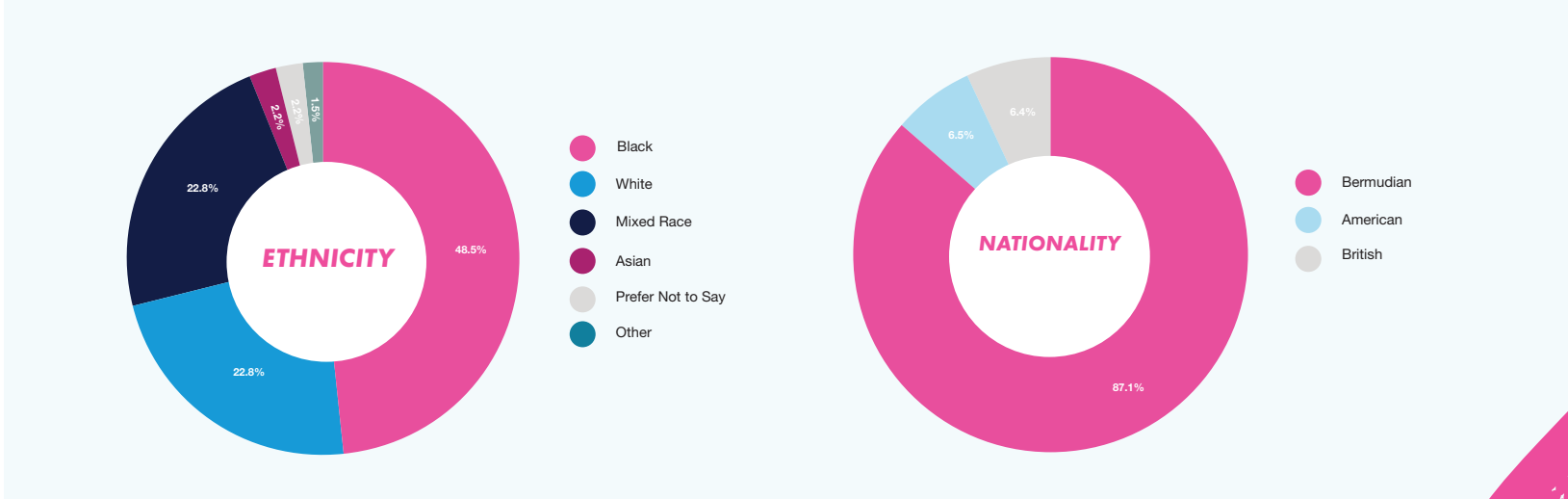
- Tina Smith, mother of Endeavour Grad.

“ Every time my daughter comes home, she has a different story. She loved the opportunity to sail the Opti by herself. Afterwards, she was extremely proud of herself. ”

- Melanie Correia, mother of an Endeavour Grad.

## ETHNICITY AND NATIONALITY

The key findings from the Endeavour Graduate Survey captured the ethnicity and nationality of the participants. A total of 136 responses were received and are summarised below:





# ENDEAVOUR GRADUATES HAVE ACCOMPLISHED A LOT!

## HIGHLIGHTS INCLUDE

- **Six** Endeavour Grads took part in the 2021 Bermuda National and Open Optimist Championships for their first regatta experience. They represented **five** schools: Bermuda Institute, Clearwater Middle School, Dellwood Middle School, Mount Saint Agnes Academy, and Sandys Secondary Middle School.
- Endeavour's commitment to gender equality and empowerment of all women and girls throughout its programmes aligns with Goal 5 of the United Nations UN 2030 Agenda for Sustainable Development.
- Endeavour's 2022 Women on the Water event brought together **21** female youth sailors aged 11-19 years for a fun-filled day of empowerment and inspiration in honour of International Women's Day. This UN-sanctioned global event recognises the social, economic, cultural, and political achievements of women, raises awareness, and marks a call to action for accelerating gender parity, and inspires support for organisations that support women around the world.
- Endeavour's Women on the Water event inspires, empowers, and connects diverse female youth across Bermuda in a fun, safe, and inclusive environment. This fun-filled day brings together female sailors of all skills and abilities to get to know each other while fostering their interest in sailing and maritime opportunities and providing opportunities to build their confidence, skills and network.
- Students represented **12** schools including: Bermuda Centre for Creative Learning, Bermuda Institute, CedarBridge Academy, Sandys Secondary Middle School, The Berkeley Institute, The Bermuda High School, Mount Saint Agnes, Saltus, Somersfield Academy, Warwick Academy, Whitney Institute Middle School, and home schools.

“The Endeavour Women on the Water event is an inspiring day to be a part of! I was thrilled to be a part of this event again this year supporting female youth sailors with diverse interests and different levels of sailing for a fun-filled day on and off the water. It is rewarding to be a qualified instructor to be able to support the on-water aspects of the event using my skills and qualifications achieved during the Endeavour Maritime Career Springboard Programme. The positive vibes throughout the day as the girls made new connections and friends was definitely a highlight. I look forward to seeing more female representation in sailing and the maritime industry in the future.”

