



**ENDEAVOUR**  
Impact Report  
**2019/2020**

**ENDEAVOUR**

Education through Sailing



# CONTENTS

- 4 Letters from Endeavour’s Chair and Leadership
- 6 Executive Summary
- 7 About Endeavour
- 8 Key Findings
- 12 Endeavour Programmes & Stakeholder Feedback
- 50 Gratitude
- 52 Financial Highlights
- 53 Governance
- 54 Appendices:
  - Appendix I – Purpose and Approach
  - Appendix II – Data Collection Methods
- Glossary of Terms

## Letter from Endeavour's Chair

Dear Endeavour friends, partners, and supporters,

Reflecting on our fifth-year milestone, and third year operating as a Bermuda-registered charity, I am filled with pride for the extraordinary impact that we are achieving through Endeavour's work.

Endeavour's programmes engage diverse youth across Bermuda in hands-on learning that builds their confidence and skills while inspiring and empowering them at every stage of their learning journey. Young people who engage in Endeavour's programmes develop an excitement toward learning about Science, Technology, Engineering, Arts and Math or STEAM, the marine environment, and maritime careers. We recognise that education is more than formal schooling and certifications, it is an accumulation of experience, knowledge, skills, and the development of one's own perspective.

Endeavour's impactful work is made possible by the exceptional support received from our valued donors, partners, and supporters, along with the dedication and contributions of our passionate staff, Board, and volunteers. Thanks to you, Endeavour continues to create positive outcomes for Bermuda's youth, especially those who may not otherwise have the same access to opportunities.

I am pleased to present Endeavour's 2020 Impact Report to share highlights of our successes and the measurable impact resulting from our work with Bermuda's youth which is bolstered by your support. As we navigate uncharted waters during the global pandemic, we continue to demonstrate our collective strength and resilience with an unwavering focus on Endeavour's mission and vision.

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 hope that you will enjoy reading how your support has enabled us to connect and engage with 695 young people from across Bermuda during the 2019-2020 year, providing them with life-changing experiences through Endeavour's programmes. Together, we are building a brighter future for Bermuda's youth and making a positive impact in our community.

Thank you for helping us to change lives across Bermuda.

Looking ahead I am excited about what the future will bring as we continue to build on Endeavour's successes and engage Bermuda's youth in transformative experiences that will benefit them for years to come.

Sincerely,



Leatrice Oatley  
Endeavour Board Chair

## Letter from Endeavour's Leadership

As we reflect on this past year, we have much to be grateful for and to be proud of.

Endeavour's programmes positively impact Bermuda's youth who engage in experiential learning through sailing that boosts their confidence and develops life skills that are vital for leading successful lives.

Throughout this unprecedented year, Endeavour has continued to engage with young people from across our Island through virtual and in-person experiential learning activities that build skills such as collaboration, communication, and critical thinking skills.

While some organisations have had to close their doors or pause programming due to COVID-19, we are thankful that Endeavour has been able to pivot successfully by creating online learning opportunities and adjusting our programmes in accordance with the Bermuda Government guidelines to continue inspiring Bermuda's young people of all abilities and backgrounds through experiential learning.

We are grateful for our dedicated staff, Board and volunteers who have risen to the occasion to connect and engage with Bermuda's youth during the most challenging of years. They gave their time, resources and heart to our community and created more impact than ever before. Their support has helped us to bring incredible STEAM learning opportunities and ocean adventure experiences to young people across our Island making sailing more accessible as most of Endeavour's participants are first exposed to sailing through our programmes.

We are thankful for the collective support from all of Endeavour's valued donors, supporters, and partners who have stood beside us enabling us to focus on our mission and build on our successes. Their generous support enables us to continue providing an experiential learning environment like no other that is helping to shape brighter futures for diverse youth from across Bermuda.

Together, with your support, we are empowering Bermuda's young people who emerge from Endeavour's programmes with increased confidence, newly developed skills, and an excitement toward learning about our evolving world.

Through partnerships, we build relationships, create memorable experiences, foster connections, and make a positive impact for Bermuda's youth that will have benefits for years to come.

We are humbled by how you have stepped forward to support our work. We are deeply grateful.

In partnership,



Jennifer Pitcher  
On behalf of Endeavour's Leadership

# EXECUTIVE SUMMARY

Endeavour in collaboration with PwC have evaluated key indicators across Endeavour’s programmes for the period from September 1, 2019 to August 31, 2020. During this report year there were three distinct periods that Endeavour was affected by the global COVID-19 pandemic: pre-COVID (September 2019-March 2020), shelter-in-place from (April-June 2020) and return to in-person programmes in (July and August 2020).

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 demonstrating a positive impact in the community. Highlights include:

- How many young people have engaged in Endeavour’s programmes from 2015-2020
- Who Endeavour serves through its programmes (gender, age, ethnicity, nationality, school enrollment)
- 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
- How COVID-19 impacted the experiences of the young people who engaged 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 the 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.



# ABOUT ENDEAVOUR

Endeavour 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.

## ORGANISATIONAL GOALS

- Help Bermuda’s youth from all backgrounds to build self-confidence and develop life skills including problem-solving, teamwork and leadership.
- Leverage sailing as an effective tool for teaching STEAM education.
- Inspire maritime and STEAM career pathways through fun, experiential learning.
- Integrate youth from different backgrounds; and expose to sailing and Bermuda’s marine environment.
- Increase the retention of youth sailors in Bermuda who wish to pursue the sport of sailing.
- Support local sailing clubs toward improving their ability to facilitate sustainable youth programmes.
- Maintain commitment to delivering quality programmes that empower and inspire Bermuda’s youth.
- Establish a sustainable long-term fund development plan to ensure Endeavour can continue to fulfill its mission and vision for years to come.
- Ensure effective governance and positive employee engagement; strengthening our organisational culture with the goal to successfully fulfil Endeavour’s vision.

In 2017, Endeavour became Bermuda registered charity 977.

## Where Endeavour Works

Endeavour West Fort  
5 Freeport Drive  
Royal Naval Dockyard  
Sandys

Endeavour East Fort  
2 Convict Bay Lane  
St. Georges

## VISION

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

## MISSION

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

KEY FINDINGS

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


Findings demonstrate that 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 responses show that Endeavour’s programmes have connected Bermuda’s youth from different backgrounds while exposing them to interactive Science, Technology, Engineering, Arts and Math or STEAM through sailing learning activities. Findings illustrate how Endeavour exposes young people across Bermuda to sailing opportunities, with many indicating Endeavour provides them with their first sailing experience, and inspiring their increased interest in youth sailing activities after completing Endeavour’s programmes.

Survey results also show that participation in the Endeavour Maritime Career Springboard Programme has increased awareness of maritime career pathways amongst young Bermudians while better preparing them for gainful employment.

While COVID-19 necessitated reductions to in-person programmes during 2020, responses demonstrate that participation in Endeavour’s programmes continues to make a measurable difference in the lives of Bermuda’s youth.

