



**ENDEAVOUR
COMMUNITY
SAILING**

Impact Report
2018/19

ENDEAVOUR
SAILING

Education through Sailing



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Letter from Endeavour's Chair

I am delighted to announce that 2019 was another extraordinary year for Endeavour Community Sailing ("Endeavour"), Bermuda-registered charity 977. Endeavour's programmes are making a real and positive impact in our community with more than 900 young lives across our Island transformed after engaging in Endeavour's programmes during the 2018-2019 year.

Endeavour is committed to making sailing more accessible whilst engaging Bermuda's youth in hands-on learning that builds their confidence, teamwork and life skills through our experiential education programmes. We recognise that access to opportunities is not the same for everyone in our community, which is why Endeavour's school-based programmes are offered at no cost and the Endeavour Maritime Career Springboard Programme offers bursaries to ensure that youth of all backgrounds, skills and abilities can be exposed to sailing and engage in high quality learning activities.

Endeavour provides a safe, inclusive learning environment for young people to get on the water, improve their skills whilst interacting with their peers, and learn more about themselves as they explore Science, Technology, Engineering, Arts and Math or ("STEAM") activities pertaining to sailing. For the majority of young people they have little to no sailing experience before participating in Endeavour's programmes. We are inspired by the resilience, courage, and effort demonstrated by the young people who engage in Endeavour's programmes as they go beyond their comfort zone to try something new and as a result their confidence is increased whilst they develop new skills.

A fantastic example that highlights the remarkable impact that Endeavour is making in our community is demonstrated by the achievements of young Bermudians who have completed the Endeavour Maritime Career Springboard Programme, many of whom are now employed in the maritime industry.

We would not be able to accomplish our work without the tireless efforts and dedication of our amazing staff and volunteers, Board of Directors, our valued donors, supporters, education and community partners. By working in collaboration, together we are creating brighter futures for our Island's youth. We are grateful for your generosity. Thank you for supporting our work toward ensuring all youth in Bermuda have equal access to opportunities that build their confidence, develop their skills, and ensure they are better prepared for their futures.

We are pleased to present our 2019 Impact Report to share highlights and successes from Endeavour's work. In this report, we shine a light on the tremendous impact that has been achieved in our community through Endeavour's programmes and initiatives. We hope that you will enjoy reading how your support has enabled us to make a meaningful difference for Bermuda's young people.

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.

We are extremely proud of what the results demonstrate and what we have achieved through Endeavour's programmes. We are excited to strengthen our partnerships as we build on the successes of our programmes and initiatives whilst ensuring the sustainability of our organisation toward creating positive change in our community in the years ahead.

Sincerely,



Leatrice Oatley

EXECUTIVE SUMMARY

Endeavour in collaboration with PwC have evaluated key indicators across Endeavour's programmes for the period from September 1, 2018 to August 31, 2019. This report illustrates the output from measuring key indicators, which align with Endeavour's goals, and helps to demonstrate 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 2015-2019
- Who Endeavour serves through its programmes (gender, age, ethnicity, nationality, school enrolment)
- How Endeavour's participants and their families perceive the impact on participants' 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 financial supporters feel toward the impact of Endeavour's programmes and the return on their investment
- How sailing organisations in Bermuda view the impact of Endeavour as it relates to exposure, interest and retention of youth sailors.

STAKEHOLDER SURVEYS

Endeavour regularly surveys its key stakeholders to gather feedback from participants, teachers and parents to identify what is working well and where improvements can be made to make programmes even better.

Stakeholder feedback is a key metric to measure the success of programmes. Endeavour's key stakeholders have provided their input as to how Endeavour is performing against its goals.

PwC conducted a satisfaction survey on behalf of Endeavour with two groups:

- (i) Bermuda sailing organisations that provide youth sailing programmes
- (ii) Donor organisations that financially supported Endeavour during the period

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

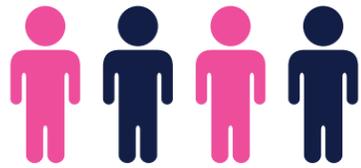
KEY FINDINGS

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 from participation in Endeavour's programmes.

Findings show that youth participants develop new 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 Bermuda's youth from different backgrounds, improved their access to sailing opportunities, as well as generated interest toward and increased participation in sailing activities.

Survey findings also demonstrate that participation in Endeavour's programmes has increased awareness of maritime career pathways amongst youth participants and better prepared them to be successful in their lives.

Since 2015, Endeavour has engaged 3,725 young people from diverse backgrounds across Bermuda through its experiential education programmes.



From September 1, 2018
To August 31, 2019:

969 Young People
Were Engaged In
Endeavour's Programmes

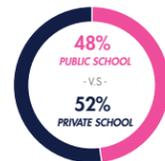
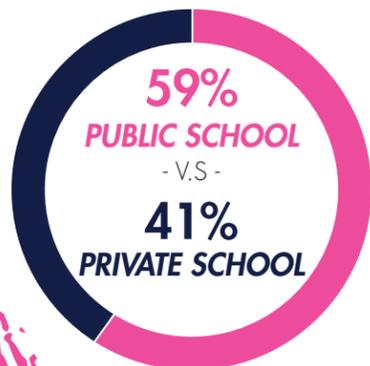
PROGRAMME	2016	2017	2018	2019	TOTAL
Endeavour Middle School Programme	633	656	586	652	2,527
Endeavour After School Programme	144	168	142	142	596
Endeavour Graduate Programme	145	108	119	131	503
BF&M No Limits Sailing Programme	-	12	32	34	78
Endeavour Maritime Career Springboard Programme	-	-	11	10	21
TOTALS	922	944	890	969	3,725



960 students from **29** schools in Bermuda gained access to over **2,250** hours of experiential education including more than **800** hours of academic instruction in math and science.

Public School versus Private School Enrolment

OVERALL ENROLMENT IN OUR SCHOOL-BASED PROGRAMMES

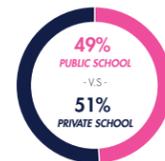


MIDDLE SCHOOL PROGRAMME

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.



AFTER SCHOOL PROGRAMME



GRADUATE PROGRAMME



BF&M NO LIMITS SAILING PROGRAMME

652 students ages 11 to 12 years old engaged in **hands-on learning activities** on wind and sail measurement, weather patterns, sailing geometry, buoyancy, and Bermuda's maritime history during the Endeavour Middle School Programme



Teachers agree that Endeavour's programmes increase students' interest toward learning about STEAM subjects.