- Ruth Mello-Cann, 2022 Springboard Grad





03. ENDEAVOUR ASSISTANT INSTRUCTOR PROGRAMME

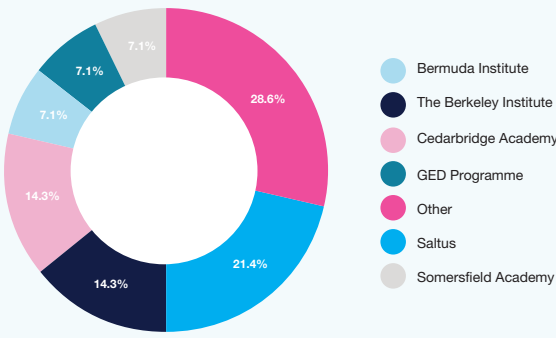
The Endeavour Assistant Instructor Programme offers a leadership development opportunity for students **ages 15 years and older** who have completed the Endeavour Graduate Programme.

The programme focuses on coaching and advanced sailing skills for high school students interested in becoming sailing coaches. After successfully completing the programme and achieving their Assistant Instructor certificate they are invited to volunteer to assist with the Endeavour Graduate Programme and gain community service credit.

In July 2022, **14** students participated in the Endeavour Assistant Instructor Programme, of which **100%** successfully achieved their Assistant Instructor (AI) certification, and joined returning AI volunteers to dedicate **1,070** hours of community service in July and August 2022.

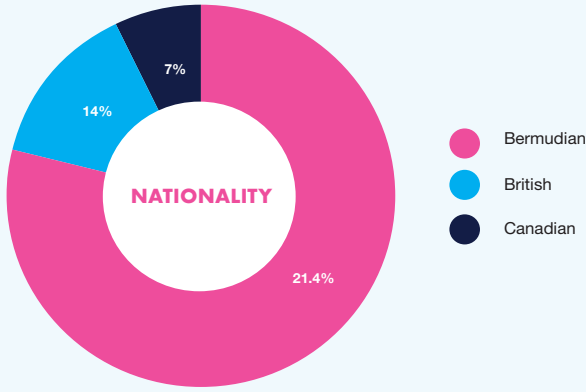
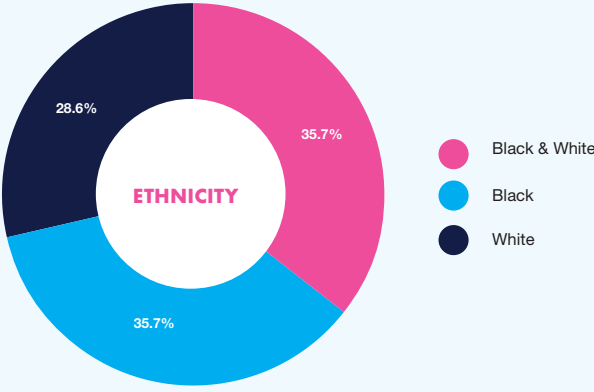
Students represented **seven** schools; the chart below represents participation from each of the schools.

School enrolment



ETHNICITY AND NATIONALITY

The key findings from the Endeavour Assistant Instructor Survey captured the ethnicity and nationality of the participants. All participants responded to the survey and their responses are summarised below:



“ It was most exciting when my son Kimon achieved his Assistant Instructor certification. He loves sailing because of Endeavour and the fact that he can grow within the programme is something that he does really enjoy.

My son showed interest in sailing, but due to costs involved with the sport we didn’t think it was possible. Endeavour’s programmes provided a first encounter, giving him the chance to discover whether it was something he really liked, and it gave him a lot of knowledge about what to do on the water and safety. He completed the Endeavour Graduate Programme then the Endeavour Assistant Instructor Programme and has continued to sail with the Royal Bermuda Yacht Club on different boats. Endeavour is providing my son with opportunities and showing him paths for career and personal development.

My son is a very quiet child and not confident with public speaking, however being part of Endeavour’s Assistant Instructor Programme requires him to help other children discover the wonderful parts of sailing and his confidence level has risen. He takes pride in what he is doing and speaks up more and looks forward to the programme. Over the holidays he had to wake up at 6am to catch the bus to be on time to volunteer with Endeavour. My son would want the programme to be on every day if possible.

Endeavour is definitely improved access and interest in youth sailing in Bermuda. Endeavour has opened up the doorway for a lot of things in Bermuda. Other family members have been involved in Endeavour’s programmes and other parents are showing interest and asking questions.

Endeavour is beneficial to Bermuda and gives the opportunity for young people to see what is available, career-wise, as it has never been an option for many and their interest continues to grow. With Endeavour being more seen on the island and with more families getting involved, it will continue to grow and may encourage other programmes to come out of this. ”

- Kim Lawrence, mother of Kimon, an Endeavour Assistant Instructor

“ My son’s favourite Endeavour experience was the Bermuda Optimist Open Championship where children from all over the world were a part of it. He had only been sailing for two months and this was a very memorable experience for him.

Endeavour definitely develops skills amongst youth participants. My son is now an Assistant Instructor and he really enjoys it. Patience is the number one skill that has been developed. Other skills include how he interacts with others and all of the different things that he has learned through Endeavour’s programmes. He talks about the terminology frequently and has learned to sail different kinds of boats.

My son’s confidence has definitely increased as a result of participating in Endeavour’s programmes. Before participating he was a quieter child and an introvert. However as an Assistant Instructor his ability to be out there, for example he’s volunteering and supporting younger children learning to sail. As a mother looking on, I see how much my son appreciates being a part of it, teaching others what he has learned and I am very happy with how happy my son’s involvement with Endeavour has been.