Since 2015, Endeavour has engaged 4,420 young people from diverse backgrounds across Bermuda.



From September 2019 to August 31, 2020:

695 YOUNG PEOPLE

Were Engaged In Endeavour’s Programmes

ENDEAVOUR PROGRAMME	2016	2017	2018	2019	2020	TOTAL
Endeavour Middle School Programme (in person)	633	656	586	652	281	2,808
Endeavour Middle School Programme (virtual) - NEW!	-	-	-	-	140	140
Endeavour After School Programme	144	168	142	142	74	670
Endeavour Graduate Programme	145	108	119	131	136	639
Endeavour Assistant Instructor Programme - NEW!	-	-	-	-	23	23
Endeavour Maritime Career Springboard Programme	-	-	11	10	9	30
BF&M No Limits Sailing Programme	-	12	32	34	32	110
TOTALS	922	944	890	969	695	4,420

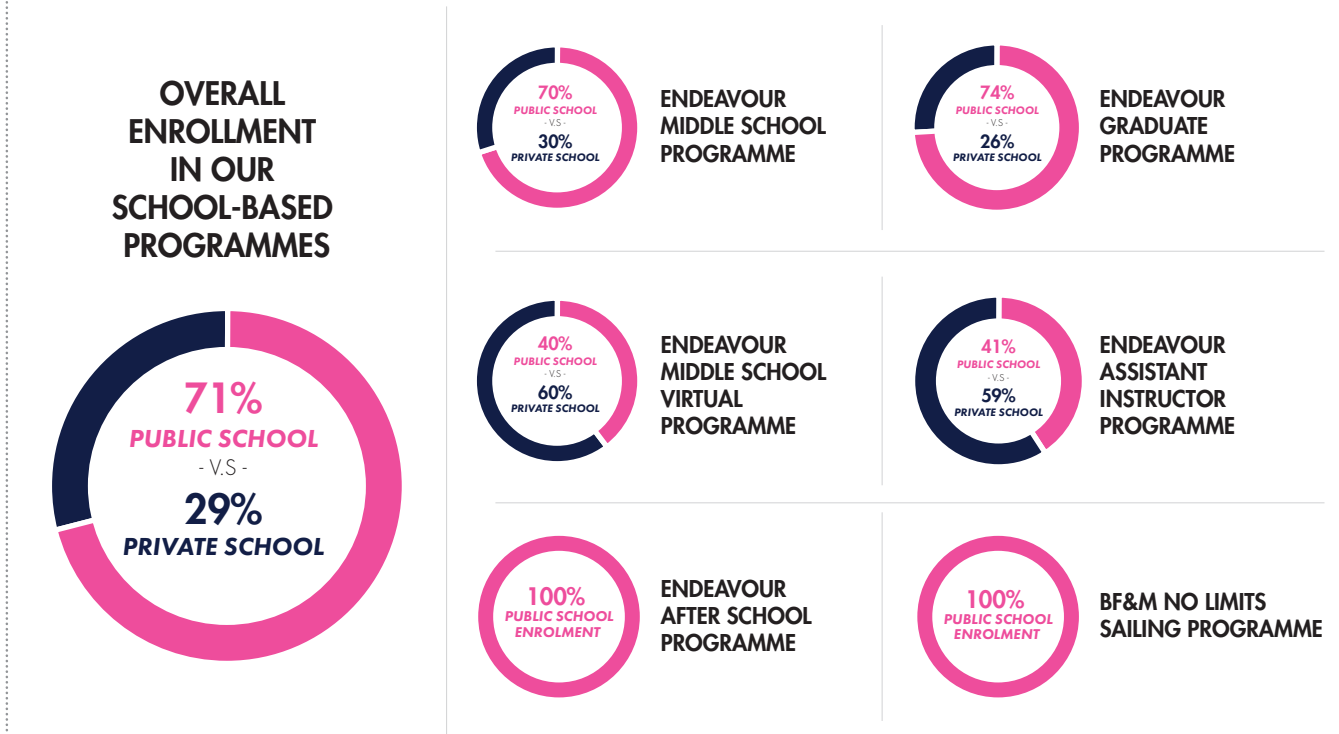


453 students from 13 schools in Bermuda gained access to over 1,500 hours of experiential education including more than 500 hours of academic instruction in math and science.

“ I congratulate all of the participants of the Endeavour Maritime Career Springboard Programme. This is an awesome opportunity for young Bermudians to not only gain insight into the possibilities of maritime careers but also to build new skill sets and increase their overall capacity. I would like to thank the Endeavour team and the other participating organisations for their commitment to enriching the lives of our youth. The Ministry of Labour looks forward to working with Endeavour in the future to encourage more Bermudians to pursue maritime career opportunities. I encourage other young persons to take advantage of the transformational experience this programme has to offer.”

- Hon. Minister Jason Hayward, JP, MP , Minister of Labour

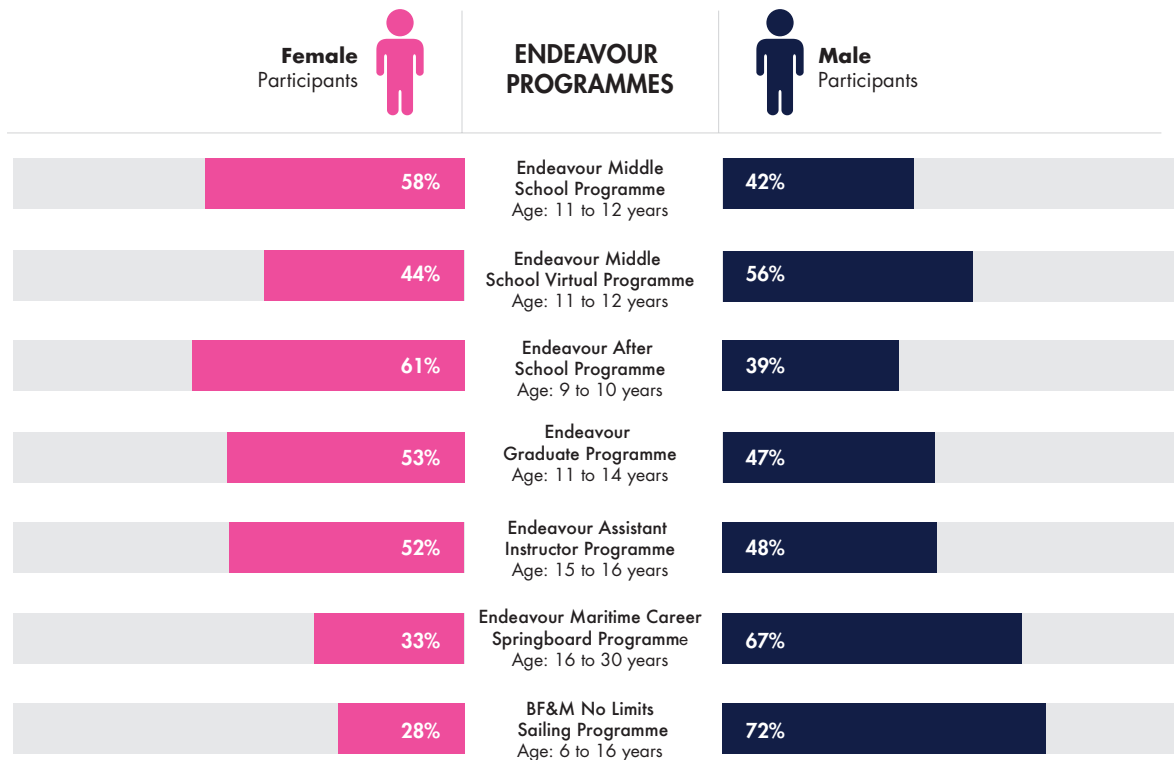
Public School versus Private School Enrollment