100% of students in their first year of middle school participated from all five public middle schools and seven private schools across Bermuda

100% of teacher respondents reported students were **more interested in learning about science**

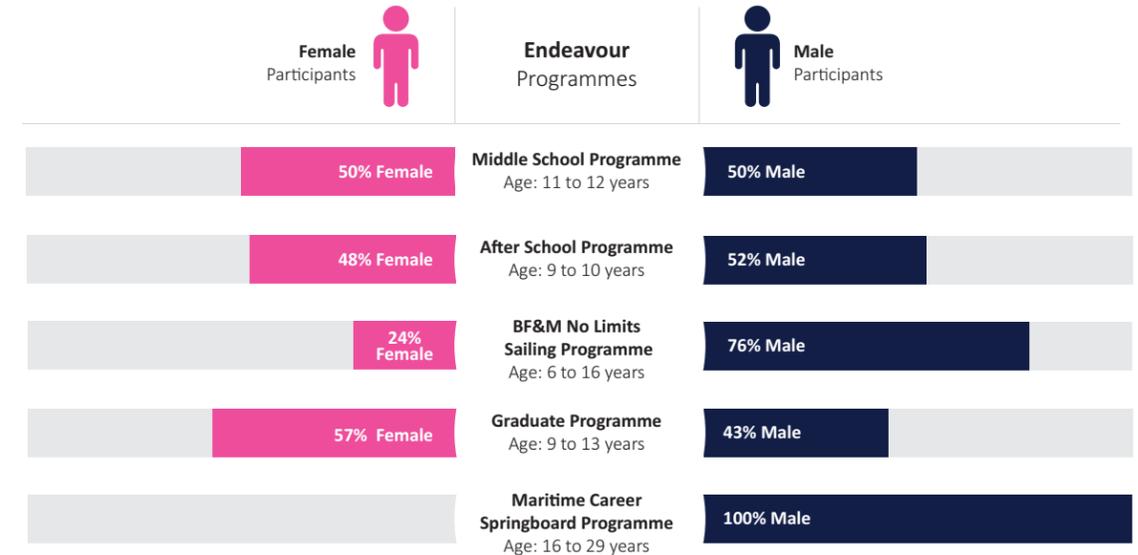
100% of teacher respondents reported that students were **more interested in learning about math** after participating in the Endeavour Middle School Programme.

81% of middle school students stated they feel **more confident** as a result of their participation in the Endeavour Middle School Programme.

“Endeavour continues to enhance not only the knowledge of sailing for the Bermuda Public School system, but they have integrated the Science Technology Engineering and Mathematics (STEM) teaching and learning to increase academic rigour and student engagement.”

- Dr. Llewellyn Simmons, Director of Academics, Department of Education

PARTICIPANT DEMOGRAPHICS



SKILLS DEVELOPMENT

81% of 131 students improved their teamwork skills and 94% increased their confidence as a result of participating in the Endeavour Graduate Programme.

94% of 142 students increased their confidence and 89% developed an interest in sailing as a result of participating in the Endeavour After School Programme.

10 young Bermudians enhanced their teamwork and communication skills following their completion of the Endeavour Maritime Career Springboard Programme.

16 maritime professionals provided tips and information on maritime careers during the Endeavour Maritime Career Programme.

89% of participants stated they were extremely satisfied with the programme and agreed that their experience better prepared them to meet their career goals.

The average pass rate achieved was 89% across 9 Royal Yachting Association (RYA) qualifications, which is impressive as many had limited or no sailing experience before the programme.

ABOUT ENDEAVOUR

Endeavour Community Sailing is a nonprofit dedicated to engaging youth across Bermuda in hands-on learning that builds self-confidence, teamwork and life skills. Endeavour's programmes bring together youth from diverse backgrounds across Bermuda with a focus on improving access to sailing and enriching their learning experience. Endeavour believes that every young person deserves to have access to high quality learning experiences and for most of the young people who engage in Endeavour's programmes it is their first exposure to sailing.

Mission

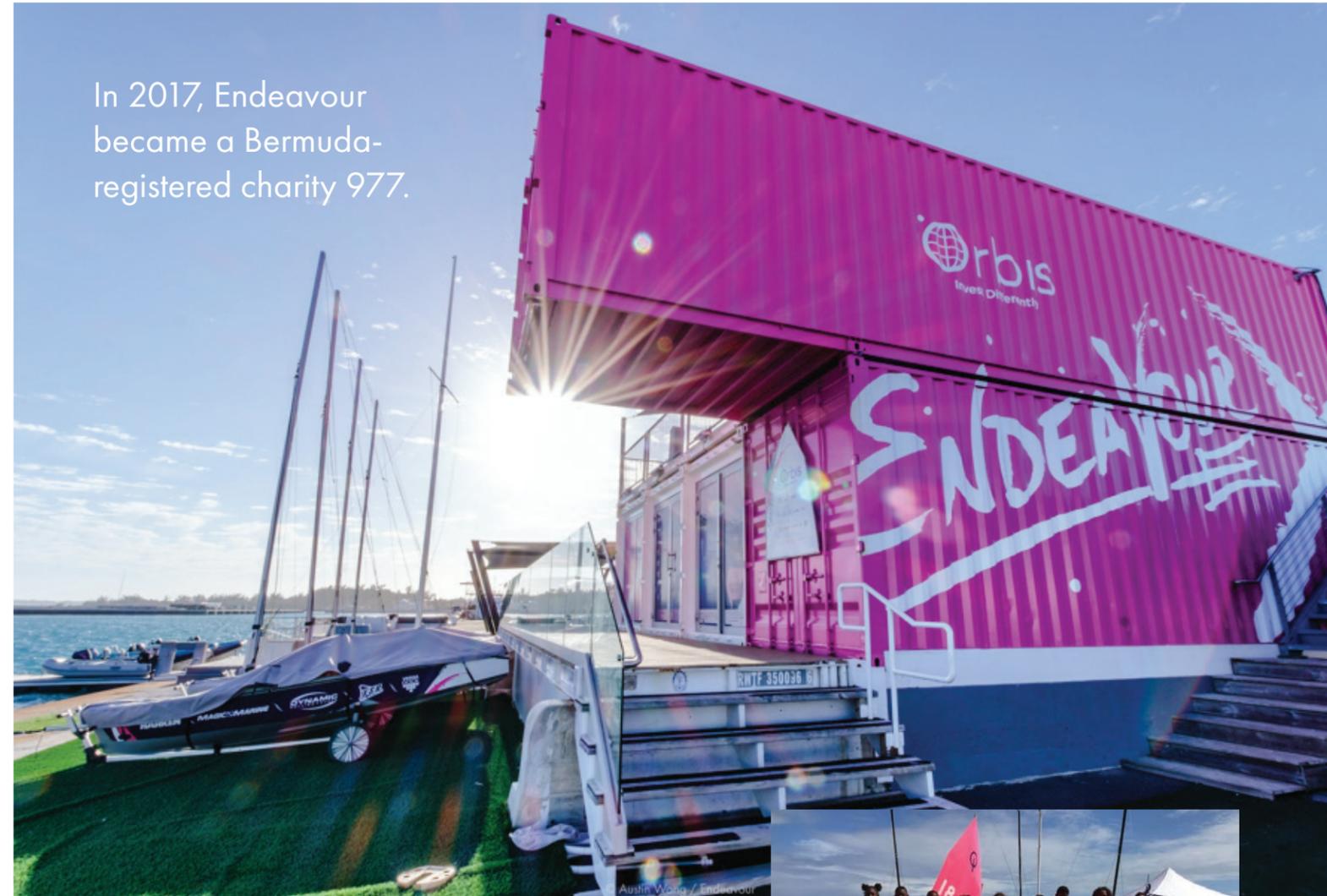
Building self-confidence, teamwork and life skills by engaging youth from diverse backgrounds across Bermuda in hands-on experiential learning through sailing.

Vision

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

Organisational 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 facilitate sustainable youth sailing programmes



In 2017, Endeavour became a Bermuda-registered charity 977.