Endeavour is definitely improving access and interest in youth sailing in Bermuda. A lot more children are involved and want to be involved. A few parents have asked me how to get their children involved. Thank you to the donors and supporters who make Endeavour’s work possible. It is truly amazing!

My son wants to share that because of Endeavour’s work children’s lives change for the better and he wishes the programme was even longer. His aim is to become an instructor at the age of 16 years old and continue with teaching children all over the Island. He is a young man with ambition to help change lives through Endeavour’s programmes. ”

- Ruby Creary, mother of Sivaja’, an Endeavour Assistant Instructor





#### 04. ENDEAVOUR MARITIME CAREER SPRINGBOARD PROGRAMME

The Endeavour Maritime Career Springboard Programme is a seven-week career development initiative for young Bermudians aged 16 years and older who are seeking employment in the maritime industry, that equips them with training and career connections to build skills and broaden exposure to maritime career pathways.

2022 marks the fifth year of the programme and Endeavour's partnership with the Bermuda College Athora Division of Professional and Career Education (APACE) Division.

A key part of the programme includes interactive career site visits with a range of maritime employers to broaden awareness of the different career pathways and training opportunities available as well as providing tips for how to jumpstart their career while at the same time building a network of contacts in the maritime industry locally and overseas.

Young Bermudians benefit from maritime career exposure and exploration, skills development, practical training, and hands-on experience as well as growing their network of support so that they are better positioned to work in the maritime industry.

Young Bermudians also benefit from the opportunity to achieve internationally recognised qualifications from the Royal Yachting Association (RYA) including:

- RYA Sailing Levels 1, 2 and 3
- RYA First Aid
- RYA Seamanship
- RYA Safe & Fun Safeguarding
- RYA Powerboat Level 2
- RYA VHF Marine Radio - Short Range Certificate (SRC)
- RYA Safety Boat
- RYA Dinghy Instructor Award

**14** Bermudians aged 16-21 years including **10** males and **four** females completed the 7-week programme from mid-January to the end of February 2022.

Students rated whether they agreed or disagreed with the following statements based on their experience with the Assistant Instructor Programme:

**100 % of students:**

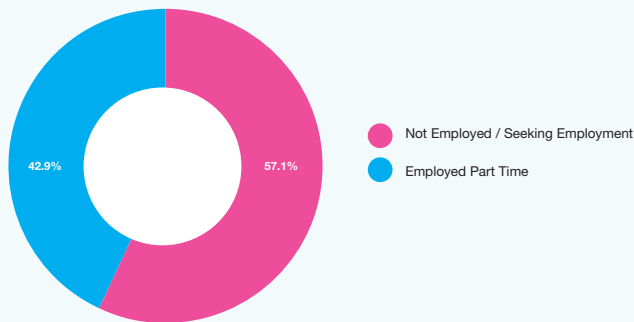
- ☒ Are more confident.
- ☒ Have improved their problem-solving skills.
- ☒ Have improved their communication skills.
- ☒ Are a stronger leader.
- ☒ Are more willing to take on new challenges.
- ☒ Enjoy learning new skills.



Participants were  
**100%**  
Bermudian

Ten participants were high school students who balanced their academic commitments while being immersed in the programme including **four** students from CedarBridge Academy, **three** students from The Berkeley Institute, **one** student from Saltus and **two** home school students.

Endeavour surveyed all 14 participants regarding their employment status prior to starting the programme. The majority of participants were students who were not employed and seeking employment at the start of the programme.



**93%** were extremely satisfied with their experience and agreed that the programme prepared them toward meeting their objectives and goals.

Participants were asked how they would rate their ability in the following skills now that they have completed the Endeavour Maritime Career Springboard Programme:

**100 % of participants are better able to**

- ☒ Work on a team.
- ☒ Adapt to new surroundings.
- ☒ Communicate clearly.
- ☒ Identify their strengths and weaknesses.
- ☒ Solve problems.



“ I have so many fond memories from Endeavour. A favourite would be learning how to drive a powerboat as this was such a supportive experience. Participants were able to learn at the perfect pace on how to drive a powerboat. Sailing is not as popular of a sport as it should be in Bermuda given we are surrounded by water. Endeavour reaches out to all kids across the island to ensure that they are getting that experience on the water and opens their eyes to the possibility of being a sailor. ”

- Nijanae Pemberton, Endeavour Maritime Career Springboard Graduate

“



The Endeavour Maritime Career Springboard Programme definitely develops skills amongst participants. For example, teamwork is very important and Endeavour made it so that everyone is involved with each other, like a little family. Everyone did everything together. There are other students learning alongside you and feedback is shared on how to improve throughout the programme. It was really good to have instructors who push a family dynamic and sense of community.

Also there is a lot of leadership that is developed as participants are encouraged to do their own projects. For example, public speaking where you are encouraged to explain what you are doing and how you are doing it to practise presentation skills. This was very good in developing social skills.

By participating in the Endeavour Maritime Career Springboard Programme, my confidence increased. The results of my experience was something that I never even considered. I achieved my RYA Dinghy Instructor certificate along with other qualifications. Endeavour pushed me to be more vocal and now I am able to teach students and lessons with confidence.

Endeavour’s Middle School Programme is really good to improve access and interest in youth sailing in Bermuda. This means that every Bermudian has access to this experience if they are living in Bermuda.

I wish to give a shout out to the instructors who make learning a lot of fun and I really learned a lot from them. My experience in the Endeavour Maritime Springboard Programme changed my perspective and my entire career goals.

