

# ENDEAVOUR



Endeavour Community Sailing  
Impact Report – 2017/18



## Contents

- 05. Letter from Endeavour's Chair
- 06. Executive Summary
- 10. About Endeavour
- 12. Endeavour Programmes & Stakeholder Feedback
- 37. Participant Demographics
- 40. Gratitude
- 42. Financial Highlights
- 43. Governance
- 44. Appendices

## Letter from Endeavour's Chair

To our valued Endeavour supporters,

Endeavour Community Sailing (Endeavour) is committed to making sailing more accessible in Bermuda and reaching as many young people as possible, with emphasis on those in our community who may not otherwise have access to opportunities. Bermuda offers an incredible place to learn how to sail, however access to opportunities is not the same for everyone, and some people in our community need more support than others.

Students participate in Endeavour's school-based programmes at no cost to ensure youth across all backgrounds have an equal opportunity to be exposed to our waters whilst instilling an appreciation for learning about Science, Technology, Engineering, Arts and Math, which we call STEAM through Sailing.

Endeavour's programmes leverage sailing as an effective tool for teaching STEAM concepts applicable through sailing that enriches the learning experience and develops critical thinking skills amongst young learners. Endeavour's curriculum engages students in hands-on classroom activities complimented by on-water sessions to create a fun and unique environment for learning.

Our staff and board are amazing ambassadors for Endeavour along with a community of supporters who share our vision for an inspired, confident, and engaged Bermuda youth with an appreciation for our waters and contagious excitement for learning and their future.

**Endeavour has grown significantly over the past three years and now offers six experiential education programmes:**

- |   |  |
|---|--|
| <b>1. Endeavour Middle School Programme</b> | <b>4. BF&amp;M No Limits Sailing Programme</b>             |
| <b>2. Endeavour After School Programme</b>  | <b>5. Endeavour Maritime Careers Springboard Programme</b> |
| <b>3. Endeavour Graduate Programme</b>      | <b>6. Endeavour Club Development Programme</b>             |

Endeavour's flagship initiative, the Endeavour Middle School Programme is offered to every student in Bermuda during their first year of middle school. Participation in the Endeavour Middle School Programme is directly linked to school enrolment; there were **633 students** enrolled in the first year of middle school in **2016, 656 in 2017** and **586 in 2018**.

Participants learn through an interactive curriculum that is designed to align with the Cambridge Curriculum learning objectives that are implemented in Bermuda's public schools. Students build on what they are learning in the classroom, and report an increased interest in learning about STEAM subjects, particularly math and science, after participating in the programme.

Thanks to the generosity of donors, partners and supporters, Endeavour continues to deliver high-quality experiential education programmes that enable Bermuda's youth to build confidence and develop skills including communication, problem-solving, critical thinking, and teamwork. Together, we're ensuring that Bermuda's youth are better prepared for their futures.

Endeavour is committed to measuring its success, to understand how the organisation is performing toward its goals, and to ensure that the impact stories are accurately reflecting the opinions of our programme participants, their families, teachers, sailing clubs, sponsors and donors. Endeavour has established key indicators to measure its success toward achieving organisational goals.

We have engaged PricewaterhouseCoopers Advisory Limited (PwC) to assist in the assessment and reporting of the social impact that Endeavour delivers to our community, and to obtain honest, uncensored feedback as to how Endeavour is achieving its goals and creating measurable impact. Refer to Appendix I for details of PwC's purpose and approach.

We're proud of what the results show and what our team has achieved with Endeavour's experiential learning programmes. We look forward to building on our successes to ensure the sustainability of Endeavour and to continue creating positive change in our community for many years to come.

Sincerely,



Leatrice Oatley



# Executive summary

PwC and Endeavour have evaluated a number of key indicators set out by Endeavour. Throughout this Report we have highlighted where the outcomes of key indicators align with Endeavour's goals to achieve measurable impact, including:

- Overall enrolment across Endeavour's programmes since inception
- Stakeholder satisfaction, primarily overall perception from participants, parents, and teachers on how Endeavour has impacted the participants' personal development, peer interaction, life skills, and interest in sailing
- Teachers' perceptions on the influence of Endeavour's programmes on students' performance at school, specifically interest and proficiency in STEAM subjects, and other behavioural changes as a result of their participation in Endeavour's programmes
- Impact of Endeavour on youth sailing participation measured through surveying sailing clubs
- Demographics of participants in Endeavour's programmes including gender, age, ethnicity, nationality, and participants' enrolment in public and private schools
- Feedback from sponsor and donor surveys.



## STAKEHOLDER SURVEYS

Stakeholder feedback surveys were conducted to gauge how Endeavour is meeting stakeholder expectations and organisational goals. Stakeholder feedback is a key metric to measure the success of programmes. Survey results articulate the impact Endeavour has on participants' personal development, peer interaction and other behavioural changes, such as increasing confidence and life skills.

### Endeavour regularly surveys the following stakeholder groups:

- Teachers who participate as chaperones with the Endeavour Middle School Programme
- Participants in the Endeavour Middle School Programme
- Participants in the Endeavour After School Programme
- Teachers who participate as chaperones with the BF&M No Limits Sailing Programme

- Parents of participants in the BF&M No Limits Sailing Programme
- Participants in the Endeavour Maritime Careers Springboard Programme

### In addition, PwC conducted an online satisfaction survey on behalf of Endeavour with three main groups:

- Participants in the Endeavour Graduate Programme
- Bermuda sailing organisations that provide youth sailing programmes
- Sponsor and donor organisations that financially supported Endeavour during the period

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

## KEY FINDINGS

Endeavour has received positive feedback in relation to the work it is accomplishing in the community. Survey responses demonstrate that participation in Endeavour's programmes is making a measurable difference in the lives of Bermuda's youth. Throughout the Report, testimonials from participants, teachers, and parents highlight the positive impact that Endeavour's programmes have made on participants.

Since 2015, **2,756** young people from across Bermuda have engaged in Endeavour's programmes. Findings show that youth participants develop new life skills, increase their ability to work as a team, and build their self-confidence as a result of participating in Endeavour's programmes.

Survey results show that Endeavour's programmes have connected youth from different backgrounds across Bermuda, improved their access to sailing opportunities, as well as created a greater interest toward and increased participation in sailing activities. Survey findings also demonstrate that participation in Endeavour's programmes has enhanced employability skills and increased exposure to maritime career pathways amongst youth participants.

**890 young people** were engaged in Endeavour's programmes; **61%** of all participants were enrolled in public schools compared to **39%** enrolled in private schools.

**586 students'** ages 11 to 12 year-olds engaged in hands-on learning activities on wind, weather patterns, sailing geometry, buoyancy, and Bermuda's maritime history during the **Endeavour Middle School Programme**, representing **100%** of students in their first year of middle school from all **five** public middle schools, **six** private schools, and various home schools in Bermuda.

Survey results also indicate that Endeavour's programmes increase participants' interest toward learning about STEAM subjects. In fact, teachers report that students' interest in STEAM subjects rose 95 to **100%** as a result of participating in Endeavour's programmes.

Teachers report that students' interest in STEAM subjects rose 95 to 100%

From July 1, 2017 to August 31, 2018:

**82%** of middle school students stated they feel more confident as a result of their participation in the Endeavour Middle School Programme and **88%** agreed they benefited from their participation 'a great deal'.

**142** P5 and P6 students from 13 public primary schools learned how to sail a variety of boats through the **Endeavour After School Programme**. **96%** of students agreed their interest in sailing increased after participating, **88%** stated they benefited from their participation 'a great deal', and **92%** of students agreed their confidence increased as a result of participating in the programme.

**119 students** enhanced their teamwork skills, made new friends and improved their sailing technique during the **Endeavour Graduate Programme**; **66%** represented public schools and **34%** represented private schools. **86%** of survey respondents indicated they benefitted from their participation, **100%** agreed that their self-confidence has improved and **95%** stated that their teamwork skills have improved as a result of participating in the programme.