Endeavour’s leadership team worked with key stakeholders to adjust operations and programmes during the COVID-19 pandemic to continue offering experiential learning opportunities to Bermuda’s youth. Below are highlights of key successes and examples of how Endeavour successfully pivoted throughout the year:

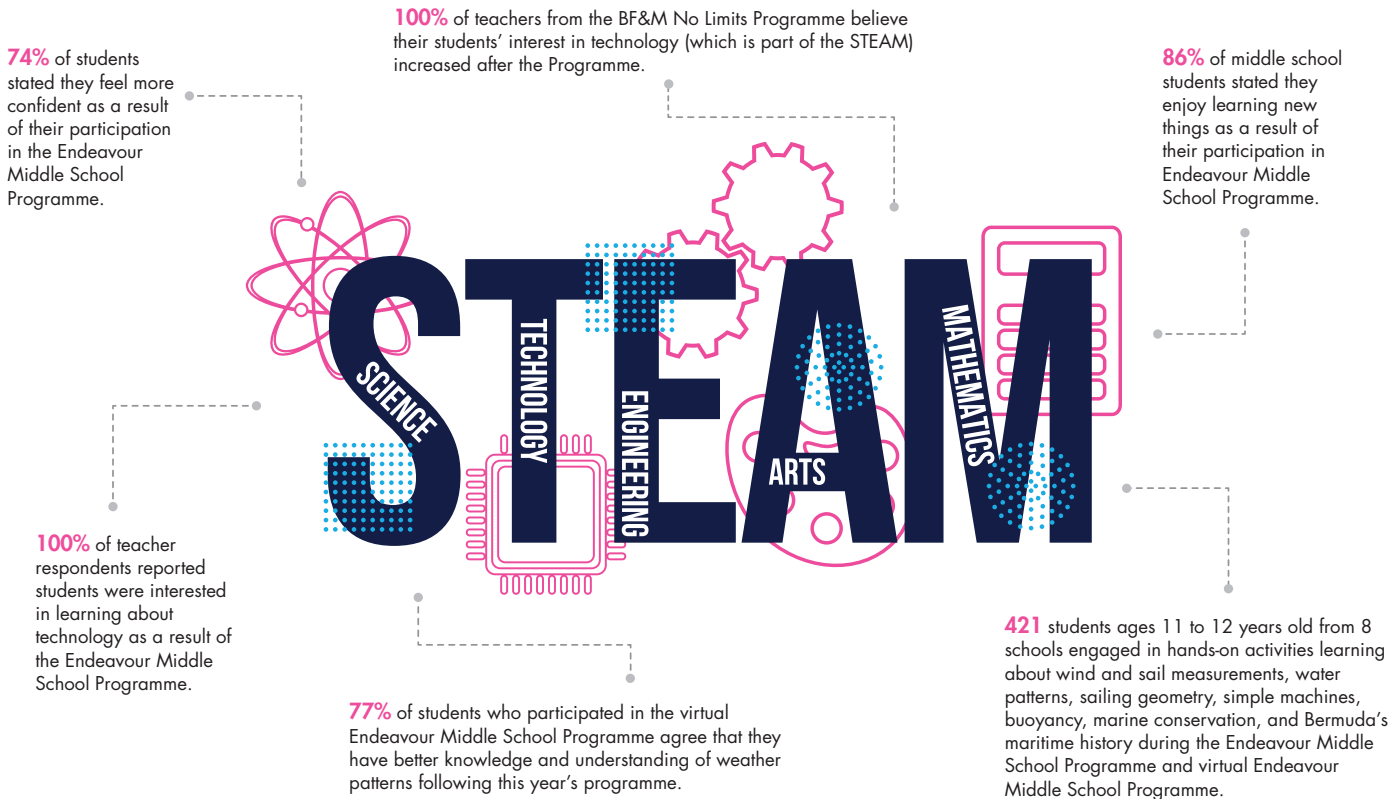
- Adapted lesson plans to facilitate online learning and created activities that could be completed at home engaging 170 students from 10 schools who were scheduled to participate in the Endeavour’s programmes during April, May and June 2020.
- Worked with teachers from 8 public schools and 2 private schools to connect with students online.
- Endeavour’s team participated in multiple workshops facilitated by Tomorrow’s Voices to learn more about autism and gain facilitator techniques to effectively engage with young people who are on the autism spectrum and/or with other developmental challenges.
- Welcomed 132 students from 11 schools for the Endeavour Graduate Programme in July and August 2020.
- Created a new Endeavour Assistant Instructor Programme for previous Endeavour Graduates who completed a week-long training to develop their coaching skills; 20 high school students representing 7 schools were successful in achieving their Assistant Instructor certification and volunteered over 350 hours of community service in July and August 2020 to support younger students learning to sail.
- Paused the After-School Programme in 2020 to reduce the risk of the spread of COVID-19.
- Created COVID-19 Health and Safety protocol in accordance with the Bermuda Government regulations including an online health declaration and videos highlighting measures that Endeavour implements to keep everyone healthy and safe.

## PARTICIPANT DEMOGRAPHIC



“ STEAM is an educational approach to learning that uses Science, Technology, Engineering, Arts and Mathematics as access points for guiding student inquiry, dialogue and critical thinking.”