When I started the programme I was at the Bermuda College studying marine science, and unsure of what I really wanted to do. However since completing the programme I have narrowed down my career goals in the maritime industry and achieved additional skills, qualifications and experience including the Royal Yachting Association Yachtmaster Certificate of Competence, the Standards of Training, Certification and Watchkeeping (STCW). as well as I have worked with several organisations including Rising Son, Sail Bermuda, and Endeavour. ”

- MaLahku Selassie, Endeavour Maritime Career Springboard Graduate

“

Bermuda College and Endeavour continue to maximise their impact in the community through this dynamic collaborative effort. Since the pilot programme was offered in 2018, 54 Bermudians aged 16 to 35 years representing different interests and career goals have completed the programme. Over 70% of them are now working in the maritime industry including some who have joined the Endeavour team as instructors. This is a direct result of us pooling our resources to best serve Bermuda’s young people. ”

- Karen Smith, Programme Coordinator, Bermuda College Athora Division of Professional and Career Education (APACE)

RYA Course	Number of students completed	Completion Rate
RYA Sailing Level 1, 2, and 3	14	100%
RYA Seamanship	12	86%
RYA Powerboat Level 2	14	100%
RYA Safety Boat	14	100%
RYA Short Range Certificate (SRC)	11	79%
RYA Safe and Fun Safeguarding	14	100%
RYA First Aid	14	100%
RYA Dinghy Instructor	10	71%





## 05. BF&M NO LIMITS SAILING PROGRAMME WITH ENDEAVOUR

Endeavour facilitates the BF&M No Limits Sailing Programme to provide experiential learning opportunities for students who are on the autism spectrum or have developmental challenges who are enrolled in public schools across Bermuda.

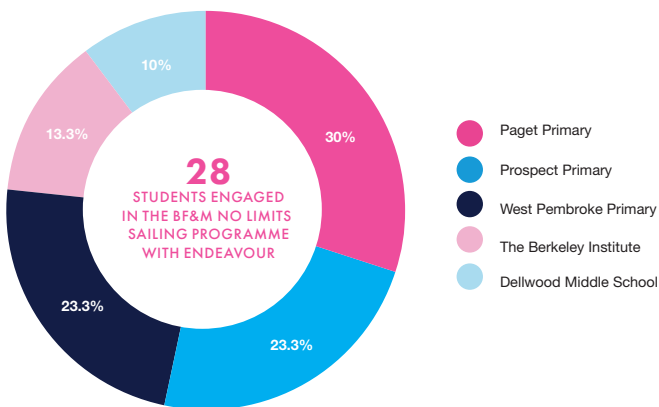
Students engage in hands-on sensory learning activities that focus on STEAM concepts applicable to sailing that are complimented by practical sessions on the water. Learning modules explore wind and weather patterns, buoyancy and sailing fundamentals in a safe and fun learning environment.

This programme takes place in September and April, which coincides with Autism Awareness month.

**19** teachers contributed **434 hours** of support during the BF&M No Limits Sailing Programme with Endeavour.

**28** students **ages five years to 18 years old** from **three** public primary schools, **one** public middle school, and **one** public high school took part in the BF&M No Limits Sailing Programme with Endeavour during the 2021-2022 school year. Displayed below are students engaged from each school.

**School that student is affiliated with**







## BF&M NO LIMITS SAILING PROGRAMME PARENT FEEDBACK

Endeavour invited participants' families to provide their feedback via a survey, of which five responded.

**100%** of parents believe their child benefited greatly from participating in the programme.

Parents believe the BF&M No Limits Sailing Programme has helped their child in the following ways:

- ☒ Ability to learn new things
- ☒ Communication skills
- ☒ Confidence
- ☒ Ability to focus on instructions and respond

“My son is nonverbal but every time he knows that he is going on the boat he is over the moon and every day he has a great time and comes home [from Endeavour] as a totally different child. He definitely is in tune with listening more and is more focused as a result of participating in the programme. He has become so much more comfortable with the water, he loves to be in the water. He seems to be really comfortable with the instructors, they have a lot of patience and have been really helpful with him.

My son's confidence has increased as a result of participating in the BF&M No Limits Sailing Programme with Endeavour, with him being nonverbal he tends to shy away from the group but now he wants to be involved. He saw that they were learning how to make a boat, how it will float/sink and he was fully engrossed in the entire experience.”

- LaTasha Levon, mother of Eddis who participates in the BF&M No Limits Sailing Programme with Endeavour

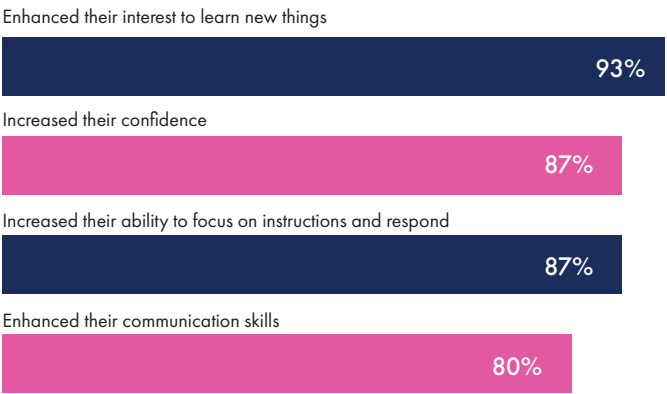


## BF&M NO LIMITS SAILING PROGRAMME TEACHER FEEDBACK

Endeavour invited feedback from teachers via surveys and focus groups. Five survey responses were received from teachers from the Berkeley Institute, Paget Primary, Dellwood Middle School, Prospect Primary, and West Pembroke Primary.