Where Endeavour Works

- Endeavour West Fort
5 Freeport Drive
Sandys
- Endeavour East Fort
2 Convict Bay Lane,
St. Georges



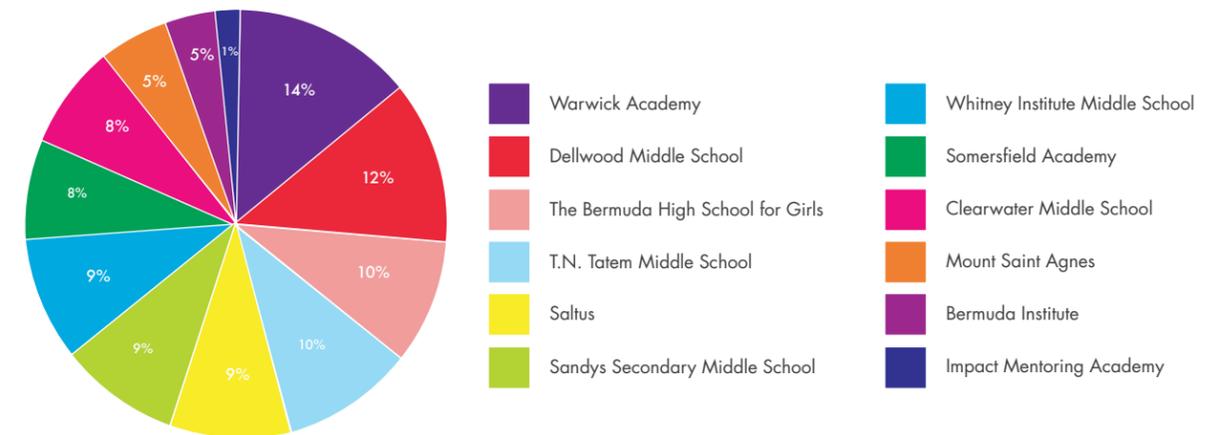
ENDEAVOUR PROGRAMMES AND STAKEHOLDER FEEDBACK

ENDEAVOUR OFFERS FIVE 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 Career Springboard Programme

1. ENDEAVOUR MIDDLE SCHOOL PROGRAMME

The Endeavour Middle School Programme engages every student ages 11-12 years old in Bermuda in a 5-day learning experience during their first year of middle school. Students participate in a series of interdisciplinary activities that involve science, technology, engineering, arts and math or STEAM through sailing. 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. Below represents student participation from each of Endeavour's partner schools.



Educational modules compliment what students are learning at school with a focus on math and science. Endeavour's learning objectives are aligned with the Cambridge Curriculum that is implemented in Bermuda's public schools. Participation in the programme 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.

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

Endeavour's STEAM through Sailing curriculum includes learning about:



BUOYANCY

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



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 Diabetes Association to promote the importance of healthy lifestyle choices, and Sara McKittrick dedicates her time each week to educate students about nutrition and diabetes prevention. Butterfield & Vallis kindly donates fresh fruit for students to have a healthy snack.

Endeavour also partners with the Bermuda Cancer and Health Centre SunSmart Programme in which Azuree Williams dedicates time each week to increase for students awareness about the importance of practicing SunSmart behaviours and healthy habits to protect them from the sun.

All young people engaged in Endeavour's programmes receive a reusable water bottle as part of Endeavour's commitment to eliminate single-use plastics and promote sustainability. Students and teachers join Endeavour team members each week for a beach clean up where we have collected thousands of plastics and other debris, followed by a discussion of ways to become more environmentally conscious.

Endeavour partners with the National Museum of Bermuda to provide students with a unique 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.

The Endeavour Middle School Programme looks to create and develop 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. Endeavour is grateful for teacher support from all of our partner schools. Special thanks to Terry Cox from the Ministry of Education and Nishanthi Bailey from Dellwood Middle School for their time and thought leadership dedicated to Endeavour's strategic planning session in December 2018.

“STEAM aims to strengthen the foundation of STEM by helping students enhance their critical thinking skills and recognise the intersection of art, science, technology, engineering, and math. It gives students tools and methods to explore new and creative ways of problem-solving, displaying data, innovating, and linking multiple fields. The arts and STEM subjects naturally complement and inform each other, so implementing STEAM principles into education allows for more understanding, innovation and a cohesive education in the classroom.” (Source: All Education Schools, “Resources for Current & Future STEAM Educators”)

Endeavour Middle School Programme Teacher 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
- Integrate youth from different backgrounds and expose to sailing

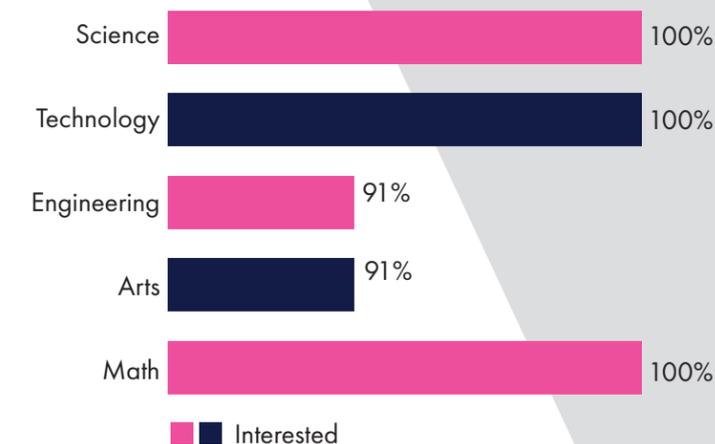
Endeavour Middle School Programme:

- **82%** of teachers stated they were satisfied with the quality of students' in-class experience.
- **100%** of teachers stated they were satisfied with the quality of on-water experiences offered.

98 teachers were engaged as chaperones to support the Endeavour Middle School Programme during the 2018-19 school year. Endeavour surveys teacher chaperones to gain insight on teacher perceptions of the programme's impact on students.

During the 2018-2019 school year, **11 teachers completed the survey representing 8 schools.**

- **100%** of teacher respondents believe that students benefitted from their participation in the Endeavour Middle School Programme.
- Teacher respondents rated their students' interest in the following STEAM subjects after their experience in the Endeavour Middle School Programme:



Endeavour's Middle School Programme Participant Survey

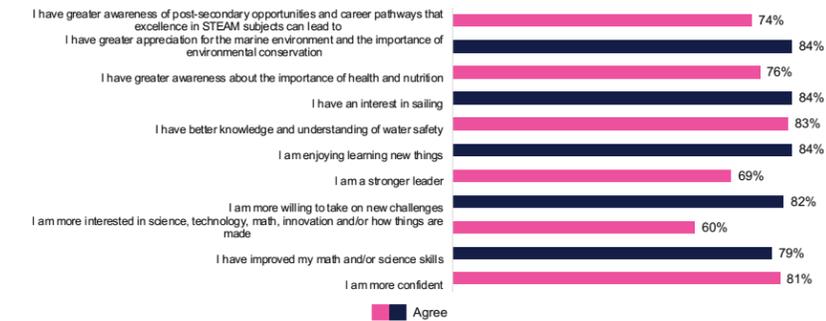
Organisational goals met

- 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 continue to pursue the sport
- Inspire STEAM career pathways through fun, experiential learning



All students who participated in the Endeavour Middle School Programme were asked to complete a survey on their experience in the programme, of which **556** or **85%** provided their feedback. Students were asked overall how they felt they benefitted from their participation; **83%** agreed they benefitted from their participation.

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



MEET:

Marlo Santiago, teacher chaperone in the Endeavour Middle School Programme

PwC conducted an interview with Mrs. Marlo Santiago, Para-Educator, Functional Academic Programme, Learning Support Department at Whitney Institute Middle School.