- Susan Riley, Arts Integration Specialist <https://artsintegration.com/what-is-steam-education-in-k-12-schools/>



## WHAT IS STEAM EDUCATION?

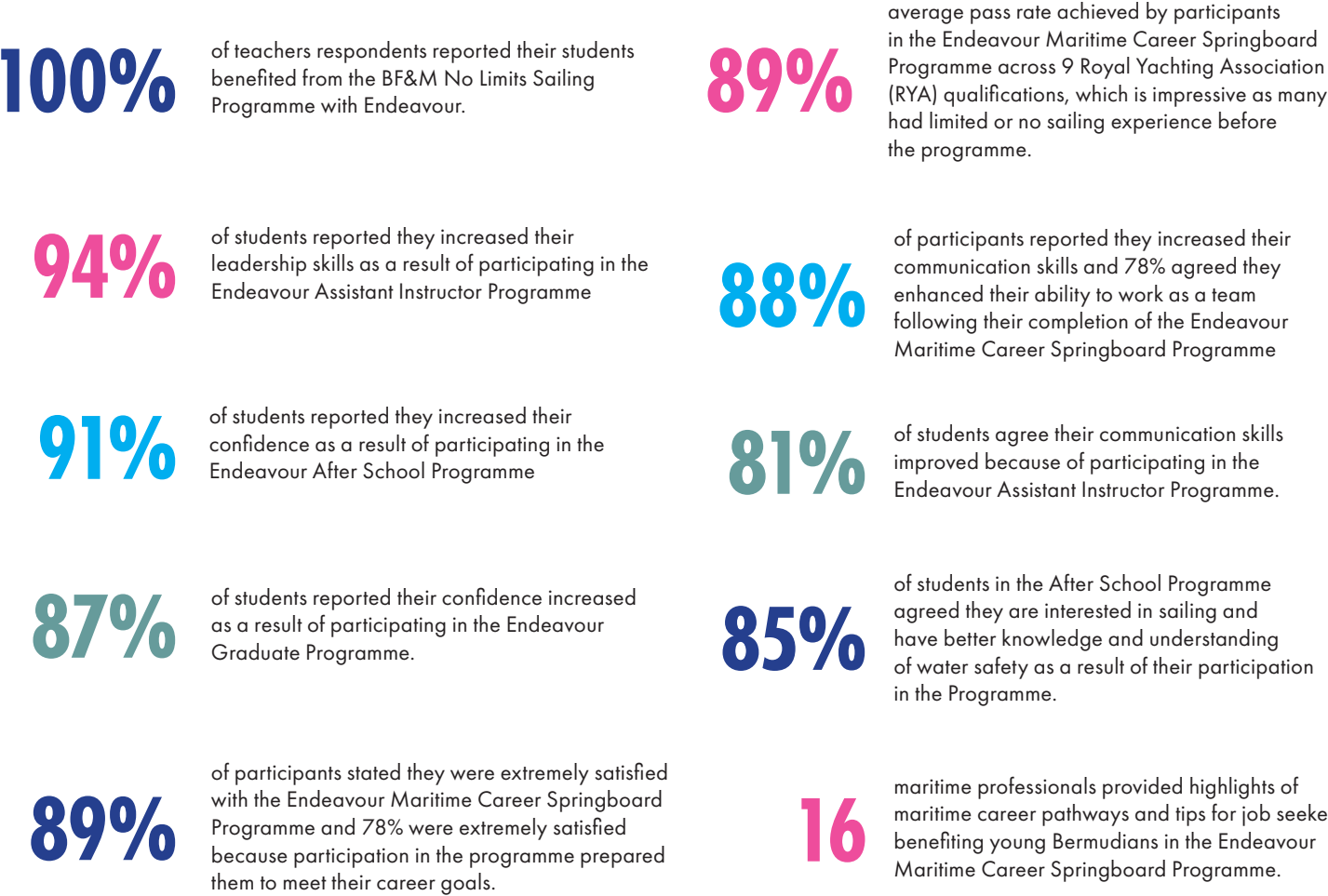
Endeavour's STEAM through Sailing lessons are grounded in inquiry, problem-solving and active engagement to enrich the learning experience while encouraging exploration and discovery from diverse perspectives.

STEAM is about why and how - it is a process of application. It allows learners to create meaning for themselves and others. STEAM education helps develop the 4 C's of 21st century skills - collaboration, creativity, critical thinking and communication, which are vital components to help young people succeed in a rapidly changing workforce and society.

“ Experiential learning is a methodology in which educators purposefully engage with learners in direct experience and focused reflection in order to increase knowledge, develop skills, clarify values, and develop people's capacity to contribute to their communities.”

- Association for Experiential Education

## SKILLS DEVELOPMENT



“ Tell me, and I will forget. Show me, and I may remember. Involve me, and I will understand.”

- Confucius

# ENDEAVOUR PROGRAMMES AND STAKEHOLDER FEEDBACK

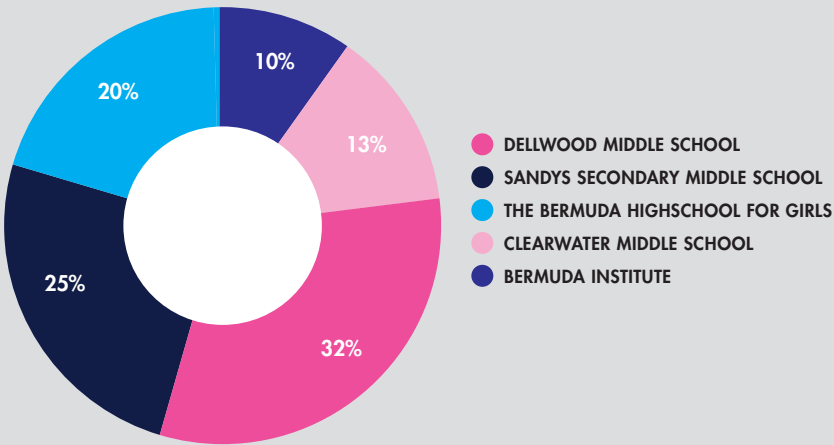
- 01 ENDEAVOUR MIDDLE SCHOOL PROGRAMME
- 02 ENDEAVOUR AFTER-SCHOOL PROGRAMME
- 03 ENDEAVOUR GRADUATE PROGRAMME
- 04 ENDEAVOUR ASSISTANT INSTRUCTOR PROGRAMME \*New
- 05 ENDEAVOUR MARITIME CAREER SPRINGBOARD PROGRAMME
- 06 BF&M NO LIMITS SAILING PROGRAMME WITH ENDEAVOUR

## 1. ENDEAVOUR MIDDLE SCHOOL PROGRAMME

The Endeavour Middle School Programme engages every student aged 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. Due to COVID-19 and the

Government of Bermuda’s requirements for lockdown, the programme was paused in March 2020 and recommenced in October 2020. During this year’s programme, students from six of Endeavour’s 12 partner schools engaged in the in-person activities from October 2019 to March 2020.

Below represents student participation from each of the schools in the 2019 - 2020 programme.



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 that are applicable for sailing. The programme aims to inspire an enthusiasm for learning about STEAM and sailing and expose students to STEAM-related career pathways.

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?

“STEAM education is an approach to teaching and learning that integrates science, technology, engineering, the arts, and math as pathways to guide student inquiry, discussions, and critical thinking... STEAM is an approach to education that empowers students to be curious learners who seek creative solutions to real-world problems; this helps them develop the soft and hard skills necessary to succeed in college, their careers, and wherever else life takes them. (Source: XQ Super School, “What is STEAM Education?”, <https://xqsuperschool.org/rethinktogether/what-is-steam-education/>)

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 students’ awareness about the importance of practicing SunSmart behaviours and healthy habits to protect them from the sun.