**32** students ages 6-15 years old on the autism spectrum from **three** public primary schools, **one** public middle school, and **one** public high school, experienced the joys of sailing whilst making tremendous strides in their personal development during the **BF&M No Limits Sailing Programme with Endeavour**.

**100%** of teachers believe that their students benefitted a 'great deal' from their participation and were extremely satisfied with the quality of their experience. **100%** of parents' who responded agreed that their child benefitted from their participation.

**119 teacher chaperones** supported the Endeavour Middle School and BF&M No Limits Sailing Programmes during 2018, contributing an estimated **1,215 hours** during the period.

**11 Bermudians ages 16 to 29 years old** enhanced their communication and presentation skills whilst building their awareness of maritime career opportunities during the **Endeavour Maritime Careers Springboard Programme**. **80%** of participants stated they were extremely satisfied with the programme and agreed that their experience better prepared them to meet their career goals. **82%** of participants were employed full-time in maritime jobs during the 2018 summer and **two** participants were employed as interns with Endeavour.

# About Endeavour

## HISTORY OF ENDEAVOUR

Endeavour was launched in August 2015 by the America's Cup Event Authority lead by Sir Russell Coutts, with the objective of increasing access to sailing and engaging youth in experiential education through sailing focusing on Science, Technology, Engineering, Arts and Math, or STEAM subjects. The goal was to establish a sporting legacy in Bermuda to create a long lasting positive impact in the community. It began by offering students between the ages of nine and 12 an opportunity to participate in a sport that has been financially unaffordable for many, whilst leveraging sailing as an effective tool for teaching young people about STEAM concepts through real world applications. Embedded in

the objective is the hope to create a larger generation of Bermudians pursuing sailing, STEAM and maritime careers.

## ENDEAVOUR'S VISION

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

## ENDEAVOUR'S MISSION

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

## Where Endeavour works

Endeavour West Fort, 5 Freeport Drive, Sandys



## Where Endeavour works

Endeavour East Fort, 2 Convict Bay Lane, St. Georges



## ORGANISATIONAL GOALS

Endeavour implements multiple programmes to achieve the following goals:

- Leverage sailing as an effective tool for teaching STEAM education
- Inspire STEAM career pathways through fun, experiential learning
- Build life skills including problem-solving, teamwork, and leadership
- Integrate youth from different backgrounds and expose to sailing
- Increase the retention of youth sailors in Bermuda who continue to pursue the sport
- Increase the number of locally qualified sailing instructors in Bermuda
- Enhance career opportunities for local youth to start a career in the maritime industry
- Support local sailing clubs to develop their facilities, assets, and facilitate sustainable programmes

# Endeavour Programmes & Stakeholder Feedback

## Endeavour offers six programmes:

1. Endeavour Middle School Programme
2. Endeavour After School Programme
3. Endeavour Graduate Programme
4. BF&M No Limits Sailing Programme
5. Endeavour Maritime Careers Springboard Programme
6. Club Development Programme

## 1. ENDEAVOUR MIDDLE SCHOOL PROGRAMME

The Endeavour Middle School Programme enables all students ages 11 to 12 years old in their first year of middle school to build their confidence and develop skills during a five-day experiential learning programme. Participation is based on school enrolment for this school-based programme which takes place from Monday to Friday from 9am to 3:30pm during the academic year at two locations, Endeavour East in St. George's and Endeavour West in Dockyard.

The STEAM through Sailing curriculum was developed in partnership with the US Sailing Reach Initiative that leverages sailing as an educational platform, and Science from Scientists, both non-profits in the U.S. Endeavour continues

to work closely with the Bermuda Ministry of Education to ensure that Endeavour's learning objectives align with the Cambridge curriculum that is implemented in Bermuda's public schools to build on what students are learning in the classroom in an experiential setting.

The programme features hands-on learning activities based on STEAM concepts applicable through sailing. The programme is aimed to inspire a love for learning about STEAM and sailing amongst students and expose them to STEAM-related career pathways.

### Endeavour's STEAM through Sailing curriculum includes learning about:

- Wind measurement and wind power
- Sailing geometry
- Buoyancy
- Sailing fundamentals
- Weather patterns



“Experts agree that professionals in STEAM-related careers use their knowledge of science, technology, engineering, arts, and math to understand how the world works and to solve real-world problems. STEAM fields are interdisciplinary and build on each other. For example, math provides the foundation for physics, and physics, in turn, for engineering.”

(Source: STEM 101: Intro to Tomorrow’s Jobs Occupational Outlook Quarterly – spring 2014)

Students also learn about Bermuda’s rich maritime heritage, increase their awareness about the importance of nutrition and enhance their appreciation for Bermuda’s natural and marine environments. This is made possible by partnerships with educational organisations such as the National Museum of Bermuda, the Bermuda Diabetes Association, Bermuda Cancer & Health Centre – SunSmart Programme, and Keep Bermuda Beautiful.

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. The programme helps develop students who are more responsive to hands-on interdisciplinary curriculum experiences, while having fun sailing.



## ENDEAVOUR MIDDLE SCHOOL PROGRAMME TEACHER SURVEY

Organisational goals met:

- Leverage sailing as an effective tool for teaching STEAM education
- Build life skills including problem-solving, teamwork, and leadership
- Integrate youth from different backgrounds and expose to sailing
- Increase the retention of youth sailors in Bermuda who continue to pursue the sport

Endeavour relies on the support of teachers to help ensure the Endeavour Middle School Programme effectively engages every middle school student during their first year of school in experiential learning through sailing.

**98 teachers** participated as chaperones in the Endeavour Middle School Programme in 2018. As part of its programme evaluation, Endeavour conducts a feedback survey with teacher chaperones in the programme. During the 2017-2018 school year, **20** teachers completed the survey, with at least one respondent representing each school. The survey gains insight on teacher perceptions of the programme’s influence on students. The survey quantifies inputs from teachers to identify aspects where Endeavour was performing well and where improvements could be implemented.

Survey results show that **100% of respondents** believe that students benefitted ‘a great deal’ or ‘a lot’ from their participation in the Endeavour Middle School Programme.

Teacher respondents rated their students’ interest in STEAM subjects after their experience in the Endeavour Middle School Programme:

	Interested	Moderately interested	Not at all interested
Science	50%	50%	0%
Technology	60%	35%	5%
Engineering	50%	45%	5%
Arts	45%	50%	5%
Maths	35%	60%	5%

- **90%** of teachers stated they were ‘extremely satisfied’ or ‘quite satisfied’ with the quality of students’ in-class experience and 10% were ‘somewhat satisfied’.
- **100%** of teachers stated they were ‘extremely satisfied’ or ‘quite satisfied’ with the quality of on-water experiences offered.



The Endeavour Middle School Programme was such a wonderful experience for my daughter as well as the others who she traveled with each day. The students were so excited about sailing and about what they were learning. It was more than just learning sailing though. It was about stepping out of their comfort zone and being plunged (not literally!) into a whole new world that would have never normally experienced in such a comprehensive manner. It taught the students about themselves. It showed them that they can learn new things and conquer the unknown. They were all a bit uneasy about what they were heading into that Monday morning. They emerged confident, proud, triumphant, excited and their worlds were expanded quite a bit. Thank you for doing such an outstanding job and for putting the time and effort into caring about the youth of Bermuda.”

Parent of student who participated in the Endeavour Middle School Programme

**Mitchell DeShields, Learning Support Teacher from T.N. Tatem Middle School and a teacher chaperone in the Endeavour Middle School Programme believes that students benefit a great deal from the Endeavour Middle School Programme.**

**Mr. DeShields said, “Students increased their knowledge of water safety during their participation and [he] thoroughly enjoyed seeing students’ enthusiasm experiencing success when sailing and learning new things.”**

### MEET: Mr. Lewis, teacher chaperone in the Endeavour Middle School Programme

PwC conducted an interview with Mr. Stephen Lewis, a science teacher at Whitney Institute Middle School and a teacher chaperone in the Endeavour Middle School Programme.