**100%** Of teachers reported their students benefited from their participation in the BF&M No Limits Sailing Programme in partnership with Endeavour, and are satisfied with the quality of their experience.

Teachers rated their student's proficiency in the following areas after participating in the BF&M No Limits Sailing Programme



Teachers were asked in the feedback survey “what they enjoyed most about their experience with the BF&M No Limits Sailing Programme in partnership with Endeavour?” Below are some of their responses:

“The fun and interesting STEAM activities that the students completed. They loved the hands-on activities. It helped to increase their understanding of the topics being taught.”

“We appreciate the effort the staff made to simplify the lessons for our students.”





## SAILING ORGANISATION PARTNERSHIPS

Endeavour provides support and pathways for young people who have completed Endeavour's programmes and are interested to further advance their skills through sailing, with emphasis on supporting those who might not otherwise have access to sailing opportunities.

Endeavour is honoured to partner with youth sailing organisations across the island to increase access and exposure to sailing for Bermuda's youth.

Endeavour is grateful to the Bermuda Optimist Dinghy Association and Bermuda Sailing Association for helping to secure scholarships and financial bursaries to support youth sailing activities at local sailing clubs and regattas, further improving access to sailing for youth across Bermuda.

Sailing organisations across Bermuda were surveyed by PwC to understand the impact that Endeavour's programmes have on youth participation and retention in the sport. Of the 12 surveys distributed, **seven** responses were received.

# 100%

of respondents believe  
Endeavour helps youth

- ☒ Increase their ability to work on a team.
- ☒ Exposes them to sailing and increases their interest to pursue sailing.
- ☒ Increasing exposure to maritime pathways

We asked sailing organisations if they agreed or disagreed with the following statements, below represents the percentage of respondents that agreed with the statements:

# 86%

Believe Endeavour  
provides tangible benefits  
to youth participants that

- ☒ Builds their confidence.
- ☒ Develops life skills such as problem solving and critical thinking.
- ☒ Increases awareness of youth sailing opportunities.

“ We value our long term partnership, and we remain very proud to be hosting Endeavour in our building. It is an excellent programme, which benefits the whole community. We are pleased to be able to support it, and are always grateful for the support that you give the Bermuda Sea Cadets. ”

- Lt Cdr (SCC) Michael Frith, RNR, Commander, Bermuda Sea Cadet Corps

“ Endeavour continues to provide a very valuable service to Bermuda's youth. Every school child in Bermuda should have an opportunity to learn how to sail, and Endeavour is able to provide that important opportunity. It is a fantastic programme. ”

- Nicole Butterworth, Royal Bermuda Yacht Club





### DONOR FEEDBACK

PwC surveyed organisations that provided financial support to Endeavour during the period. Of the 15 donors surveyed, 12 responses were received. Survey results indicate:

100% of Endeavour’s donors are satisfied with the return on their financial contribution to Endeavour.

**100%** of respondents agree that Endeavour has a positive impact on Bermuda’s youth, and 100% agree that Endeavour has a positive impact on youth sailing in Bermuda.

Endeavour’s financial supporters responded to the question ‘what was a motivating factor for your organisation to provide financial support to Endeavour’ in the following ways:

“ The impact Endeavour has on kids helps expose them to a sport they might not have had a chance to participate in. Allowing a diverse group of people to benefit. ”

“ Endeavour has continued to remain relevant since the charity’s inception and is still impactful on Bermudians. ”

“ Education and technology greatly benefit the youth of Bermuda. ”



### MARINE PARTNER FEEDBACK

PwC surveyed Endeavour’s marine partners to invite feedback on Endeavour’s impact on youth in Bermuda and the community. PwC surveyed 12 organisations of which eight responses were received.

**100%** of marine partners believe Endeavour

- ✓ Has a positive impact on Bermuda’s youth.
- ✓ Increases interest in learning about Science, Technology, Engineering, Arts and Math concepts applicable to sailing.
- ✓ Improves communication, problem solving and critical thinking skills.

We asked Endeavour’s marine partners if they agreed or disagreed with the following statements, below represents the percentage of respondents that agreed with the statements:

**88%** Believe Endeavour provides tangible benefits to youth participants that

- ✓ Increases exposure to maritime career pathways.
- ✓ Builds participants’ confidence.
- ✓ Increases ability to work as a team.



# ENDEAVOUR X SAILGP INSPIRE PARTNERSHIP

Endeavour is the official community partner for the Bermuda SailGP event. Endeavour partnered with SailGP Inspire, SailGP's community, education and outreach initiative to create additional opportunities for Bermuda's youth to get involved with STEAM education through sailing and career development during the 2021 and 2022 Bermuda SailGP events.

- **75** youth engaged in SailGP Inspire Learning including Endeavour Grads & No Limits Sailors
- **36** youth engaged in SailGP Inspire Racing sailing RS Fevas and WASZPs
- **39** young Bermudians engaged in SailGP Inspire Career experiences including working with SailGP teams, photography, videography, on-water operations and race management, sustainability, and technical roles such as boat building and the wing department.