As part of Endeavour’s commitment to eliminate single-use plastics and promote sustainability, all participants in Endeavour’s programmes receive a reusable water bottle. Students and teachers join Endeavour team members each week for a beach cleanup during the Endeavour Middle School Programme and 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 an interactive and educational scavenger hunt focused on Bermuda’s rich maritime heritage. Students also have an exciting opportunity to learn about the physics of sailing and apparent wind on Blo’Karts (land sailing vessels).

Endeavour is committed to ensuring the best possible learning experience for everyone who participates in Endeavour’s programmes. To this end the Endeavour

team is constantly evolving lesson plans and working with our educational partners to ensure positive outcomes for participants.

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 our partner schools.

# Endeavour Middle School Programme Teacher Survey

## Organisational goals met

- Leverage sailing as an effective tool for teaching STEAM education.
- Inspire maritime and STEAM career pathways through fun, experiential learning.
- Help Bermuda’s youth from all backgrounds to build self-confidence and develop life skills including problem-solving, teamwork and leadership.
- Integrate youth from different backgrounds; and expose to sailing and Bermuda’s marine environment.

Endeavour surveyed teacher chaperones to gain insight on teacher perceptions of the programme’s impact on students.

33 teachers contributed 997 hours of in-person support and 40 hours of virtual support for the Endeavour Middle School Programme

## Endeavour Middle School Programme:

100% 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.



During the 2019-2020 school year, 100% of teacher respondents believe that students benefited 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:



SCIENCE	100%
TECHNOLOGY	100%
ENGINEERING	100%
ARTS	100%
MATH	100%

# Endeavour’s Middle School Participant Survey

## Organisational goals met

- Leverage sailing as an effective tool for teaching STEAM education.
- Help Bermuda’s youth from all backgrounds to build self-confidence and develop life skills including problem-solving, teamwork and leadership.
- Integrate youth from different backgrounds; and expose to sailing and Bermuda’s marine environment.
- Increase the retention of youth sailors in Bermuda who wish to pursue the sport of sailing.
- Inspire maritime and STEAM career pathways through fun, experiential learning.

## MEET: Ms. Renee Heyliger, teacher chaperone in the Endeavour Middle School Programme

PwC conducted an interview with Ms. Renee Heyliger, M1 Math and M1 Team Leader at Sandys Secondary Middle School.

Ms. Heyliger, believed that students benefited from the Endeavour Middle School Programme, she said, “Endeavour has increased the camaraderie amongst students as they were required to work together in a different way, compared to in the classroom”.

Ms. Heyliger believed that Endeavour helped shape and positively impact youth sailing in Bermuda, she said, “without Endeavour some students would have never had the chance to sail. There are students who completed the programme in primary school and look forward to being part of the Endeavour Middle School Programme when they reach middle school”.

Ms. Heyliger believed that COVID-19 did not significantly affect her students’ experience at Endeavour, she said, “students were required to wear masks in the classroom and, for the Spring 2020 class, Endeavour created a virtual programme where students completed their course online”.

Ms. Heyliger believes that the Endeavour Middle School Programme has improved the academic performance of students who have participated, she said, “**The main benefit of Endeavour is that students are required to work as a team and therefore this increases their teamwork skills. Also, the programme educates students on science and how that knowledge is required to sail**”.



All students who participated in the Endeavour Middle School Programme were asked to complete a survey on their experience in the programme, of which 266 or 95% provided their feedback. Students were asked overall how they felt they benefited from their participation; 85% agreed they benefited from their participation.

I have better knowledge and understanding of water safety

84%

I have an interest in sailing

81%

I improved my positive attitude

81%

I developed my leadership skills (taking a lead role during activities and offering assistance to peers)

75%

I have greater awareness of post-secondary opportunities and career pathways that excellence in STEAM subjects can lead to

74%

I increased my self-confidence

74%



“The Endeavour team is very good at encouraging all students to participate. Last year I noticed some students were hesitant about going to Endeavour and sailing but after a few sessions I saw them jumping overboard having lots of fun!”

- Renee Heyliger, Sandys Secondary Middle School M1 Team Leader who was involved in the Endeavour Middle School Programme

# ENDEAVOUR MIDDLE SCHOOL VIRTUAL PROGRAMME \*new

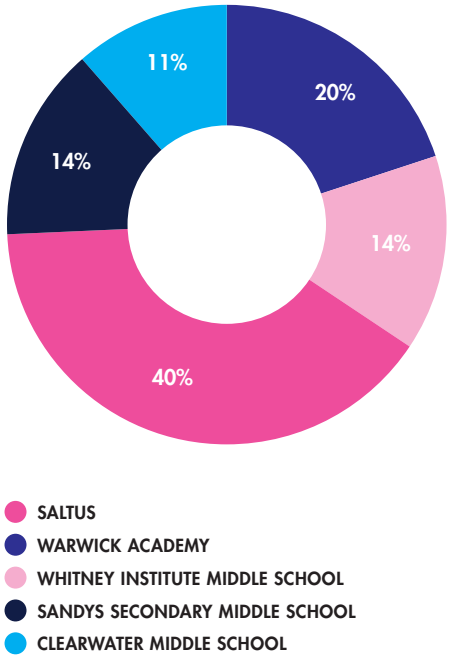
Due to COVID-19, Endeavour adjusted to create the Endeavour Middle School Virtual Programme enabling M1 students who were scheduled to participate in spring 2020 to offer activities that students could complete at home and connect through interactive online learning sessions five days a week.

## Endeavour Middle School Virtual Programme Survey

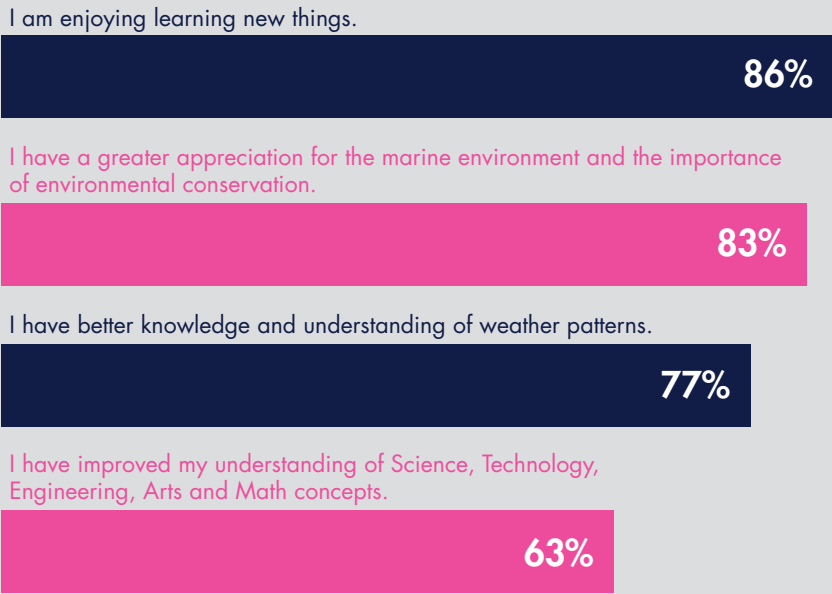
### Organisational goals met

- Leverage sailing as an effective tool for teaching STEAM education.
- Help Bermuda’s youth from all backgrounds to build self-confidence and develop life skills including problem-solving, teamwork and leadership.
- Integrate youth from different backgrounds; and expose to sailing and Bermuda’s marine environment.
- Increase the retention of youth sailors in Bermuda who wish to pursue the sport of sailing.
- Inspire maritime and STEAM career pathways through fun, experiential learning.