**Do you believe that the Endeavour Middle School Programme has improved academic performance of students who have participated? Has their participation in the programme increased their proficiency in science?**

The STEAM sessions opened up the students' minds to science and informed them that science is involved in everything we do. The STEAM programme was short and concise. Even though time was limited the projects were informative and an appropriate schedule was arranged. One of the key projects taught the students about wind gauges and required them to use their imaginations to create models that can accurately measure the wind direction.

**Do you believe that the Endeavour Middle School Programme has enhanced peer-to-peer interaction among participants?**

Being on the water is very humbling for everyone, adults and children. Sailing allows for students who may not have been recognised as leaders to take on leadership roles and gain respect from their peers.

**Please share with us your favourite memory of participating in the Endeavour Middle School Programme?**

Scholarships allow students to continue to sail after their completion of the programme as well as it gives them exposure to overseas sailing opportunities that can take them to places around the world.

**How do you believe the Endeavour Middle School Programme helps to shape and positively impact youth sailing in Bermuda?**

Endeavour allows people from different demographics to come together and learn from each other.

### ENDEAVOUR'S MIDDLE SCHOOL PROGRAMME PARTICIPANT SURVEY

Organisational goals met:

- Leverage sailing as an effective tool for teaching STEAM education
- Build life skills including problem-solving, teamwork, and leadership
- Integrate youth from different backgrounds and expose to sailing
- Increase the retention of youth sailors in Bermuda who pursue the sport

All students who participated in the Endeavour Middle School Programme were asked to complete an assessment, of which 511 provided their feedback. Students were asked overall how they felt they benefited from their participation; of those who responded, **53%** stated 'a great deal', **35%** stated 'a lot' and **12%** 'somewhat'.

Students were asked how strongly they agree or disagree with the following statements based on their experience with the Endeavour Middle School Programme:

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
I am more confident	37%	45%	12%	1%	5%
I have improved my math and/or science skills	21%	39%	27%	10%	4%
I am more interested in science, technology, math, innovation and/or how things are made	29%	36%	20%	8%	7%
I can make up my mind by gathering information rather than assuming what someone says is true	28%	44%	20%	5%	4%
I am more willing to take on new challenges	44%	37%	11%	2%	5%
I am a stronger leader	35%	37%	18%	5%	6%
I am enjoying learning new things	50%	33%	10%	2%	4%
I can reflect on each day and draw conclusions relating to cause and effect	27%	39%	24%	5%	5%
I have better knowledge and understanding of water safety	46%	36%	11%	4%	4%
I have an interest in sailing	59%	25%	9%	3%	5%
I have better knowledge and understanding of weather patterns	34%	44%	13%	5%	5%
I have greater awareness about the importance of health and nutrition	42%	37%	14%	3%	3%
I have greater appreciation for the marine environment and the importance of environmental conservation	51%	33%	9%	3%	4%
I have greater awareness of post-secondary opportunities and career pathways that excellence in STEAM subjects can lead to	39%	35%	19%	3%	3%

## 2. ENDEAVOUR AFTER SCHOOL PROGRAMME

This eight-week programme introduces P5 and P6 students ages 9 and 10 years old, to the fundamentals of sailing. Students increase their confidence and improve their teamwork and communication skills as they learn more about water safety, weather patterns, wind awareness and how to sail using the wind, discover how to rig and de-rig a variety of boats, and learn the functions of different boat parts.

### The Endeavour After School Programme is offered to 13 government primary schools:

#### EAST FORT

- St. David's Primary
- East End Primary
- St. George's Preparatory
- Francis Patton Primary
- Harrington Sound Primary
- Elliot Primary

#### WEST FORT

- Somerset Primary
- West End Primary
- Dalton E. Tucker
- Port Royal Primary
- Heron Bay Primary
- Purvis Primary
- Paget Primary

The Endeavour After School Programme takes place in the fall and spring terms, with two to three schools participating at each location three days per week. The programme is offered in partnership with the Department of Youth, Sports & Recreation.



## ENDEAVOUR AFTER SCHOOL PROGRAMME PARTICIPANT SURVEY

Organisational goals met:

- Build life skills including problem-solving, teamwork, and leadership
- Integrate youth from different backgrounds and expose to sailing
- Increase the retention of youth sailors in Bermuda who continue to pursue the sport

Endeavour conducted surveys of all 2018 After School Programme participants, to which **24** responded. Participants were asked overall how they felt they benefited from taking part in the programme; **50%** of the respondents stated 'a lot', 38% stated 'a great deal' and **12%** 'somewhat'.

Students were asked how strongly they agree or disagree with the following statements based on their experience in the Endeavour After School Programme:

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
I am more confident	54%	38%	8%	-	-
I am able to speak in a group environment	46%	42%	8%	4%	-
I am a leader	38%	46%	13%	4%	-
I enjoy learning new things	75%	13%	13%	-	-
I have a better knowledge and understanding of water safety	75%	3%	13%	-	-
I have an interest in sailing	67%	29%	-	4%	-
I have greater appreciation for the marine environment	38%	50%	8%	-	4%
I have an increased awareness about the importance of health and nutrition	38%	38%	25%	-	-

Students were asked to rate how they felt their participation in the Endeavour After School Programme has affected their proficiency in the following skills:

	Extremely well	Quite well	Somewhat well	Slightly well	Not at all well
Ability to work in a team	42%	33%	8%	13%	4%
Ability to communicate clearly	33%	46%	8%	4%	8%
Ability to solve problems	38%	29%	17%	13%	4%
Ability to adapt to new surroundings	29%	42%	17%	8%	4%
Ability to identify strengths and weaknesses	29%	29%	38%	4%	-

## 3. ENDEAVOUR GRADUATE PROGRAMME

This programme was introduced to offer a retention pathway for students who have completed the Endeavour Middle School Programme to continue to develop their sailing skills. Students are observed during their participation in the Endeavour Middle School Programme and evaluated based on teamwork, respect for others, listening skills, willingness to learn, and overall effort.

Students demonstrating the highest values are invited to further advance their sailing knowledge and skills through intensive training sessions for two weeks during the summer, two five-day clinics during school breaks, and three six-week sessions in the fall, winter, and spring.

The Endeavour Graduate Programme brings together students from different schools to learn together and become friends whilst having fun and advancing their skills.

### MEET: Julio, an Endeavour East Graduate

PwC interviewed Julio, an alumni from the 2017 Endeavour Graduate Programme. Julio's favourite memories from participating in the Endeavour Graduate Programme are learning sailing techniques, how to sail upwind, and making new friends.

#### Do you believe that the Endeavour Graduate Programme has increased teamwork, leadership and communication skills among participants?

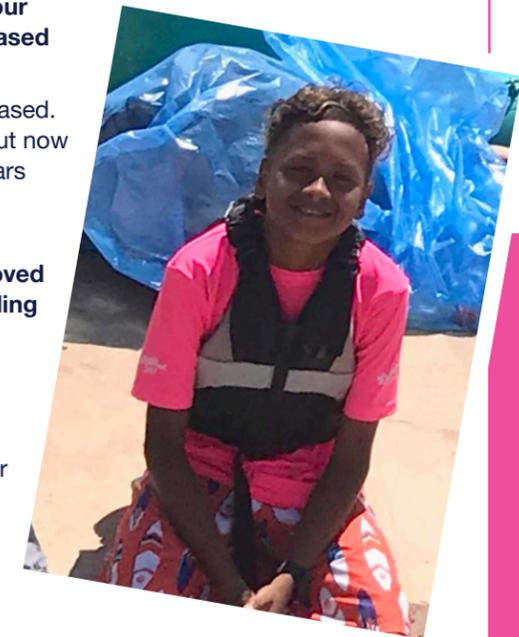
Yes, I agree. The programme has improved my communication and leadership skills. Before I attended Endeavour I wasn't the type of friend that others could talk to, but now after the programme more people have opened up to me.

#### Do you believe that the Endeavour Graduate Programme has increased confidence in the participants?

My confidence in sailing has increased. Before I was afraid of the water, but now I have learned to overcome my fears and sail.