Mrs. Marlo Santiago, believes that students benefitted a great deal from the Endeavour Middle School Programme. Ms. Santiago said,

"A lot of the students would never have an opportunity to sail and engage on the water. The exposure for the youth is amazing!

Mrs. Santiago was glad that the students were able to learn about Bermuda's sailing history and she believed this helped reinforce their knowledge and interest in sailing.

"Students learned about Bermuda's maritime heritage and about the triangle sail [the Bermuda Rig]- they had no idea about the impact that Bermuda has had on the global sailing history. So yes, [without Endeavour] our children would have never had the opportunity to get involved in sailing. Also, to hear them talk about sailing when they come back to school is very encouraging."

Do you believe that the Endeavour Middle School Programme has improved the academic performance of students who have participated? In particular, has their participation resulted in increased proficiency in math and science?

"I work in Learning Support and the students we had that participated in Endeavour displayed confidence in their own knowledge and their ability to gain new knowledge as a result of this programme."

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

"Yes, there was one student in particular who was not working well with the group however, over the week the student started to work more cooperatively and as a team member."

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

"My favourite memory relates to classroom activities, particularly, the Shark Tank activities. Seeing the students come up with a business idea that was environmentally friendly and would help protect the ocean required them to work in groups, think outside the box and create different ideas."

"I also enjoyed seeing the confidence in students while they were taking healthy risks. Some students who wouldn't normally take a risk did and felt so proud of themselves after. For example, students had to flip the boat over which can be considered going out of their comfort zone."

Is there anything else you would like to add?

"I think students had a great time! Initially they were resistant but that's okay, it's part of the process. Sailing isn't something that they would normally do and so the exposure and the cultural experience that they are gaining is great. The Endeavour Middle School Programme is great. I am grateful that the students are able to access it."

“ Another great couple of weeks on the water and a fantastic bunch of instructors. ”

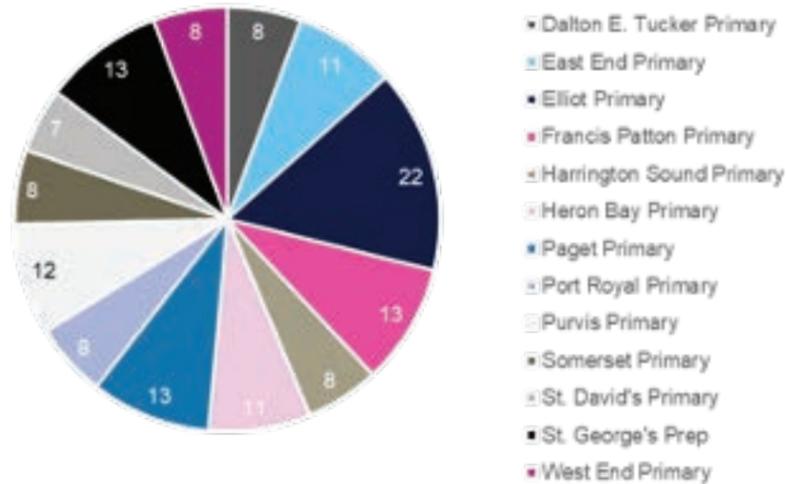
– Marlo Santiago, Teacher chaperone from Whitney Institute Middle School who was involved in the Endeavour Middle School Programme

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, improve their teamwork and communication skills as they learn more about water safety, weather patterns, wind awareness, discover how to rig and de-rig a variety of boats, and learn the functions of different boat parts.

This programme takes place in the fall and spring terms, with two to three schools participating at each location three days per week to bring together students from different schools. The programme is offered in partnership with the Department of Youth, Sports & Recreation at participating schools.

The Endeavour After School Programme is offered for students at 13 government primary schools. The graphic displays the number of students engaged in 2018-19 from each of Endeavour's partner schools.



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 invited all 142 students to provide their feedback of which **87%** agreed they benefitted from taking part in the programme.

MEET:

Ms. Keishai Davis, mother to Zhane and Kenai who participated in the Endeavour After-School Programme

PwC interviewed Ms. Davis on behalf of Zhane and Kenai Davis

Please share with us your favourite memory of participating in the Endeavour After-School Programme.

"My children really enjoyed sailing their own boat and having the added responsibility and independence that comes along with that."

Do you believe that the Endeavour After-School Programme has developed skills among participants?

"Yes, they developed leadership skills and improved their social skills through meeting new people. They are communicating with more people now. They used to be very shy, but have come out of their shell socially, mainly with their peers. They are also improving communication with their superiors as well."

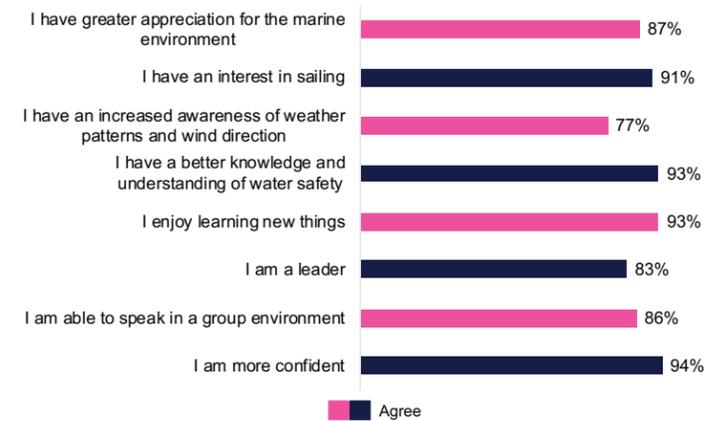
Do you believe that the Endeavour After School Programme has increased confidence of participants?

"Yes, very much so. They now have the confidence to seek help instead of relying on others to ask questions."

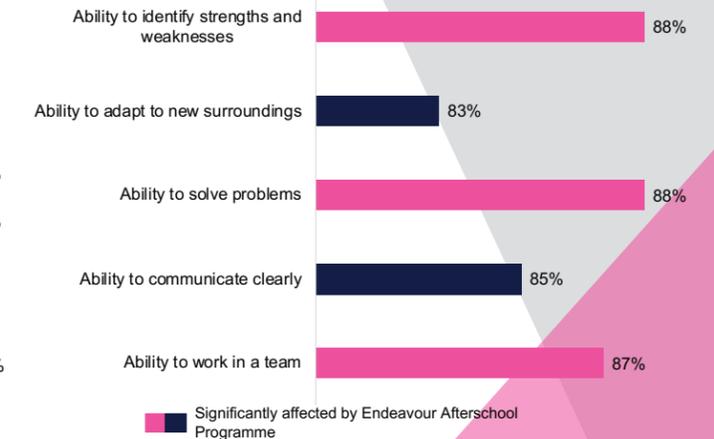
Do you believe the Endeavour After School Programme has improved access and interest in youth sailing programmes?

"Yes, my children would have never had the opportunity to sail had it not been for this programme. Because of how much my son enjoyed Endeavour, he joined the Royal Bermuda Yacht Club (RBYC). He really loves RBYC mostly because of the experience he had from Endeavour."

Students reported if they agree or disagree with the following statements based on their experience in the Endeavour After-School Programme:



Students rated how they feel their participation in the Endeavour After School Programme has affected their proficiency in the following skills:



“ My experience overall was FANTASTIC! I love sailing so much and I thank the instructors for helping me learn how to sail well! ”

- Participant of Endeavour's After School Programme

3. ENDEAVOUR GRADUATE PROGRAMME

The Endeavour Graduate Programme offers a 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 practice sailing and advance their 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 terms.