All 140 students who participated in Endeavour’s Middle School Virtual Programme were asked to complete a survey on their experience in the programme, of which 35 provided their feedback. The graphic below displays the percentage of students engaged from Endeavour’s partner schools:



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



“ I enjoyed interacting with my peers and the kahoots. It was fun to learn new things and being competitive with my peers, this helped us learn and remember things”. - A participant’s response to Endeavour’s Virtual Programme survey.



## 2. ENDEAVOUR AFTER SCHOOL PROGRAMME

### Endeavour After-School Programme Participant Survey

#### Organisational goals met

- Help Bermuda’s youth from all backgrounds to build self-confidence and develop life skills including problem-solving, teamwork and leadership.
- Integrate youth from different backgrounds; and expose to sailing and Bermuda’s marine environment.
- Increase the retention of youth sailors in Bermuda who wish to pursue the sport of sailing.

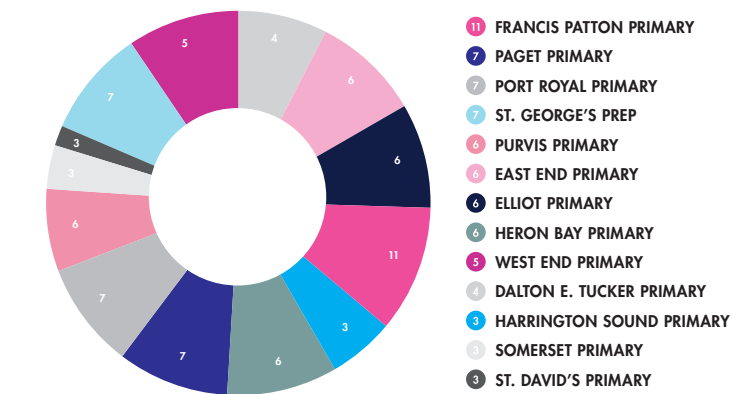
This programme introduces P5 and P6 students ages 9 and 10 years old, to the fundamentals of sailing. Students increase their confidence, improve their teamwork and communication skills as they learn about water safety, weather patterns, wind awareness, discover how to rig and de-rig a variety of boats,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

In previous years, Endeavour hosted two 8-week programmes, one in the fall and the other in the spring. During the 2019-2020 year, Endeavour offered the fall 2019 programme only due to COVID-19 restrictions during spring 2020.

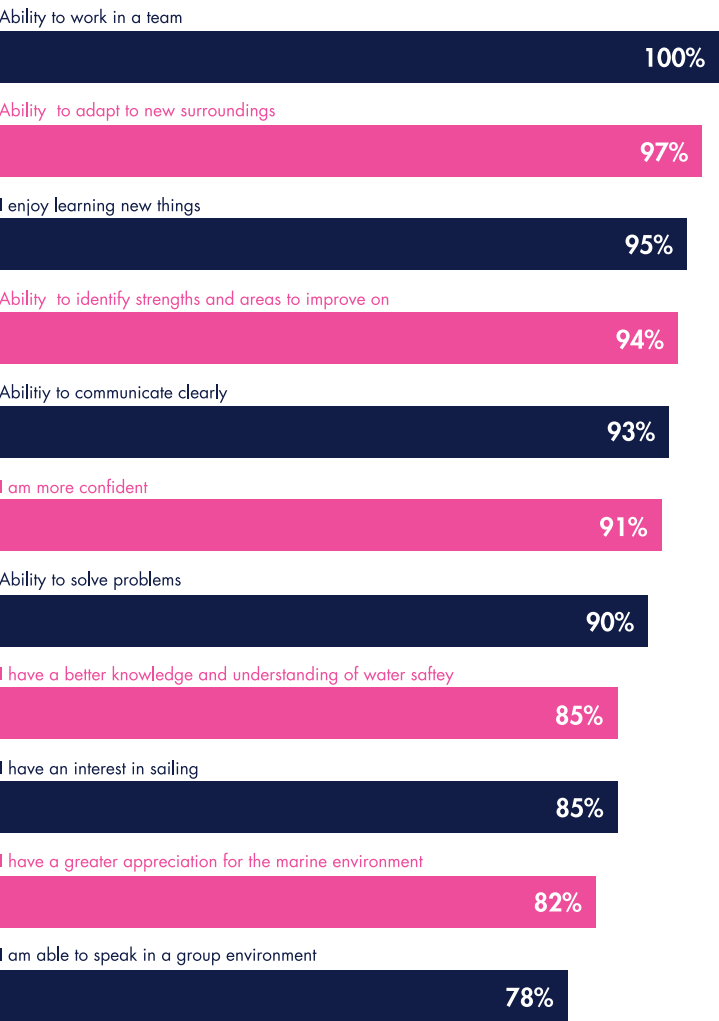
During this year’s programme, schools participated at each location three days per week to bring students together from different schools. The programme was offered in partnership with the Department of Youth, Sports & Recreation at participating schools.

Endeavour invited all 74 students to provide their feedback on the programme survey, of which 55 responded and 94% agreed they benefited from taking part in the programme.

During October to December 2019, the programme was offered to students from 13 government primary schools. The graphic displays the number of students engaged in 2019 from each of Endeavour’s partner schools.



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



“

“It [Endeavour] is fun and safe also the instructors are wonderful”

Participant of Endeavour 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 as well as their interest to continue learning to sail.



### Endeavour Graduate Programme Participant Survey

Organisational goals met

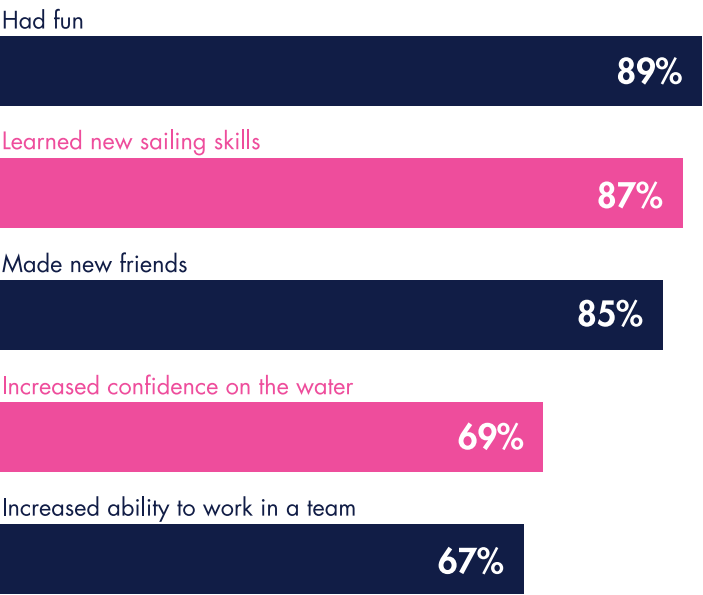
- Leverage sailing as an effective tool for teaching STEAM education.
- Inspire maritime and STEAM career pathways through fun, experiential learning.
- Help Bermuda’s youth from all backgrounds to build self-confidence and develop life skills including problem-solving, teamwork and leadership.
- Increase the retention of youth sailors in Bermuda who wish to pursue the sport of sailing.
- Integrate youth from different backgrounds; and expose to sailing and Bermuda’s marine environment.