#### Do you believe the Endeavour Graduate Programme has improved access and interest in youth sailing programmes?

At first, I was scared of sailing because I didn't know what to do; however, after the programme I was asked to volunteer as a Junior Assistant for two weeks for the Endeavour Graduate Summer Programme; this time will go towards community service for school.



“ We literally cried when the end of the term letter came. There were no stones left unturned in the Endeavour Programme. My son built self confidence, learnt a sport that he now loves and wants to further his studies in sailing. He made the best memories ever and made new friends he may not have met. He became a sailor but most of all he had the most fun ever.

Parent of 2016 Endeavour Graduate

## ENDEAVOUR GRADUATE PROGRAMME PARTICIPANT SURVEY

Organisational goals met:

- Leverage sailing as an effective tool for teaching STEAM education
- Inspire STEAM career pathways through fun, experiential learning
- Build life skills including problem-solving, teamwork, and leadership
- Increase the retention of youth sailors in Bermuda who continue to pursue the sport
- Integrate youth from different backgrounds and expose to sailing

PwC extended a survey to Endeavour Graduates to understand the impact of their participation in the programme on their personal development, peer interaction, leadership skills and interests in sailing. Of the respondents surveyed, 22 responses were received. Results show that of the survey respondents:

- **100%** agreed that their confidence has improved due to their participation in the Endeavour Graduate Programme.
- **95%** stated that their ability to work in a team environment has increased due to their participation in the Endeavour Graduate Programme.
- **95%** agreed that their leadership skills have increased as a result of taking part in the Endeavour Graduate Programme.
- **95%** believe they learned new sailing skills as a result of participating in the Endeavour Graduate Programme.
- **86%** agreed that they benefitted from their participation in the Endeavour Graduate Programme and **100%** of respondents said they would recommend the Endeavour Graduate Programme to other students.

Students were asked how strongly they agree or disagree with the following statements based on their experience in the Endeavour Graduate Programme:

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
I am more confident	41%	45%	14%	-	-
I have improved my math and/ or science skills pertaining to sailing	41%	41%	14%	5%	-
I am more interested in STEAM subjects (math and physics behind sailing, weather patterns, technology/innovation, and/or how things are made etc.)	32%	45%	23%	-	-
I have an increased awareness of post-secondary opportunities and career pathways that excellence in STEAM subjects can lead to	23%	45%	32%	-	-
I am more willing to take on new challenges	27%	59%	14%	-	-
I am a stronger leader	36%	55%	9%	-	-
I enjoy learning new skills	45%	50%	5%	-	-
I have improved my knowledge and understanding of water safety	50%	45%	5%	-	-
I am interested to pursue sailing at a local club	41%	32%	8%	5%	5%

## Students felt they benefitted in the following ways from their participation in the Endeavour Graduate Programme



Respondents believe their level of confidence was affected in the following way due to taking part in the Endeavour Graduate Programme:

	Extremely confident	Quite confident	Slightly confident
Meeting new people	18%	82%	-
Interacting with others	18%	82%	-
Speaking in a group/communicating with peers	14%	82%	4%
Addressing issues/problem-solving	23%	77%	-
Taking on a leadership role	27%	73%	-
Dealing with conflict in a group	-	-	-
Dealing with authority figures (Teacher or instructor)	23%	77%	-
Working cooperatively with others to achieve a goal/teamwork	27%	73%	-
Understanding other people's point of view	27%	73%	-



“My favourite part about my experience in the Endeavour Graduate Programme is making new friends”

- Nijanae, Endeavour Graduate

Respondents rated their interest in the following STEAM subjects after participating in the Endeavour Graduate Programme:

	Interested	Moderately interested	Not at all interested
Science	55%	45%	-
Technology	50%	50%	-
Engineering	59%	41%	-
Arts	64%	32%	4%
Maths	45%	45%	10%

**Endeavour Graduates have accomplished a lot! Highlights of their achievements include:**

- **Eight** Endeavour Graduates from four public middle schools participated in the Argo Group Gold Cup Pro Am Regatta in May 2018.



- **17** 2016 and 2017 Endeavour Graduates volunteered as Junior Assistants contributing **770** community service hours for the 2018 Endeavour Graduate Summer Programme. Special thanks to Antonio, Oslo, Jibril, Leonardo, Shaquan, Raffi, Jade, Kyle, Will, Preston, Nijanae, Miguel, Keyan, Julio, Joanna, Jannis, & Christopher for your dedication to Endeavour!



- **Two** Endeavour Graduates, both 11 years old from Sandys Secondary Middle School & Dellwood Middle School, travelled to Newport, Rhode Island for an educational exchange with the US Sailing Reach Program during the Volvo Ocean Race in May 2018.



- **24** Endeavour Graduates competed in the Green Fleet for the 2017 Bermuda Optimist Nationals in November 2017, and for all of them it was their first sailing regatta.



- **Seven** alumni of the Endeavour Graduate Programme competed in the Green Fleet for the 2017 Optimist Nationals, representing local sailing clubs, and **four** Endeavour Grads competed in the Championship Fleet.



## 4. BF&M NO LIMITS SAILING PROGRAMME

The BF&M No Limits Sailing Programme provides experiential learning opportunities as a form of recreational therapy for students ages 5 years and older, and who are on the autism spectrum or have developmental delays and are enrolled at public schools in Bermuda, including:

- Prospect Primary
- West Pembroke Primary
- Paget Primary
- Dellwood Middle School
- The Berkeley Institute

Students engage in hands-on learning activities to 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.



### BF&M NO LIMITS SAILING PROGRAMME PARENT SURVEY

Organisational goals met:

- Leverage sailing as an effective tool for teaching STEAM education
- Build life skills including problem-solving, teamwork, and leadership
- Integrate youth from different backgrounds and expose to sailing

Endeavour extended a survey to families of participants in the BF&M No Limits Sailing Programme, of which **six** responded. All respondents believe that their child benefitted from the programme with **50%** stating they benefitted 'a great deal' and **50%** benefitted 'a lot'.

Survey results show that parents believe the BF&M No Limits Sailing Programme has helped their child to benefit in the following ways:

	Strongly Agree	Agree	Neither Agree nor Disagree
Adapt to a new environment	33%	67%	-
Cooperate with peers	33%	67%	-
Interact with authority figures	50%	50%	-
Enhanced their interest to learn new things	33%	50%	17%
Increase their confidence	33%	50%	17%
Increase their communication skills	33%	50%	17%
Ability to focus on instructions and respond	33%	67%	-

#### MEET: Ayesha

PwC conducted an interview with Ayesha, a parent of a student in the BF&M No Limits Sailing Programme. Below is feedback from Ayesha.

#### What is your favourite memory from the programme?

Se'Arie thoroughly enjoyed the programme. She loved the instructors and sailing. Se'Arie regularly asks when she is going on a sailboat next. When she has the chance to be on the water it brightens her spirit.

#### Do you believe that the BF&M No Limits Sailing Programme offered by Endeavour has increased confidence in the participants?

Yes, I believe the programme brought Se'Arie out of her shell.

#### Do you believe the BF&M No Limits Sailing Programme offered by Endeavour has improved access and interest in youth sailing programmes?

Sailing can be very therapeutic for children and adults. The programme has increased Se'Arie's vocabulary as she is able to mention sailing

terms like sailboat. The programme is helping to improve her memory. As a parent, it is exciting to see my daughter have access to a programme like BF&M No Limits Sailing Programme; without it Se'Arie wouldn't have experienced sailing by any other means.

“Se'Arie regularly asks when she is going on a sailboat next.”

### BF&M NO LIMITS SAILING PROGRAMME TEACHER SURVEY

Organisational goals met:

- Leverage sailing as an effective tool for teaching STEAM education
- Build life skills including problem-solving, teamwork, and leadership
- Integrate youth from different backgrounds and expose to sailing
- Increase the retention of youth sailors in Bermuda who continue to pursue the sport

Endeavour conducted a survey of **21** teachers who supported the BF&M No Limits Sailing Programme in 2018, of which six responded, with at least one teacher representing each school. **100%** of respondents believe that the students benefitted a 'great deal' from their participation in the programme, and stated they were extremely satisfied with the quality of in-class and on-water experiences.