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



Endeavour Graduates were invited to share their feedback through a survey to understand the impact their participation has had on their personal development, peer interaction, skills and interest in sailing. Amongst the 131 surveyed, **82 responded** and indicated as a result of their participation in the Endeavour Graduate Programme:

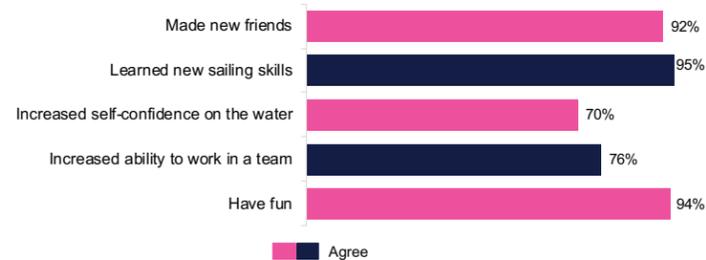
- **96%** agreed they are more confident;
- **81%** stated that their ability to work in a team environment has increased;
- **78%** agreed that they are a stronger leader;
- **100%** agreed their sailing skills have improved;
- **93%** agreed that they benefitted from their participation;
- **94%** said they would recommend the Endeavour Graduate Programme to others.

Endeavour Graduate Programme Participant Survey

Organisational goals met

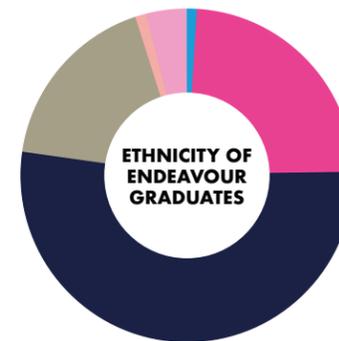
- Leverage sailing as an effective tool for teaching STEAM education
- Inspire STEAM career pathways through fun, experiential learning
- Build life skills including problem-solving, teamwork and leadership
- Increase the retention of youth sailors in Bermuda who continue to pursue the sport
- Integrate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

Endeavour Graduates were asked if they agree or disagree with the following statements based on their experience in the programme:

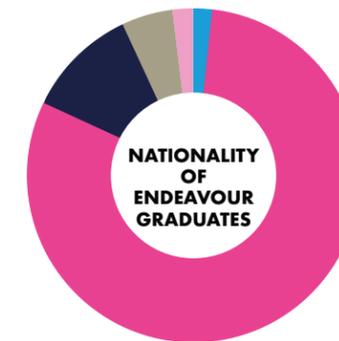


ETHNICITY AND NATIONALITY

The key findings from the Endeavour Graduate Survey captured the ethnicity and nationality of the participants. A total of 82 responses were received and are summarised below:



- Black (53%)
- White (24%)
- Mixed race (18%)
- Declined to answer (3%)
- Asian (1%)
- Other (1%)



- Bermudian (80%)
- British (11%)
- Other (5%)
- Declined to answer (2%)
- American (2%)

“ Sailing has been one of the best experiences in my life, thanks to Endeavour. ”

– Participant of the Endeavour Graduate Programme

Endeavour Graduates have accomplished a lot! Highlights include:



Endeavour introduced a new initiative in partnership with the Bermuda Optimist Dinghy Association called the **Women on the Water Clinic** to celebrate International Women's Day in March 2019 focused on inspiring, supporting, and connecting female youth sailors from diverse backgrounds across Bermuda. 21 female sailors engaged in fun activities as they advanced their sailing techniques and made new friends.

27 2018 Endeavour Grads competed in the Green Fleet for the Bermuda Open and National Optimist Championship in November 2018, and it was their first regatta experience.

7 alumni from the 2016 and 2017 Endeavour Graduate Programme competed in the Green Fleet and 2 competed in the Championship Fleet, representing local sailing clubs.

Five Endeavour Grads travelled to San Diego with Bermudian sail clubs to participate in the O'Pen Bic North American 'Un-regatta' – huge congrats to Raphael Rudolf, Samantha Soares, Joanna Santiago, Sven Curley and Jordan Viera for their achievements.

Special visit from His Excellency the Governor of Bermuda - **27 Endeavour Grads from 11 middle schools had the honour of sailing with His Excellency the Governor of Bermuda**, Mr. John Rankin, CMG who shared, "It was enormous fun to be on the water at Shelly Bay with the Endeavour sailors. I was able to see for myself how Endeavour teaches new skills and helps build confidence. The pupils to whom I talked were able to explain to me how much they had learned and had clearly enjoyed the opportunity to spend time with other young people from across the island. I am grateful to all who make programmes like Endeavour possible. It is initiatives like these which make a difference in the lives of young people and help them to build and grow as individuals."

24 Endeavour Grads representing **11 middle schools** enjoyed a special visit from **NASA's Jacob Keaton, Senior Policy Advisor in the International Space Station in the Human Exploration and Operations Mission Directorate at NASA's Headquarters**. Special thanks to U.S. Consul General Constance Dierman and Public Diplomacy Assistant Camille Haley for recognizing Endeavour's focus on engaging Bermuda's youth in Science, Technology, Engineering, Arts and Math or STEAM education and coordinating Mr. Keaton's visit and presentation on the similarities between space travel and sailing during a NASA presentation on celestial navigation.



MEET:

Ms. Nicole Warren, mother of Christian Warren, an Endeavour Graduate

PwC interviewed Nicole on behalf of Christian.



Please share with us your favourite memory of participating in the Endeavour Graduate Programme.

“Speaking from my perspective, my favourite memories were graduation day and the last day of fun races. The weather was quite gusty, stormy and poor for sailing and the sailors went out for a race. My son’s, rudder broke and so he couldn’t complete the race. He was upset and I felt sorry for him. He was pulled back to shore and the other sailors thereafter had to also be pulled in because the weather became unsafe. Christian took it upon himself to help all instructors pull the boats out of the water, that surprised me, as his mom and I was very proud. At graduation he was given a special mention and awarded for looking beyond his own circumstances to help others. That showed me that he had matured so much because of the Endeavour Graduate Programme.”

“Sailing requires a lot of work and honestly I had no idea how much he had to do to rig and prepare the boat; This showed me that if someone really loves doing something then they will be very successful.”

Do you believe that the Endeavour Graduate Programme has developed skills among participants?

“Christian has learned a lot from the programme, not just technical sailing skills rather general knowledge like how to read the weather. He has also improved his teamwork and responsibility skills. Being responsible means that he has to be aware of those around him on the water because if you make a wrong move in a boat you can crash into someone.”

“The safety skills that students learn when they are 16 and are learning to ride their bike are being taught during the programme, however, these students are 11 and 12 years old; therefore, they are developing their awareness skills ahead of time. I think a lot of the tutorials also along with the practical has been extremely beneficial for Christian.”

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

“Yes, of course. The confidence my son gained from the programme, I could not put a price on. When I saw him interacting with the coaches, he showed me that once a child trusts an adult that can go a long way; trust and confidence go hand in hand. When the students believe in themselves, they believe in the people around them.”

“Sometimes Christian had to travel by bus on his own to Endeavour, these events are milestones that build confidence and independence. These are some of the benefits that us as his parents were very thankful for.”

“Christian has continued to sail as a result of the Endeavour Graduate Programme, he currently sails with a local club. He wants to sail larger boats too! This was an eye-opener to him that sailing can take him to many places, locally and overseas – The experience on the water gave him a new perspective and a break from being on land.”