“ This opportunity is a great door opener with SailGP, and knowing that this is such a rare chance I’m looking to gain everything out of it with improving my sailing skills, foiling for the first time and being able to network with some of the GREATEST sailors in the world! Thank you so much for presenting me with such an amazing opportunity. ”  
- **Elijah Samuels, 2022 Springboard Grad**

“ I really enjoyed the ability for our students to have access to see the F50 sailboats, interact with some of the world’s best sailors and garner a better understanding of how the teams work together to be successful in the races. It was a once in a lifetime experience and we are truly grateful for the opportunity. ”  
- **Ashleigh Lowe, ASD Teacher, The Berkeley Institute**

“ I enjoyed doing all the activities ,sharing and seeing ideas, getting to be creative, and getting to learn and see the parts of the actual race boats, meeting everyone from the team, and the opportunity to get a ticket for the race. ”  
- **Syesha Sampson, Sandys Secondary Middle School student**



Additionally, Endeavour teamed up with SailGP Inspire for an online fundraiser presented by Sir Russell Coutts, SailGP CEO and Endeavour Chair Emeritus to raise funds for legacy opportunities to positively impact Bermuda's youth. Funds raised from the online fundraiser support future pathways and legacy for youth sailing in Bermuda with a focus on improving access for young people who may not otherwise have the opportunity.

Young Bermudians who have completed Endeavour's programmes and wish to continue sailing at local clubs in Bermuda are eligible to apply for youth sailing scholarships.

**4** Endeavour Grads received scholarships in Spring 2022 to continue sailing at 3 sailing clubs in Bermuda.

Funds raised also support opportunities for Bermudian youth to gain skills and experience around the world as part of the SailGP Inspire Careers Programme.

**9** Springboard Grads benefited from international during Season 2 and Season 3:

- Matt Stephens (Aarus, Denmark) Dontae Butterfield (Aarus, Denmark), Cristian Roque (Saint-Tropez, France), Tre Maxwell (Saint-Tropez, France), Benjamin Furquan (Cadiz, Spain)
- Sanai Robinson (Saint-Tropez, France), Moriah Wheddon (Singapore), Shae Darrell (Singapore), Ruth Mello-Cann(San Francisco, USA)



“ My most enjoyable part of my experience has to be the people I met from being in touch with on a daily basis. Not only did I get to meet top athletes and role models in the profession but I also got to chat and ask questions on how they made it to where they are now. This was a great experience and I am very thankful I could go to another country and be a part of SailGP. I really can't thank Endeavour and all the donors enough who made it possible for such an amazing experience. I had a blast and learned a lot in going so I hope this continues for the years to come! ”  
- **Cristian Roque, 2020 Springboard Grad**

**\$90,547** was raised during the 2021 and 2022 fundraisers including winning bids and donations.

Hearfelt thank you to the supporters who were instrumental in making these opportunities possible. We are truly grateful for the incredible support from SailGP and SailGP Teams who donating goods and services to the fundraiser along with many individuals who bid and generously donated:

Heather Smale	Alexandra Macdonald	Tom Miller	Leatrice Oatley
Jenny Walker	Christian Dunleavy	Natalie Roberts	Judy Hagen
Mike Winfield	Timothy Steinhoff	Tristan Loescher	Paul Mosquera
Jason Pethick	Nolwenn Pugi	Charles Thresh	Katrina Williams
Christine Doughty	Henrick Schroder	Peter Durhager	Robert Pitcher
Jennifer Pitcher	Rebecca Roberts	Annette Fitzmaurice	Adam Twigg
Josh Greenslade	Alan Burland	A.J. Keilty	Paul Wollman
Mark Wheddon	Tony Wood	Blaine Bernard	Dan Burrows
Veronica Dunkerley	Mika Aoyagi	Betsy Baillie	Laetitia Hupman
Will Cox	Anthony Buckley	Matty Desjardins	Philip Vandoninck
Daniel Rossow	Heidi Ringstead	Tania Stafford	Michael Branco
Mark Berry	Ken Dallas	Adaam Twigg	Karen Plianthos
Tanya Copeland	Jacquie Field	J.Aguilar	



GRATITUDE

Endeavour relies on the generosity and support from financial and in-kind supporters to support the continued delivery of transformative experiences for Bermuda’s youth that build vital life skills and confidence leading to brighter futures.

Endeavour extends our deepest gratitude to our community of donors and supporters who make our programmes possible. Together, with your generosity and commitment, we are creating positive outcomes for Bermuda’s youth through their engagement in Endeavour’s programmes.

Endeavour is especially thankful for support from lead founding partner, Orbis Investments, who have remained committed to our work since our inception in 2015 and continue to provide instrumental support toward Endeavour’s ongoing successes and work with Bermuda’s youth.

We are grateful for the generous support Endeavour receives from donors and supporters who have generously committed resources toward sustaining Endeavour’s work enabling us to create positive outcomes for diverse young people across our community, especially for those underserved youth who may not otherwise have access to opportunities.

Huge thanks to the below donors who generously support Endeavour’s programmes.



To learn more on how to support Endeavour, registered charity 977, please email [info@endeavour.bm](mailto:info@endeavour.bm).