Students demonstrating the highest values are invited to practice sailing and advance their knowledge and skills through training sessions during the summer, school breaks in the fall and spring, and Sunday sessions in the fall and spring terms.

During the 2019-2020 year, Endeavour offered the 2019 summer and fall programmes as well as the summer 2020 programme.

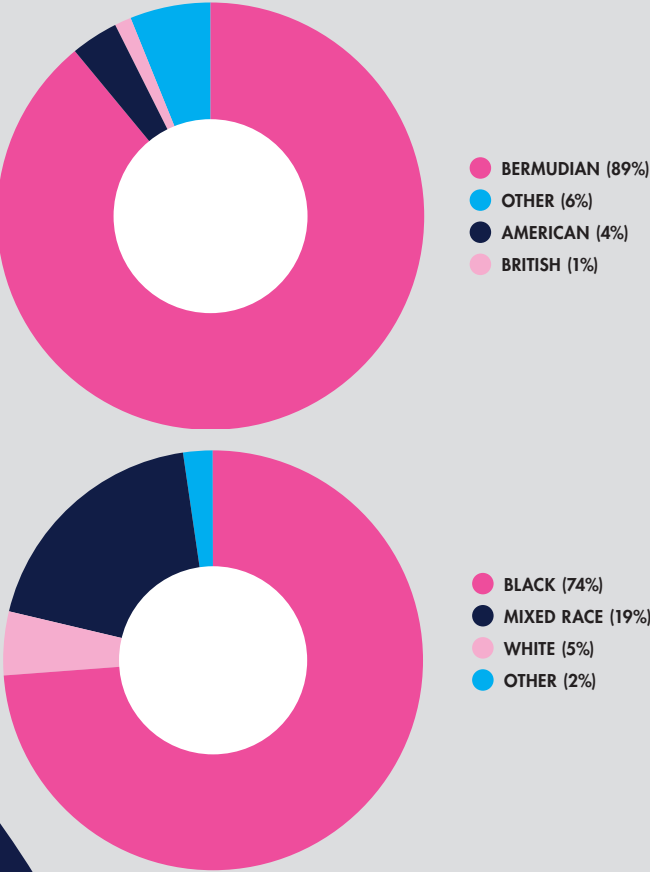
During the 2019 summer programme, there were middle school students from 11 of the 12 schools that previously participated in the programme. Due to COVID-19, only five of the 12 schools were engaged in the 2020 Endeavour Graduate Programme. This has impacted the number of responses from students however, based on the results, the Programme successfully brought together students from different schools to learn together and become friends whilst having fun and advancing their skills.

Endeavour Graduates were asked if they agreed or disagreed 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 **84** responses were received and are summarised below:



**MEET:** Mr. Tareek Somner, Father of Exodus Somner, an Endeavour Graduate. PwC interviewed Mr. Somner on behalf of Exodus.

**Do you believe that Endeavour has helped participants to increase their confidence and/or develop skills?**

“Absolutely! The more Exodus goes to Endeavour the more she builds her confidence. What was great to see was when we were able to go to the programme, she was able to sail on her own”.

**How has Exodus impacted by her experience in the Endeavour programme?**

“She loves being on boats and being around people, the experience builds her confidence”.

**Do you believe that Endeavour has improved access to sailing opportunities for Bermuda’s youth?**

“Without a doubt! I wish I had Endeavour when I was growing up. Endeavour has given many people exposure to sailing on the island”.

**Do you believe that Endeavour has increased interest in youth sailing in Bermuda?**

“Most certainly! With the assistance of Endeavour and America’s Cup they have revived sailing in Bermuda, and I hope Endeavour continues”.  
“A number of students don’t have access to boats due to their financial situations however, Endeavour and the Bermuda Sloop Foundation provide sailing opportunities for these students”.

**Were there any impacts of COVID-19 on your daughter’s experience in Endeavour’s programmes?**

“She didn’t have access to Endeavour during lockdown; however, when she did participate in Endeavour, she thoroughly enjoyed it”.

**Is there anything else you wish to add?**

“I hope Endeavour continues to be available to students in Bermuda”.

## ENDEAVOUR GRADUATES HAVE ACCOMPLISHED A LOT!

### Highlights include:

- **19 2019 Endeavour Grads** representing 5 public and 4 private schools competed in the Green Fleet for the Bermuda National and Open Optimist Championship in November 2019, and it was their first regatta experience.
- **7 alumni** from the Endeavour Graduate Programme competed in the Green Fleet and 3 competed in the Championship Fleet, representing local sailing clubs.
- Endeavour hosted its second annual **Women on the Water Clinic** to celebrate International **Women's Day in March 2020** focused on inspiring, supporting, and connecting female youth sailors from diverse backgrounds across Bermuda. **20 female youth sailors representing eight schools** engaged in fun activities as they advanced their sailing techniques and made new friends.
- Endeavour was thrilled to host PwC Intern and Bermuda **Olympic sailor Ceci Wollman** who visited the Endeavour Grads during August 2020 to share about her sailing career highlights and tips for achieving academic and sporting success.



Women on the Water clinic

“Because of Endeavour I learned that” I can do anything if I believe in myself” - Participant of the Endeavour Graduate Programme

Olympic sailor Ceci Wollman



**MEET:** Mrs. Astwood, Mother of Noah Astwood, an Endeavour Graduate. PwC interviewed Mrs. Astwood on behalf of Noah.

**Do you believe that Endeavour has helped participants to increase their confidence and/or develop skills?**

“Absolutely! My daughter was very nervous about being on the water prior to joining Endeavour; now she absolutely loves it and loves sailing!

**How has your daughter been impacted by her experience in Endeavour?**

“My daughter’s confidence has increased and most notably her independence. She can sail, a task that used to be daunting, and to do this all by herself is extremely valuable. She has also developed water awareness and safety skills because of this programme. ”

**Do you believe that Endeavour has improved access to sailing opportunities for Bermuda’s youth?**

“Yes, this program has tremendously increased access to sailing for Bermuda’s youth. I can personally say that if it was not for this programme, our daughter would not have had the sailing opportunities she has experienced without Endeavour. ”

**Do you believe that Endeavour has increased interest in youth sailing in Bermuda?**

“Definitely. By increasing the accessibility of sailing and exposing more youth to it, the interest levels have risen. ”

**Were there any impacts of COVID-19 on your daughter’s experience in Endeavour’s programmes?**

“Unfortunately, the last few sessions of my daughter’s sailing program were cancelled due to COVID-19 lockdown, she was extremely upset. It was devastating to her because she loved it so much and now that she has transitioned to middle school, the opportunity to participate has passed. If there was an option to continue sailing with Endeavour she would be thrilled.”