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

“Oh my goodness, yes! I can tell you just being at the regatta last year there were 20 or 30 Green Fleet participants and this year it doubled to 63 on the water. So, there has been significant interest and that is just looking at Christian’s age group.”

Is there anything else that you would like to add?

“As a parent I appreciate the opportunity because sailing is probably something that I would have never considered. I would have liked to consider it but I would not have because of the costs around sailing it is not readily accessible. Christian said to me, Mom I think I am good at football, but I think I am very successful at sailing - if I could wrap up his experience in one sentence.”



“It was enormous fun to be on the water at Shelly Bay with the Endeavour sailors. I was able to see for myself how Endeavour teaches new skills and helps build confidence. The pupils to whom I talked were able to explain to me how much they had learned and had clearly enjoyed the opportunity to spend time with other young people from across the island. I am grateful to all who make programmes like Endeavour possible. It is initiatives like these which make a difference in the lives of young people and help them to build and grow as individuals.”

– His Excellency the Governor of Bermuda, Mr. John Rankin, CMG

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 five years and older who are on the autism spectrum or have developmental challenges. 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.

Below displays the number of students who were engaged in 2018-19:

34 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.



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 invited all families of the 34 participants in the BF&M No Limits Sailing Programme to provide their feedback via a survey, of which 18 responded. **89%** of respondents believe their child benefitted greatly from participating in the programme.

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



“It was a fantastic experience for my son! It brought him outside of his comfort zone. He enjoyed it and looks forward to go participating again.”

– Parent of student who participated in the BF&M No Limits Programme

MEET:

Bruno Benevides, father of Gabriel who participated in the BF&M No Limits Sailing Programme

PwC interviewed Bruno to find out what his son, Gabriel’s experience was like in the programme.

Participants in the BF&M No Limits Sailing Programme shared their favourite memory:

“What I appreciate about the programme is that they send a lot of photos during the day of Bruno sailing and he always has a big smile on his face. He loves sailing and always talks about it. If he loves it [sailing], then they [the teachers] must be really good to him.”

Do you believe that the BF&M No Limits Sailing Programme has developed skills among participants?

“I think so, there is always a strong sense of teamwork. My son Gabriel is autistic and the programme helps him a lot with establishing relationships with his peers and so I think it is really good.”

Do you believe that the BF&M No Limits Sailing Programme has increased confidence amongst participants?

“Yes, I noticed he is more confident especially after the programme. Also, in the videos that are sent to me show him always interacting with his friends which is really great to see.”

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

“I really believe so! If it was not for the BF&M No Limits Sailing Programme I don’t think Gabriel would be exposed to sailing.”

Is there anything else that you would like to add?

“I would love to go out on the boat with my son one day. Gabriel always smiles ear to ear when it comes to the BF&M No Limits Sailing Programme.”



BF&M No Limits Sailing Programme Teacher Survey

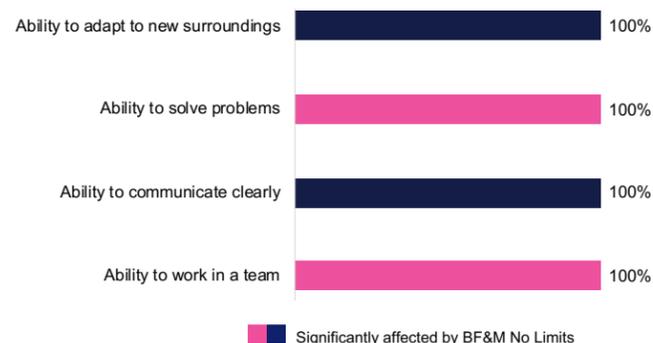
Organisational goals met

- Leverage sailing as an effective tool for teaching STEAM education
- Build life skills including problem-solving, team-work 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

Teachers rated students' interest in STEAM subjects after their experience in the BF&M No Limits Sailing Programme:



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



MEET:

Ms. Zola French, Autism Spectrum Disorder (ASD) teacher at West Pembroke Primary

PwC interviewed Ms. Zola French, an ASD teacher for West Pembroke Primary, which has a specialised classroom for students on the autism spectrum. Ms. French participated as a teacher chaperone in the BF&M No Limits Sailing Programme.



100% of teachers believe their students benefited a 'great deal' from their participation in the BF&M No Limits Sailing Programme and were extremely satisfied with the quality of their experience. **89%** of parents' who responded agreed that their child benefitted from their participation with 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?

"It has definitely contributed to our students' overall academic performance, specifically in math and science. This is due to the hands-on learning experiences on and off the water; for example, while the students were on the boats they practiced counting the number of boats surrounding them, which increases their awareness of their surroundings and allowed them to practice math."

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 students have improved their ability to form relationships with their peers and programme leaders. When the students are out of the school environment, in a more relaxed and unstructured setting (while with Endeavour) I've noticed an increase in language and communication skills. We have a young boy who really built a friendship with a girl from Paget Primary and it was so nice to see! Initially, he initiated the conversation and now he looks forward to seeing his new friend."

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

"One day, I was watching three students on one of the Hobie [sailboats] and one girl was very scared to lay on her stomach. One of my other students reached out to her and said, "hold my hand" to let her know it was going to be okay, this was beautiful! Together they figured it out, they trusted each other enough to both lay across the boat and put their hands in the water. Witnessing these moments when students are stepping outside of their comfort zones, gaining new experiences and forming connections is amazing."

Do you believe the Endeavour Programme helps to shape and positively impact youth sailing in Bermuda?

"Definitely, [prior to the programme] many of these students had never been on the water. Also, most parents are fearful of them going on the water because they have a disability however, if we don't push them to try new things they will never do it, and they are very capable. Therefore, with encouragement, a gentle approach, and the BF&M No Limits Sailing Programme with Endeavour, they can achieve. These students have fallen in love with sailing. I believe being on the ocean is therapeutic for them. I believe the children need this programme."

Is there anything else that you would like to add?

"We live on an island; these students need to have the opportunity to participate in sailing. They could one day take part in the regattas and sailing events around the world. I would love to see Endeavour continue to offer the BF&M No Limits Sailing Programme and provide opportunities to all of Bermuda's youth."

120 teacher chaperones supported the Endeavour Middle School and BF&M No Limits Sailing Programmes during 2019, contributing an estimated 2,302 hours during the period.

5. ENDEAVOUR MARITIME CAREER SPRINGBOARD PROGRAMME

The Endeavour Maritime Career Springboard Programme is a seven-week training initiative for young Bermudians aged 16 years and older who are interested in a maritime industry career. The programme is offered in partnership with the Bermuda College Division of Professional and Career Education (PACE).

Participants benefit from enhancing their skills, gaining experience and the opportunity to achieve internationally recognised qualifications for 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 maritime career days where they are exposed to different career pathways, learn about training and education requirements, how and where to apply for jobs, and build a network of contacts in the maritime industry locally and overseas.