Survey results show how teachers have rated their students' interest in the following STEAM subjects after their experience in the BF&M No Limits Sailing Programme:

	Interested	Moderately interested
Science	83%	17%
Technology	67%	33%
Engineering	67%	33%
Art & Design	100%	-
Mathematics	67%	33%

Ms. French, Autism Spectrum Disorder (ASD) teacher at West Pembroke Primary, shares her enthusiasm for the BF&M No Limits Sailing Programme -

Teachers rated their students' proficiency in the following skills after participating in the BF&M No Limits Sailing Programme:

	Well	Moderately Well
Ability to work in a team	67%	33%
Ability to communicate clearly	67%	33%
Ability to solve problems	67%	33%
Ability to adapt to new surroundings	67%	33%
Ability to identify strengths and weaknesses	50%	50%

“We're beyond excited that the programme is continuing for our students. It's fantastic that Endeavour provides everyone with the same opportunities to learn and that students are met at their own pace and encouraged to develop their skills in a safe learning environment.”

**MEET: Ms. Freda Trimm**

PwC conducted an interview with Ms. Freda Trimm, a Special Aid teacher for Paget Primary School's Active Learners, which is a specialised classroom for students on the autism spectrum. Ms. Trimm participated as a teacher chaperone in the BF&M No Limits Sailing Programme.

**Do you believe that the BF&M No Limits Sailing Programme has improved academic performance of students who have participated in the programme? In particular increased proficiency in math and science?**

There has been great improvement in the math and science grades of students. Due to their experience in the programme, students are able to apply understanding of distance versus speed and time.

**Do you believe that the BF&M No Limits Sailing Programme has enhanced peer-to-peer interaction among participants?**

Because of the BF&M No Limits Sailing Programme, the social skills of the children on the autism spectrum have enhanced, particularly relationships with their peers and programme leaders strengthened. There isn't a day that goes by when a student doesn't talk about Endeavour. Paget Primary teachers have developed relationships with the Endeavour staff and are in contact with them year round.

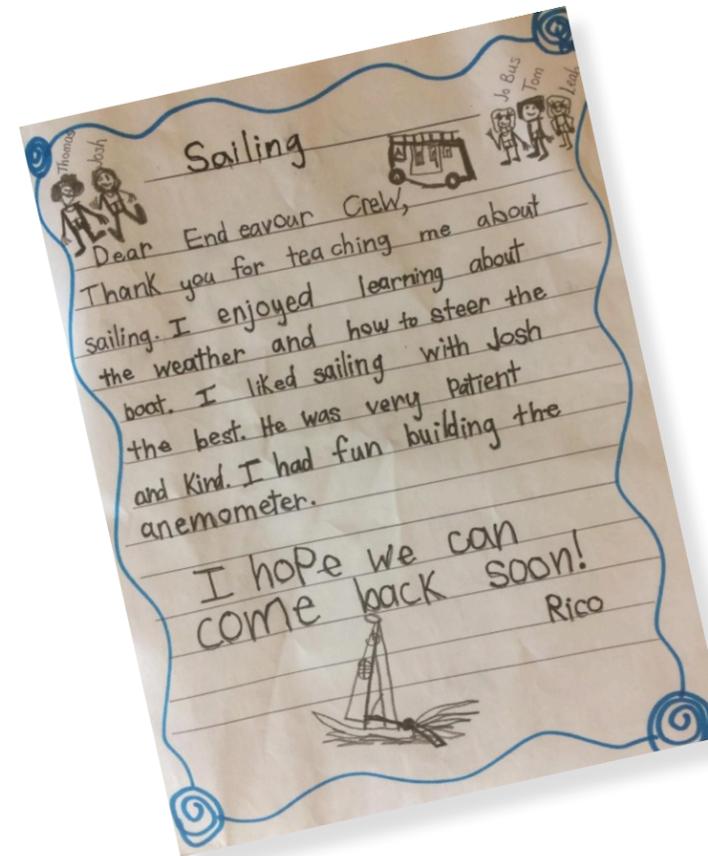
**Please share with us your favourite memory of participating in the BF&M No Limits Sailing Programme?**

These children would not have had the opportunity to participate in a sailing programme like BF&M No

Limits Sailing with Endeavour, if it did not exist. The BF&M No Limits Sailing Programme has embraced the students for who they are. The Endeavour team members understand students' strengths and weaknesses and they have supported them throughout the programme. This has helped the students and the instructors grow as individuals.

**Is there anything else that you would like to add?**

Due to the strong teaching skills of the Endeavour staff, some students have learned and are able to sail on their own. Sailing has made a big difference in the students' lives. The structure of the BF&M No Limits Sailing Programme should be duplicated amongst other local programmes.



**TEACHER CHAPERONE SUPPORT**

Organisational goals met

- Leverage sailing as an effective tool for teaching STEAM education
- Inspire STEAM career pathways through fun, experiential learning

Much of the Endeavour's success results from the time and commitment dedicated by local teachers, who believe in Endeavour's mission to engage students from different socioeconomic backgrounds in experiential learning. They see the impact of STEAM education through sailing activities, along with the confidence, teamwork, and leadership skills instilled in Bermuda's youth.

**119** teacher chaperones supported the Endeavour Middle School Programme and BF&M No Limits Sailing Programme during the reporting period. The estimated time dedicated by these teachers to these programmes was approximately **1,215 hours.**



## 5. ENDEAVOUR CLUB DEVELOPMENT PROGRAMME

Endeavour provides support and pathways for students who have completed Endeavour’s programmes that are interested to further advance their skills to continue sailing at sailing clubs across Bermuda, with emphasis on supporting students who might not otherwise have access to the same opportunities. Endeavour works with sailing clubs across Bermuda to identify their needs and improve their programme offerings for youth sailing activities. Endeavour is honoured to partner with the following youth sailing organisations in Bermuda: Sandys Boat Club, St. George’s Dinghy &

Sports Club Sailing Academy, Visionary Sailing Academy, Royal Bermuda Yacht Club Sailing Academy, and the Royal Hamilton Amateur Dinghy Club.

In addition to the support of the local sailing clubs, Endeavour is also grateful for the Bermuda Optimist Dinghy Association and Bermuda Sailing Association toward securing scholarships and financial bursaries to support youth sailing activities at local sailing clubs and regattas toward improving access to sailing for students island-wide.

### ENDEAVOUR CLUB DEVELOPMENT PROGRAMME SURVEY

Organisational goals met:

- Increase the retention of youth sailors in Bermuda who continue to pursue the sport
- Increase the number of locally qualified sailing instructors in Bermuda
- Provide support to local sailing clubs to develop and improve their facilities, assets, and ability to facilitate sustainable programmes.

Youth 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 eight surveys distributed, four responses were received. Survey respondents stated:

- One respondent stated that **95%** of youth participants engaged in activities at their sailing club had previously and/or currently participated in an Endeavour programme.
- **50%** stated that youth participants engaged in activities at their sailing club that have participated in an Endeavour programme demonstrated a strong knowledge of sailing fundamentals and good proficiency in sailing abilities.

- **50%** believe Endeavour has assisted them in enhanced programme offerings for youth sailing in Bermuda.
- **100%** believe Endeavour has:
  - Increased access to locally qualified sailing instructors
  - Had a positive impact on Bermuda’s youth
  - Had a positive impact on youth sailing opportunities in Bermuda
  - Helped youth participants build their confidence and increase their ability to work in a team environment

## 6. ENDEAVOUR MARITIME CAREERS SPRINGBOARD PROGRAMME

The Endeavour Maritime Careers Springboard Programme is a seven-week training initiative for young Bermudians aged 16 years and older who are actively seeking employment and are interested in a maritime industry career. The programme is offered in partnership with the Bermuda College Professional and Career Education Division and the Royal Bermuda Yacht Club Sailing Academy.