Endeavour is grateful to receive support including financial and in-kind contributions from the following companies and individuals:

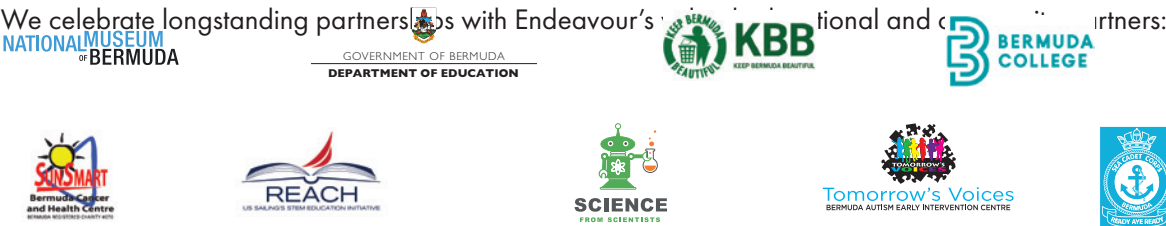
- \$10,000 & ABOVE:** AXIS Capital Holdings Limited, Bermuda Marine Supply & Services Ltd., L&F Indemnity Ltd., North Sails, XL Foundation Ltd.
- \$5,000 - \$9,999:** Green family, Hannover Re (Bermuda) Ltd., One Communications Ltd., S.A.S. Protection Services Ltd., WEDCO
- \$1,000 - \$4,999:** ABS Accounting, Atlantic Cleaning & Maintenance Ltd., Bermuda Blueprinting Ltd., Conyers, Cripps Foundation, Crisson Construction Limited, David Howell, Hamilton Princess, Janet Carew, LDS Multimedia Ltd., Ontru Ltd., National Museum of Bermuda, RS Sailing, Rubis, SailGP, Spar Yard Marine Services Ltd., St. George’s & West End Mini Bus Service Ltd., Sun Life International, Bermuda, Wakefield Quin Limited, Willowbank Foundation
- \$500 - \$999:** A.F. Smith, Bonefish Catering, Cosmic, Dowling’s Marine & Auto Services, Eugene & Sacha Simmons, Gorham’s, Gosling’s, Great Sound and Lighting Bermuda, International One Design, Island Press, Klean Kanteen, KPMG, Leatrice Oatley, Padma Bermuda, Paul & Lesley Wollman, Mike Winfield, Pembroke Paint, Ralph Richardson, Renaissance Re, Robyn Bardgett, Salt & Cedar, SJD World Ltd, Thomas Miller, USAIL

*Our work would not be possible without the dedication of time, talent and energy from Endeavour’s amazing volunteers. We are grateful for the below individuals who have contributed many hours of their time to support Endeavour’s work.*

**VOLUNTEERS:** Endeavour’s Board of Directors, Nolwenn Pugi, Amy Taylor, Phoebe Twigg

**YOUTH VOLUNTEERS:** Abigail Frost, Allayna Fox, Elijah Samuels, Elisha Edwards, Elmer Martinez, Hattie Harrison, J’Kai Berkeley, Joanna Santiago, Joshua Simons, Kassia Didyk, Kimon Lawrence, Landon Holder, Max Kermode, Nahjae Rayner, Nijanae Pemberton, Noah Astwood, Ruth Mello-Cann, Sam Dallas, Sam Jenkins, Sam Soares, Sanai Robinson, Sanjay Fox-Romaine, Sari Smith, Shane Powell-Hayward, Sivaja’ Perinchief, Sven Curley, Tatem Ford, Tre’sure Nanette

EDUCATION & COMMUNITY PARTNERS:



*The Bermuda Sea Cadets proudly host the Endeavour East Fort in St. George’s at the T.S. Admiral Somers building; we are grateful to Susan Outerbridge and Michael Frith for their continuing support.*

MARINE PARTNERS

We are grateful to the organisations and professionals who support the Endeavour Maritime Career Springboard Programme:



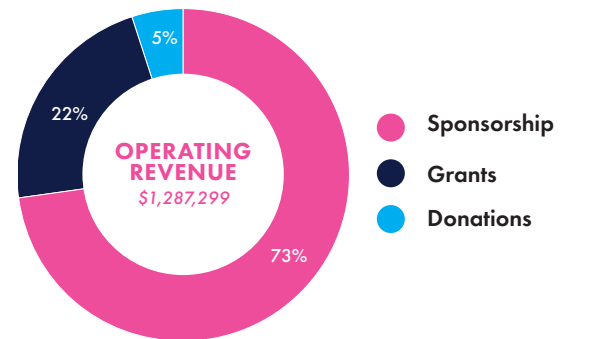


# FINANCIAL HIGHLIGHTS

For the period September 1, 2021 to August 31, 2022.

## Revenue

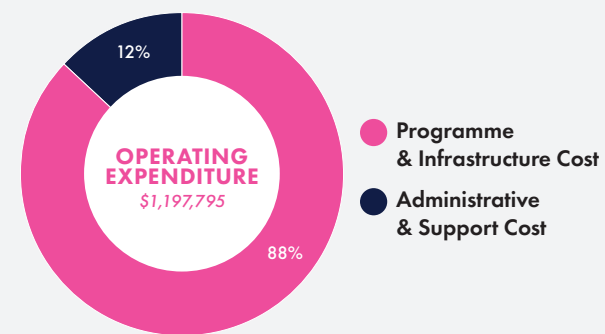
Endeavour raised \$1,287,299 during the period, 73% from sponsorship income, 22% from grants and 5% from donations and value in kind (VIK) support.