Endeavour Maritime Career Springboard Programme Participant Survey

Organisational goals met

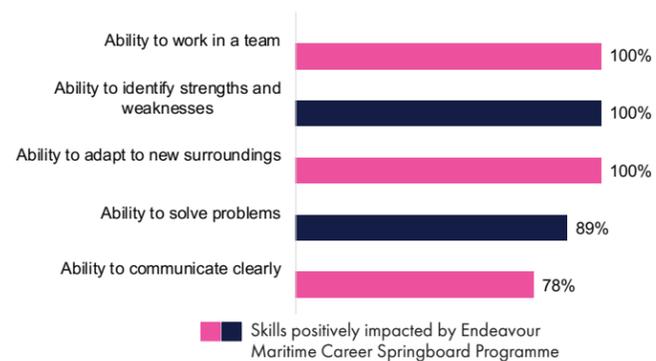
- Build life skills including problem-solving, teamwork and leadership
- Integrate youth from different backgrounds and expose to sailing
- Increase the retention of youth sailors in Bermuda who continue to pursue the sport
- Enhance career opportunities for local youth to start a career in the maritime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



Part of the eligibility criteria for the Endeavour Maritime Career Springboard Programme requires that candidates are Bermudian, thus **100%** of participants engaged through that programme are Bermudian.

Endeavour surveyed all **ten** participants in the Endeavour Maritime Career Springboard Programme, of which **nine** responded. **89%** were extremely satisfied with their experience and were satisfied 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:



Matthew Stephens

Matthew Stephens completed the 2018 pilot Endeavour Maritime Career Springboard Programme and completed an internship with Endeavour in 2018. He regularly assists with programme delivery and volunteers his time and talent to capture content as a photographer/ videographer when he's not interning with SailGP, volunteering with the Argo Group Gold Cup, and training for the Clipper Round the World Race with Team GotoBermuda!

Kristopher Cameron

Kristopher Cameron completed the 2019 Endeavour Maritime Career Springboard Programme and upon completing the programme was offered a 3-year apprenticeship with Spar Yard Marine Solutions Ltd.

“It was a great course and there were knowledgeable instructors. I personally wanted more time with you [Endeavour] because it was fun.”

– Participant of the Maritime Career Springboard Programme

MEET:

Courtney Dublin, a participant of Endeavour Maritime Career Springboard Programme

PwC conducted an interview with Courtney. Below is feedback from his interview.



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

"My favourite memory of the programme was capsizing in January during the winter weather. During the programme we were taught how to read the wind directions and how to do different manoeuvres. After this I had the opportunity to experience capsizing a few times in the winter gales."

Do you believe that the Endeavour Maritime Career Springboard Programme has developed skills among participants?

"Yes definitely. There were many participants that knew nothing about boats, reading charts, or even how to give first-aid; After the programme they came away with a lot more [knowledge] than what they entered with. My strongest skill when it comes to sailing would be my ability not to capsize anymore."

Do you believe that the Endeavour Maritime Career Springboard Programme has increased confidence of participants?

"Yes, because during the programme we had to be social and work in teams. The instructors taught us how to give effective presentations, how to network and encouraged us to speak up when you have an idea or if you think something won't work."

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

"Yes, because they make sailing interesting and you are very involved. You are in charge of your own boat instead of having an instructor helping you at all times. The instructors give you more freedom and independence which builds confidence. You also must be responsible and confident in your skills because you have to quickly apply what you learned in the classroom to sailing."



Two alumni from the 2018 Endeavour Maritime Career Springboard are now employed as full-time programme instructors with Endeavour Community Sailing.

MEET:

Ms. Karen Smith, Programme Coordinator, Bermuda College Professional and Career Education (PACE) Division.

PwC interviewed Ms. Karen Smith. Below is her feedback.



Do you believe that the Endeavour Maritime Career Springboard Programme has improved the academic performance of participants?

"Yes! Many of the students started with little to no professional qualifications. Upon completing the seven-week intensive they had the opportunity to obtain up to 12 certifications relation to sailing and the maritime industry including the Royal Yachting Association (RYA) Dinghy Instructor certification and RYA Marine Radio Short Range Certificate (SRC). These international certifications can be referred to following the programme when they apply to jobs and determining their career path."

Do you believe that the Endeavour Maritime Career Springboard Programme has enhanced peer to peer interaction amongst participants?

"Yes, absolutely! Our programme is limited to 12 participants who met with our instructors weekly from 9am-5pm. I enjoyed seeing the transformation of the young Bermudians who participate. When some of them had their initial interview they were very shy, avoided eye contact and were not very confident. During the programme they formed amazing relationships with their peers and instructors, became more confident and collaborative. Based on these experiences I noticed, when teachers build trust and confidence in their students, the students have the confidence to achieve anything."

Please share with us your favourite memory of participating in the Endeavour Programme.

"My greatest memory is seeing the transformation and growth of youth participants. There is nothing better to see than seeing someone feeling good about themselves. Also noticing the

transformation in self-confidence and increased awareness in developing their own self-worth was very rewarding."

"The Endeavour Maritime Career Springboard Programme can be quite intense, participants must be focused, work hard and display fortitude. They start in January during the winter weather, which at times can be tough and very cold. Many of the young people may not have sailed before so can feel discouraged from this experience however, by the end of the programme they thoroughly enjoy with their experience and want to stay involved in sailing."

Do you believe the Endeavour Maritime Career Springboard Programme helps to shape and positively impact youth sailing in Bermuda?

"Endeavour is doing so much for youth sailing in Bermuda. Endeavour is very active and engaged in the community. One of the things that can't be qualified is their strong relationship with the community. At one of the events that I went to, the teachers and coordinators knew each participant and their family members by name. These things have a strong impact on students and the community. It is evident that the students fully engage when they know they have a community that they can rely on."

Is there anything else that you would like to add?

"Endeavour is awesome! They are making a significant impact on Bermuda and the youth. They are not only walking the walk they are talking the talk."



Endeavour Club Development

Endeavour provides support and pathways for young people who have completed Endeavour's programmes are interested to further advance their skills through sailing, with emphasis on supporting those 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 youth sailing

organisations across the island toward ensuring increased access and exposure to sailing for Bermuda's youth.

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

Endeavour Club Development 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 facilitate sustainable programmes



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 seven surveys distributed, five responses were received. Respondents stated:

- **80%** believe Endeavour has increased the number of youth in Bermuda who are interested in sailing.
- **80%** believe Endeavour increased awareness of youth programme offerings.
- **100%** believe Endeavour has a positive impact on Bermuda's youth and youth sailing opportunities in Bermuda
- **80%** believe Endeavour has helped youth participants build their confidence and increase their ability to work in a team environment.



Donor 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 financial support to Endeavour during the period. Of the 10 companies surveyed, eight responses were received. Survey results indicate the majority of Endeavour's donors are satisfied with the return on their financial contribution to Endeavour, where **88%** stated they were satisfied and 12% neither satisfied nor dissatisfied.

100% of respondents agree that Endeavour is providing tangible benefits to programme participants and believe Endeavour has a positive impact on Bermuda's youth and 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:**

- Endeavour's "Impact."
- "Orbis believes that education is essential to shaping the next generation of leaders, is committed to support programmes and initiatives that enhance educational pathways and positive youth development. Endeavour has executed on Orbis' vision for the programme since its inception in 2015, supporting the engagement of thousands of Bermudian students through its impactful programmes."
- "Clear data driven strategy, programme design, application of learnings, concise reporting."
- "Great age group."
- "Broaden grass roots involvement in sailing in Bermuda."
- "Bringing students from a variety of backgrounds together; provides an opportunity to engage in a different style of learning."
- "Community engagement, wellness support and connections with Bermuda's heritage."