Participants benefit from enhancing their skills and gaining exposure to maritime industry career pathways, training and education requirements, while having the opportunity to earn

internationally recognised qualifications such as sailing and powerboat instruction, marine radio communication and marine first aid.

In addition to the hands-on training and sailing instruction skills, participants benefit from an industry knowledge day including resume writing and interview preparation skills, how and where to apply for jobs, best practices of the industry, and an increased exposure to contacts in the maritime industry both locally and overseas.

## ENDEAVOUR MARITIME CAREERS SPRINGBOARD PARTICIPANT SURVEY

Organisational goals met:

- Build life skills including problem-solving, teamwork, and leadership
- Integrate youth from different backgrounds and expose to sailing
- Increase the retention of youth sailors in Bermuda who continue to pursue the sport
- Enhance career opportunities for local youth to start a career in the maritime industry

Endeavour conducted a survey of all participants in the Endeavour Maritime Careers Springboard Programme, of which ten responded. Endeavour believes the pilot programme was successful with measureable outcomes for each participant. **80%** were extremely satisfied with their experience and 20% were slightly satisfied. **80%** of participants stated they were satisfied that the programme prepared them toward meeting their objectives and goals and **20%** were slightly satisfied.

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

	Extremely well	Quite well	Somewhat well	Slightly well
Ability to work in a team	60%	30%	10%	-
Ability to communicate clearly	10%	70%	20%	-
Ability to solve problems	40%	30%	30%	-
Ability to adapt to new surroundings	50%	30%	10%	10%
Ability to identify strengths and weaknesses	40%	40%	20%	-

**82%** of the 2018 cohort from the pilot Endeavour Maritime Careers Springboard Programme were employed full-time in maritime related positions during the 2018 summer season. Of which, Endeavour employed **two** graduates as Programme Instructor interns.

**Two** Endeavour Maritime Careers Springboard Programme Graduates had the privilege to complete a site visit and tour of the Oleander vessel in July 2018 thanks to John Wight, BF&M CEO and Barry Brewer, President and CEO of the Neptune Group Management, managers of Bermuda Container Line.



## Testimonial – Participant in the Endeavour Maritime Careers Springboard Programme

PwC interviewed a participant in the Endeavour Maritime Careers Springboard Programme. The participant wishes to be unnamed for the report. Below is the feedback shared during their interview.

### Please share with us your favourite memory of participating in the Endeavour Maritime Careers Springboard Programme?

I enjoyed the whole course. I particularly enjoyed the Marine First Aid because it was very realistic. We did reenactments of crew with seasickness and practiced pulling crew out of the water. One of the interesting reenactments was working with a crewmember that had a head injury.

### Do you believe that the Endeavour Maritime Careers Springboard Programme has increased teamwork, leadership and communication skills among participants?

Definitely! Before the programme I was very cautious when working with people. Initially, I would step back and let others take control and now I'm working with so many different people. Having been part of Endeavour has really helped me become more comfortable working with people I had not met before.

### Do you believe that the Endeavour Maritime Careers Springboard Programme has increased confidence in the participants?

Yes! My confidence has improved in everything that I do. Before the programme I was terrified of public speaking and being in front of people. Now I have learned how to adapt to these situations and I am much more comfortable talking in front of people.

### Do you believe the Endeavour Maritime Careers Springboard Programme has improved access and interest in youth sailing programmes?

Yes. I have sailed my entire life but before the programme I hadn't thought of a career in the maritime industry. The programme informed me of the different jobs in the industry for young people. My goal is to work on a yacht and to travel the world. I was offered a job opportunity at Endeavour straight after the programme. I work with children on a daily basis, which I never thought I would do. I love teaching, it's amazing.

### Is there anything else that you would like to add?

Endeavour changed my life! Before the programme I wanted to become a vet. I was preparing for university then came across the Endeavour Maritime Careers Springboard Programme. I didn't know much about it however, I decided to try a semester and it changed my life completely. I hope other people can experience what I've experienced.

## MEET: Mr. Brenton Burgess

PwC interviewed Mr. Brenton Burgess, Head of Student Services at The Berkeley Institute. As three participants were students at The Berkeley Institute, Mr. Burgess was involved with supporting their participation in the Endeavour Maritime Careers Springboard Programme. Below is his feedback.

### Do you believe that the Endeavour Maritime Careers Springboard Programme has enhanced peer-to-peer interaction among participants?

Yes, students have more positive interactions with their peers.

### Please share with us your favourite memory of the Endeavour Maritime Careers Springboard Programme?

Because of the Endeavour Maritime Careers Springboard Programme and what students are learning at school they have become more responsible with completing their work and being independent.

### How do you believe the Endeavour Maritime Careers Springboard Programme helps to shape and positively impact youth sailing in Bermuda?

Students regularly discuss their positive sailing experiences with their peers.

### Do you believe that the Endeavour Maritime Careers Springboard Programme has improved academic performance of students who have participated in the programme?

Certainly, the academic performance of students in the programme has improved. There has been an improvement in the math and science grades (from D's to C's) of students in the programme. There was concern for one of the students not being able to graduate and complete the programme, however he had a significant change in focus, obtained passing grades and will be graduating this year.

## MEET: Tré & Taj Maxwell, Daylon Whitter, and Nigel Talbot-Tucker

Four participants in the pilot Endeavour Maritime Careers Springboard Programme were students from The Berkeley Institute. They provided the following feedback about their experience in the programme.

### What did you enjoy the most about your experience in the programme?

**Daylon:** Getting to know each other, working as a team and we all learnt from other people's mistakes.

### What are two key takeaways that you've gained from your experience in the programme?

**Nigel:** To stay persistent and try your hardest.

### What are two new skills you've developed or improved through your participation in the programme?

**Taj:** My teamwork skills have improved.

**Tre:** Presentation skills and problem-solving skills.

**Daylon:** Most definitely communicating more. Asking questions that I didn't know about.

### What is an area of the programme that you feel you excelled in and why?

**Taj:** I excelled in speaking in front of people because we practiced it so I was able to get comfortable with it.

**Daylon:** Presenting topics. I think I excelled in that because I was shy at the beginning but I had to overcome my weakness so I can get much stronger in presenting my knowledge.

### What does your participation in the programme mean for you?

**Tre:** It will open many doors in the future that I am very thankful for!

**Daylon:** It means a lot! I learned so much from it.

### How is your knowledge of the maritime industry been affected as a result of your participation in the programme?

**Taj:** I did not really know that there are that many jobs out there.

**Tre:** It is a vast industry and also small at the same time. If you are not up to par, every boss will know!

**Daylon:** My understanding and knowledge has come up because instead of just watching videos I actually went out on the water and did the activities, which I found very important.



**Nigel:** I now know the broadness of it.

### What has changed in your life as a result of your participation in the programme?

**Tre:** The course has benefited me by giving me a full time job in a country that I could only dream of living in. Also the programme has taught me many life skills and provided the ability to meet new friends that I will most likely know for the rest of my life.

**Daylon:** My whole life basically! It's changed my attitude during school. When I first got back I was really focused on my schoolwork and wasn't worrying about the time!

### SPONSOR FEEDBACK

#### Organisational goals met

- Leverage sailing as an effective tool for teaching STEAM education
- Inspire STEAM career pathways through fun, experiential learning
- Build life skills including problem-solving, teamwork, and leadership
- Integrate youth from different backgrounds and expose to sailing
- Increase the retention of youth sailors in Bermuda who continue to pursue the sport

PwC surveyed all organisations that provided sponsorship to Endeavour during the period. Of the eight companies surveyed, eight responses were received. Survey results indicate the majority of Endeavour’s sponsors are satisfied with their financial contribution to Endeavour, where **74%** stated they were extremely satisfied, **13%** somewhat satisfied, and **13%** neither satisfied nor dissatisfied.