## Expenditure

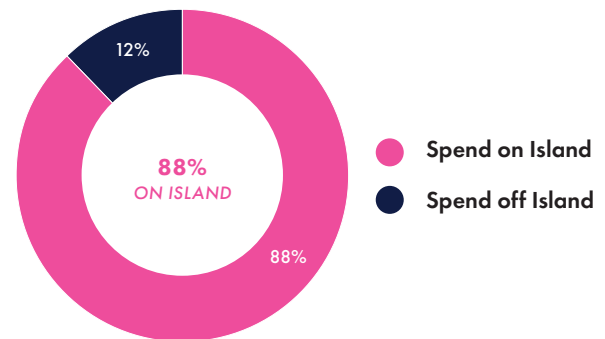
Total expenditure for the period was \$1,197,795 of which 88% relates to programme and infrastructure costs including salaries, programme materials, safety equipment, boat repairs and maintenance, and depreciation, and 12% represents administrative and support costs including business support, audit and accounting, marketing and other staff costs.

*\*Excludes capital expenditure.*



## On-island versus off-island expenditure

88% of overall expenditure was with local vendors excluding salaries.



Audited financial statements are available on Endeavour’s website at: [www.endeavour.bm](http://www.endeavour.bm)

# GOVERNANCE

Endeavour’s Board of Directors volunteer their time in support of Endeavour’s mission and contribute their collective expertise and resources toward the long-term sustainability of the organisation.

They represent a range of professional backgrounds across business and public sectors including financial management, legal, public education, and the maritime industry. Board members provide strategic direction and financial oversight as well as supporting fund development and community awareness.

## 2021-2022 Board of Directors:

- |  |                                |
|--|--------------------------------|
| • Thomas Miller – Chair  | • Alec Cutler – Director       |
| • The Hon. Michael J. Winfield JP. – Director, Executive Committee | • Tom Herbert-Evans – Director |
| • Veronica Dunkerley – Treasurer                                   | • Marlo Santiago – Director    |
| • Leatrice Oatley – Director                                       | • Mario Thompson – Director    |

Chair Emeritus – Sir Russell Coutts



APPENDICES

APPENDIX I – PURPOSE AND APPROACH

PwC was engaged by Endeavour to assist in the preparation of the Report on the social impact of Endeavour’s programme on the community. PwC’s work and the Report constitute the services (the Services) PwC has provided. The scope of the work and the methods by which data was collected have been defined by Endeavour and are outlined in the Executive Summary of the Report. The Report measures Endeavour’s indicators over the period September 1, 2021 to August 31, 2022.

The Report provides an analysis of the impact of Endeavour’s programme-based data and information gathered by Endeavour, including results of surveys conducted by Endeavour as well as surveys and interviews conducted by PwC. As the analysis requires the use of surveys, results need to be interpreted with caution. At all times, PwC has attempted to be transparent about data collection techniques and the assumptions made in arriving at conclusions.

Important notice

The Services were performed, and the Report developed for Endeavour in accordance with the engagement letter dated January 16, 2023 and are subject to the terms and conditions included therein. PwC accepts no liability to anyone else in connection with the Report. PwC has not provided an opinion, attestation, or another form of assurance with respect to the Services or Deliverable.

To perform the Services, PwC has relied on information and data provided by Endeavour and from a variety of third-party sources. PwC assumes the information and data provided is accurate and complete and any assumptions made by the source to produce the information or data are appropriate. PwC has not audited, validated, or independently verified any information or data provided or any assumptions made and does not provide any assurance over the accuracy of the information and data, or any assumptions made by any source used in this report.

Should any person other than Endeavour obtain access to and read the Report, such person accepts and agrees to the following terms:

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APPENDIX II – DATA COLLECTION METHODS

In the majority of instances, data was collected directly from Endeavour, including information from Endeavour’s website ([www.endeavour.bm](http://www.endeavour.bm)).

Surveys

Surveys were conducted by Endeavour and PwC to obtain feedback from key stakeholders. The table below details survey responses for each survey conducted and compared to prior year’s Report. Survey questions asked for each of the surveys conducted are disclosed throughout the Report, accompanied with their respective results. The surveys conducted by PwC were based on the survey questions agreed by Endeavour’s senior leadership.

Survey conducted by Endeavour	2018 Responses Received	2019 Responses Received	2020 Responses Received	2021 Responses Received	2022 Responses Received
Endeavour Middle School Programme Teachers	20	11	4	4	29
Endeavour Middle School Programme Participants	511	556	266	480	563
BF&M No Limits Sailing Programme Teachers	6	3	3	5	15
BF&M No Limits Sailing Programme Parents	6	18	13	9	5
Endeavour Maritime Career Springboard Programme Participants	10	9	9	11	14
Assistant Instructor Programme Participants	-	-	22	9	14
Endeavour Graduate Participants	22	82	84	60	136

Survey conducted by PwC	2018 Responses Received	2019 Responses Received	2020 Responses Received	2021 Responses received	2022 Responses Received
Local Sailing Clubs	4	5	8	8	7
Donors	8	8	7	10	12
Maritime partners	-	-	-	8	8

Telephone interviews

PwC conducted telephone interviews with eight individuals to help gather feedback from participants, parents, and teachers of Endeavour’s programmes. Contact information was provided by Endeavour. The questions asked during the interview process are captured within the Report.

Other data sources are specifically referenced throughout the Report.





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