Endeavour's financial supporters provided the following responses to the question: '**what does your organisation consider that makes Endeavour unique**':

- "That Endeavour touches such a large population (number of schools and broad age range). The Endeavour Maritime Career Springboard Programme fosters continued learning and opportunities as participants grow."
- "Endeavour's inclusivity, partnership with local schools and educational organisations to improve students' academic success, broad reach across age groups, and its willingness and openness to work with sponsors to create long lasting impact on our community's next generation through its programmes."
- "The broad spectrum of young people they work with including those with disabilities."
- "It's a great platform for youth development."
- "No barriers to participation."
- "Accommodation of our special needs students through the BF&M No Limits Sailing Programme"



Gratitude

The impressive results summarized in this Report are a reflection of the positive impact that Endeavour delivers to the community and the positive outcomes for young people across our Island. To achieve our goals, we rely on the generosity and kindness from Endeavour’s donors, partners and supporters who commit their time, talent and financial resources in support of Endeavour’s work.

We’re deeply grateful for the commitment of lead founding partner, Orbis Investments who has invested significant resources and support toward the ongoing success of Endeavour’s programmes.

Endeavour extends our heartfelt appreciation to the following companies and foundations who have generously committed resources toward ensuring the long-term sustainability of our organisation.

Thank you for believing in our mission. Your support makes what we do possible and is essential to our success. Together, we do more.



Endeavour is also grateful to receive generous support from the following companies and individuals with donations and in-kind contributions.

L&F Holdings Group, RenaissanceRe Charitable Fund, AXIS Capital, Benjamin Lucas / Cripps Foundation, Bermuda Sailing Association, Lingard Limited, One Communications Ltd., Rubis, International One Design, John Buckley, Bacardi, Mr. & Mrs. Arthur Gurr, Nicholas Dill, Roberta Kanter, Joan & Terrence Stevens, Malcolm Wilson, Mr. & Mrs. Michael E. Leseur, Terry J. Bowers, John H. Ingham, Eugene & Sacha Simmons, Mr. C & Mrs. A Marshall, Margaret Lloyd, Kathryn Siggins, Elizabeth Jones, Paul & Lesley Wollman, Sue Cubbon, Thomas Miller, Christian Luthi, Bill Outerbridge, Karen Leseur, Kevin Blee, Ocean Winds Ltd., Department of Marine & Ports Services, Bonefish, The Dockyard Glassworks, Gorham’s, Goslings, Horsefield Landscaping, Island Press, Klean Kanteen, Pembroke Paint, Rooster, Spar Yard Marine Services Ltd., Supermart Ltd., Wakefield Quin, ABS Accounting, SJD World and Cosmic.

Special thanks also to our skills-based volunteers: Lyn Winford, Austin Wong, Nolwenn Pugi and Sam Greenfield.

Marine Partners



Educational Partners

We celebrate longstanding partnerships with our valued educational and community partners:



Financial contributions, resources and support are critical to ensure the ongoing success and sustainability of Endeavour Community Sailing. Funding is essential to ensure Endeavour’s programmes keep afloat to deliver life-changing experiences for Bermuda’s youth that build their skills and confidence to lead brighter futures.

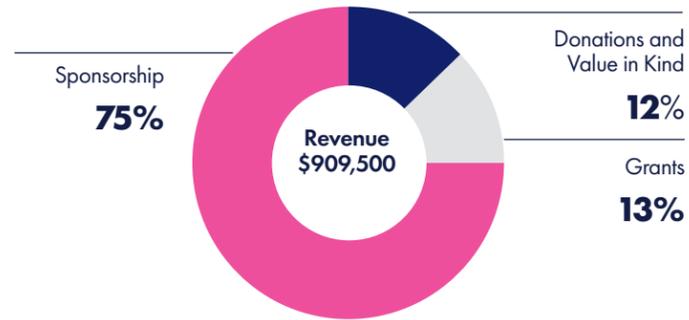
For more information on how to support Endeavour Community Sailing, registered charity 977, please email info@endeavour.bm.

FINANCIAL HIGHLIGHTS

For the period September 1, 2018 to August 31, 2019.

Operating revenue

Endeavour raised **\$909,500** during the period, **75%** from sponsorship income, **13%** from grants and **12%** from donations and value in kind (VIK) support including approximately **\$81,800** for the provision of audit, marketing and other services



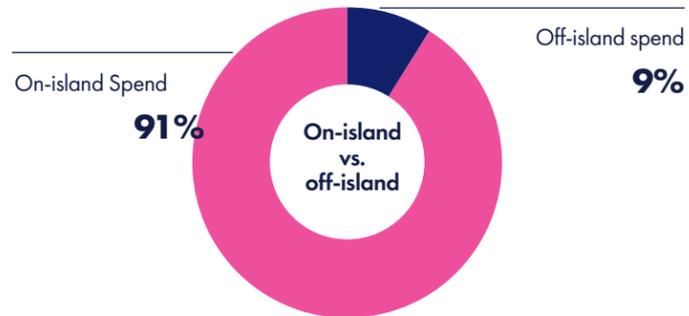
Operating expenditure

86% for programme and infrastructure costs including salaries, programme materials, safety equipment, boat repairs and maintenance and **14%** for administrative support costs including administration, audit and accounting, marketing, and other staff costs.



On-island verses off-island expenditure

91% of overall expenditure was with local vendors excluding salaries.



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

GOVERNANCE

Endeavour's Board brings a wealth of business acumen and expertise 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 support fund development and community awareness. Board members are committed to Endeavour's mission for Bermuda's youth and ensuring the long-term sustainability of the organisation.

Board of Directors 2018-2019:

- **Leatrice Oatley – Chair**
- **Veronica Dunkerley – Treasurer**
- **The Hon. Michael J. Winfield JP. – Director, Executive Committee**
- **Thomas Miller – Director, Executive Committee**
- **Christian Luthi – Director, Development Committee**
- **Dr. Melvyn Bassett – Director, Development Committee**
- **Mario Thompson – Director**
- **Alec Cutler – Director**
- **Tom Herbert-Evans – Director**
- **Chair Emeritus: Sir Russell Coutts**

APPENDICES

Appendix 1 – 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, 2018 to August 31, 2019.

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 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 or Deliverable.

To perform the Services, PwC has 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.

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 without limitation, negligence and breach of statutory duty), 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 157 countries with more than 276,000 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.

Appendix II – Data Collection Methods

In the majority of instances, data was collected directly from Endeavour, including information from Endeavour’s website (<https://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 Management.

Survey conducted by Endeavour Management	2018 Responses Received	2019 Responses Received
Endeavour Middle School Programme Teachers	20	11
Endeavour Middle School Programme Participants	511	556
Endeavour After School Programme Participants	24	138
BF&M No Limits Sailing Programme Teachers	6	3
BF&M No Limits Sailing Programme Parents	6	18
Endeavour Maritime Career Springboard Programme Participants	10	9
Endeavour Graduates	22	82
Survey conducted by PwC	2018 Responses Received	2019 Responses Received
Local Sailing Clubs	4	5
Donors	8	8



Glossary of Terms

Endeavour	Endeavour Community Sailing
PACE	Professional and Career Education
PwC	PricewaterhouseCoopers Advisory Limited
STEAM	Science, Technology, Engineering, Arts, Math
VIK	Value in kind

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

Other data sources are specifically referenced throughout the Report.



Learn more about Endeavour online at
www.endeavour.bm

Keep informed on Endeavour happenings via social media:
[@endeavourcommunitysailing](https://twitter.com/endeavourcommunitysailing)