**100%** of respondents agree that Endeavour is providing tangible benefits to programme participants to build their confidence, increase their ability to work in a team, and increase their interest in learning about STEAM concepts. **100%** of respondents believe Endeavour has a positive impact on Bermuda’s youth, and **100%** of respondents believe Endeavour has a positive impact on youth sailing in Bermuda.

#### Endeavour’s sponsors gave the following responses to the question ‘what was a motivating factor for your organisation to provide financial support to Endeavour’:

- “Providing a different angle to education and the practical aspects of learning.”
- “Wide ranging impact on youth.”
- “Bringing sailing to children with autism, sustaining maritime heritage, bringing sailing to all socioeconomic groups, and encouraging healthy activity in Bermuda’s youth.”
- “The potential for having a positive impact on all of Bermuda’s youth.”
- “Creating a lasting impact in the community and legacy after the America’s Cup. To have a programme that allows every student in Bermuda the chance to get out on the water and learn how to sail is important to us.”
- “With the conclusion of the America’s Cup, Endeavour continues to leave an indelible mark in the community through its registered charity. With partnership support such as Orbis’, Endeavour’s programmes will continue the legacy that the America’s Cup initiated and we expect it will sustain its own development and growth through the lives of Bermuda’s youth.”

#### Endeavour’s sponsors provided the following responses to the question: ‘what does your organisation consider that makes Endeavour unique’:

- “Inclusiveness across the community.”
- “Engaging STEAM education through sailing: that’s compelling!”
- “Endeavour teaches children who typically don’t sail or have easy access to sailing.”
- “Its reach across socioeconomic groups and across all schools.”
- “The integration of education with sailing.”
- The potential long-term benefits to participants. Rather than just serving as a band-aid the programmes offer students the chance to acquire skills that they can carry with them throughout their lives.”
- “Endeavour’s programmes engage students in experiential learning that build confidence, teamwork and leadership skills, regardless of their financial means. We believe that there is a significant positive social impact achieved by Endeavour’s programmes and it represents one of a few opportunities where Orbis could be a lead sponsor of successful wide-reaching programmes; and that it provides an opportunity for us to truly partner and shape the outcomes as lead partner.”

# Participant Demographics

To date, Endeavour has engaged nearly **three thousand young people** from diverse socioeconomic backgrounds across Bermuda through its experiential education programmes.

### DIVERSITY STATISTICS

#### Organisational goal met

- Integrate youth from different backgrounds and expose to sailing
- Increase the retention of youth sailors in Bermuda who continue to pursue the sport

The below table highlights the total number of participants in Endeavour’s programmes over the past three years:

	2016	2017	2018	Total
Middle School Programme	633	656	586	1,875
After School Programme	144	168	142	454
Graduate Programme	145	108	119	372
BF&M No Limits Sailing Programme	-	12	32	44
Maritime Careers Springboard Programme	-	-	11	11
<b>Total</b>	<b>922</b>	<b>944</b>	<b>890</b>	<b>2,756</b>

The diversity of the participants in Endeavour’s programmes during the period are highlighted based on:

- Gender
- Age
- Ethnicity and nationality
- Public school verses private school enrolment

### GENDER

The following table provides a breakdown of gender by Endeavour programme:

	Female	Male
Middle School Programme	51%	49%
After School Programme	44%	56%
Graduate Programme	44%	56%
BF&M No Limits Sailing Programme	22%	78%
Maritime Career Springboard Programme	9%	91%
Overall	47%	53%

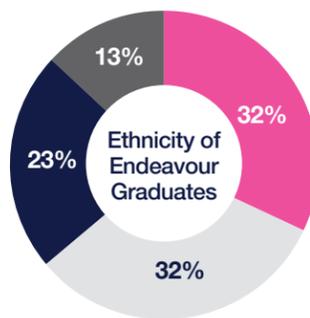
### AGE

Overall, the age of participants enrolled in Endeavour programmes during the period ranged from five to 29 years old. The following table provides a breakdown of age by Endeavour programme:

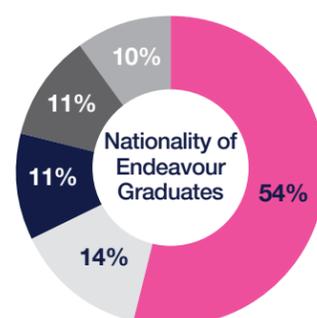
	Age
Middle School Programme	11 to 12 years
After School Programme	9 to 10 years
Graduate Programme	9 to 13 years
BF&M No Limits Sailing Programme	5 to 16 years
Maritime Career Springboard Programme	16 to 29 years

### ETHNICITY AND NATIONALITY

The key findings from the Endeavour Graduate Survey captured the ethnicity and nationality of the participants. A total of 22 responses were received and are summarised below:



- Black
- White
- Mixed race
- Declined to answer



- Bermudian
- American
- Canadian
- British
- Other

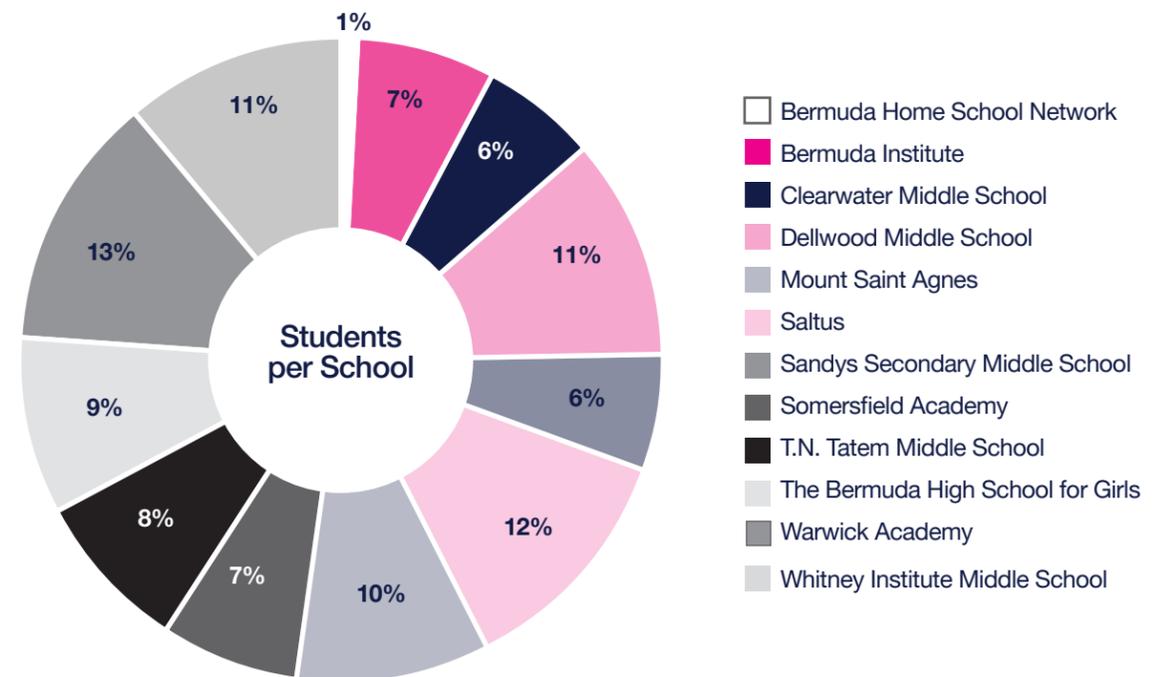
\*Although information on ethnicity and nationality of participants was only captured from the PwC survey of Endeavour Graduates, it is part of the eligibility criteria for the Endeavour Maritime Careers Springboard Programme that candidates are Bermudian, thus 100% of participants are Bermudian.

### PUBLIC SCHOOL VERSUS PRIVATE SCHOOL ENROLMENT

The following table provides a breakdown of enrolment in public schools versus private schools by participants across Endeavour’s school-based programmes. 61% of participants in Endeavour’s school-based programmes in 2018 were enrolled in public schools compared to 39% enrolled in private schools.

	Public School	Private School
Middle School Programme	49%	51%
After School Programme	100%	-
Graduate Programme	66%	34%
BF&M No Limits Sailing Programme	100%	-
Maritime Career Springboard Programme	100%	-

Student participation in the Endeavour Middle School Programme aligns with school enrolment as every student in Bermuda participates during his or her first year of middle school.



- Bermuda Home School Network
- Bermuda Institute
- Clearwater Middle School
- Dellwood Middle School
- Mount Saint Agnes
- Saltus
- Sandys Secondary Middle School
- Somersfield Academy
- T.N. Tatem Middle School
- The Bermuda High School for Girls
- Warwick Academy
- Whitney Institute Middle School

# Gratitude

Endeavour is incredibly grateful to the cadre of supporters who have supported Endeavour toward achieving our mission and goals by providing financial support and resources toward programme development, operations and infrastructure.

The remarkable success that Endeavour has achieved would not be possible without the generous support and commitment from lead sponsor Orbis Investments along with significant investment from diverse companies and businesses in Bermuda, international marine partners and educational partners. Their collective support has been instrumental to develop and sustain Endeavour's experiential learning programmes and enables Endeavour to focus on delivering positive impact in our community.

Generosity makes a difference in our community and financial contributions are critical to ensure the continued success of Endeavour's programmes. All participants attend Endeavour's school-based programmes free of charge. Funding and support to keep Endeavour's impactful programmes afloat depends on generous donors and supporters to sustain Endeavour's long-term success as Endeavour continues to offer life-changing experiences for Bermuda's youth with hands-on experiential education.

For more information on how to support Endeavour, registered charity #977, email [info@endeavour.bm](mailto:info@endeavour.bm).



Endeavour wishes to thank the following sponsors, donors, partners and supporters who have generously committed resources to ensure the long-term sustainability of Endeavour.

America's Cup Bermuda Ltd., Butterfield & Vallis, BlackRock, Inc., ORACLE Racing, Chubb Charitable Foundation, Bank of Bermuda Foundation, OIL Management Group of Companies, L&F Holdings Group, Renaissance Re Charitable Foundation, Argo Foundation, Argo Group Gold Cup, AXIS Capital, Chartwell Industries Limited, Lingard Limited, Aspen, Marsh & McLennan, Christian Luthi, and Frank Peniston.

Special thanks also to Roslyn White, Endeavour's Corporate Administrator from M Q Services Ltd., Trevor Boyce and his team at ABS Accounting, Cosmic, SJD World and our amazing skilled-based volunteers Lyn Winford, Sam Greenfield and Austin Wong.

## SERVICE PARTNERS



## EDUCATIONAL PARTNERS



## COMMUNITY PARTNERS

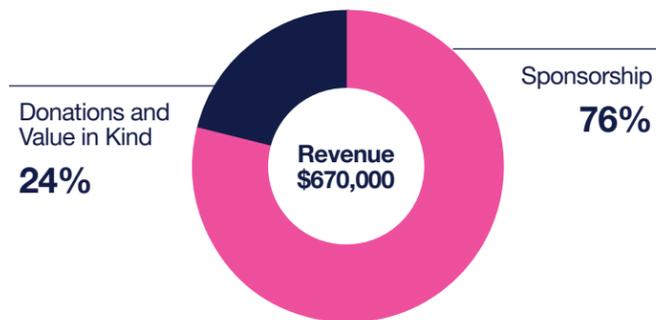


# Financial Highlights

For the period November 1, 2017 to August 31, 2018.

## Operating revenue

Endeavour raised \$670,000 during the period, 76% from sponsorship income and 24% from donations. In addition, Endeavour has received value-in-kind support including approximately \$50,000 for the provision of insurance, audit, and other services.



## Operating expenditure

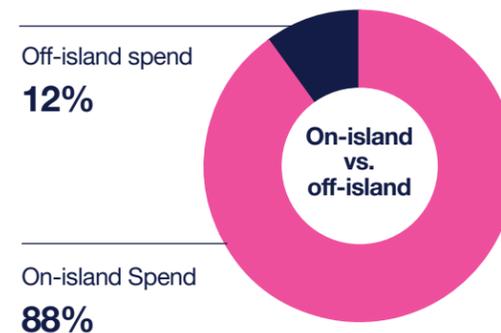
Endeavour incurred \$620,000 in operating expenditure during the period, 84% for programme costs including educational materials, boat equipment and fleet maintenance, transportation, facilities and salaries and 16% for administrative support costs including development, accounting, and marketing.

*\*Excludes depreciation and capital expenditure.*



## On-island verses off-island expenditure

88% of overall expenditure during period was with local vendors excluding salaries, while 12% was with overseas vendors.



Audited financial statements are available on Endeavour's website at: <https://www.endeavour.bm>

# Governance

Endeavour's Board brings a wealth of business acumen and management expertise across business and public sectors. As well as providing financial management, legal, public education, and maritime industry expertise specific to Bermuda, Board members support fund development, financial oversight, provide strategic support and foster community support. The following people volunteer their time and expertise on Endeavour's Board, and are dedicated to ensuring the long-term sustainability of Endeavour:

- Leatrice Oatley – Chair
- Veronica Dunkerley – Treasurer
- The Hon. Michael J. Winfield, J.P. – Director, Executive Committee
- Tom Miller – Director, Executive Committee
- Christian Luthi – Director
- Dr. Melvyn Bassett – Director
- Mario Thompson – Director
- Alec Cutler – Director

# Appendices



## Appendix I – Role of Advisor

PricewaterhouseCoopers Advisory Limited (PwC) was engaged by Endeavour Community Sailing (Endeavour) to assist in the preparation of the report (the Report) on the social impact of Endeavour's programme on the community (the "Services"). The scope of the work and the methods by which data was collected were defined by Endeavour and are outlined in the Executive Summary of the Report. The Report measures Endeavour's indicators over the period July 1, 2017 to August 31, 2018.

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.

### Important notice

The Services were performed for Endeavour in accordance with the engagement letter dated October 22, 2018, 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.

To perform the Services, PwC relied on information and data provided from a variety of third-party sources. PwC assumed 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 by any source and does not provide any assurance over the accuracy of the information or data or any assumptions made by any source used in the Report.

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

1. The reader of the Report understands the work performed by PwC was performed in accordance with instructions provided by Endeavour. The Report may, therefore, not include all matters relevant to the reader.
2. The reader agrees PwC, its partners, directors, employees and agents neither owe nor accept any duty or responsibility to them, whether in contract or in tort (including negligence), and shall not be liable in respect of any loss, damage or expense of whatsoever nature which is caused by any use the reader may choose to make of the Report, or which is otherwise consequent upon the gaining of access to the Report by the reader.

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At PwC Bermuda, our purpose is to build trust in society and solve important problems. We're a member of the PwC network of firms in 158 countries with more than 250,000 people who are committed to delivering quality in assurance, advisory and tax services. Find out more and tell us what matters to you by visiting us at [www.pwc.com/bermuda](http://www.pwc.com/bermuda).

## 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. 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 Management.

Survey conducted by Endeavour Management	Responses Received
Endeavour Middle School Programme Teachers	20
Endeavour Middle School Programme Participants	511
Endeavour After School Programme Participants	24
BF&M No Limits Sailing Programme Teachers	6
BF&M No Limits Sailing Programme Parents	6
Endeavour Maritime Careers Springboard Programme Participants	10
Survey conducted by PwC	Responses Received
Endeavour Graduates	22
Other Local Sailing Club Development Programmes	4
Sponsors and donors	8

### Telephone interviews

PwC conducted telephone interviews with ten 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

Other data sources are specifically referenced throughout the Report.

### Glossary of terms

#### Endeavour

Endeavour Community Sailing

#### PwC

PricewaterhouseCoopers Advisory Limited

#### STEAM

Science, Technology, Engineering, Arts, Math

#### VIK

Value in kind





Learn more about Endeavour online at  
[www.endeavour.bm](http://www.endeavour.bm)

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