**Is there anything else you wish to add?**

“I would like to thank all of the coaches; they are lovely! We have had nothing but great experiences Endeavour. ”

**MEET:** Mrs. Lugo, Mother of Aaron Lugo, an Endeavour Graduate. PwC interviewed Mrs. Lugo on behalf of Aaron.

**Do you believe that Endeavour has helped participants to increase their confidence and/or develop skills?**

“I believe that Endeavour has absolutely increased my son’s confidence and helped him to develop a range of new skills. My son was not a fan of Endeavour while he was in primary school, he used to get seasick and always be in the boat with an instructor. However, once he was in Middle School and was given the opportunity again, he took a chance and has loved it from day one. No more sea sickness for him! It’s great that the children can participate in a new sport that they would not have ordinarily been able to be a part of for whatever the reason.”

**How has your son been impacted by their experience in the Endeavour programme?**

“My son has been positively impacted by Endeavour. He has made new friends and enjoys the instructors. He went from not being interested at first to now really enjoying himself, which is very exciting to see! You can tell he is paying attention as he can name all the boat parts and knows exactly what to do. He can’t wait to be part of the next programme!”

**Do you believe that Endeavour has improved access to sailing opportunities for Bermuda’s youth?**

“Absolutely! I would have never thought to sign him up to be honest; I didn’t think it would be something he’d be interested in. However, since he was given the opportunity, I am very grateful for the partnership between Endeavour and the schools. Now we are always looking out for Endeavour’s emails and for more opportunities to participate.”

**Do you believe that Endeavour has increased interest in youth sailing in Bermuda?**

“Again, yes of course. Being introduced to the sport has increased the interest and exposed us to the different sailing programmes in Bermuda.”

**Were there any impacts of COVID-19 on your son’s experience in Endeavour’s programmes?**

“COVID-19 did have some impact on my son’s experience but only slightly. I agree with all the precautions that were in place, however, my husband and I missed being able to watch our son engaged in the programme.”

**Is there anything else you wish to add?**

“Thank you to Endeavour and all sponsors!”

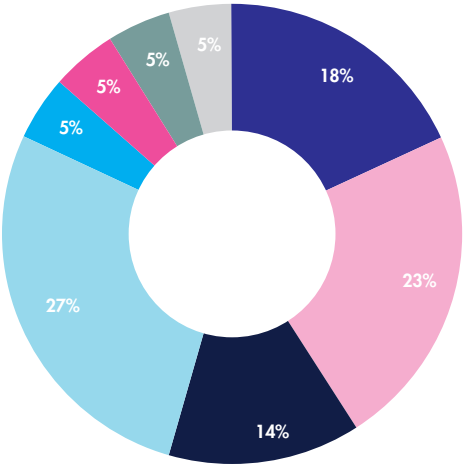




# 4. ENDEAVOUR ASSISTANT INSTRUCTOR PROGRAMME <sup>\*new</sup>

The Endeavour Assistant Instructor Programme is a new programme that teaches young people who have completed the Endeavour Graduate Programme how to become assistant sailing instructors. Launched in summer 2020 Endeavour invited students ages 15-16 years who had completed the Endeavour Graduate Programme to refresh their sailing skills, while developing their leadership and coaching skills. After successfully completing the five-day training programme, participants were invited to volunteer their time and skills helping younger sailors during the Endeavour Graduate Programme. This year's programme engaged 23 students who dedicated over 800 hours of community service.

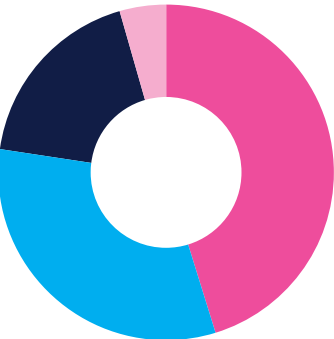
Students came from eight schools; the chart below represents student participation from each of the schools in the 2019-2020 programme.



- SALTUS
- CEDARBRIDGE ACADEMY
- THE BERKELEY INSTITUTE
- MOUNT SAINT AGNES
- WARWICK ACADEMY
- TRINITY COLLEGE SCHOOL
- THE BERMUDA HIGH SCHOOL
- IMPACT MENTORING ACADEMY

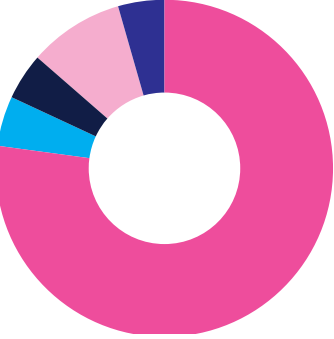
# ETHNICITY AND NATIONALITY

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



## ETHNICITY OF ENDEAVOUR ASSISTANT INSTRUCTORS

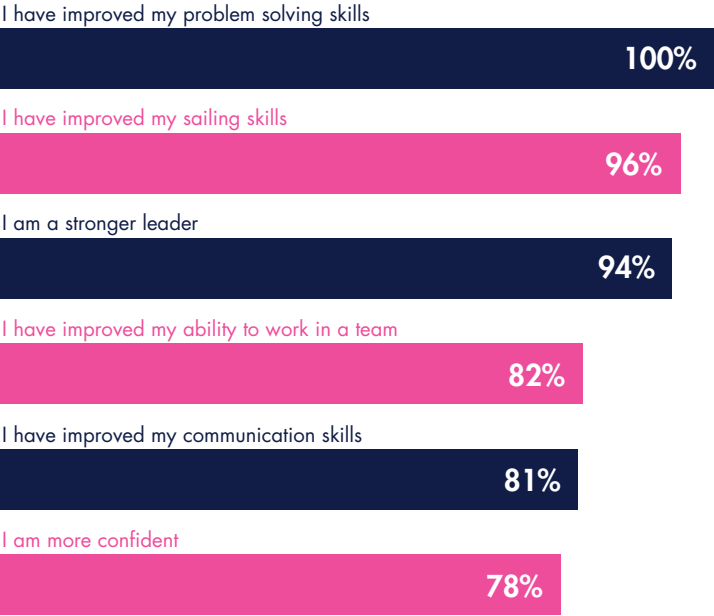
- BLACK (45%)
- WHITE (32%)
- MIXED (18%)
- PREFER NOT TO SAY (5%)



## NATIONALITY OF ENDEAVOUR ASSISTANT INSTRUCTORS

- BERMUDIAN (77%)
- OTHER (9%)
- AMERICAN (5%)
- BRITISH (5%)
- PREFER NOT TO SAY (5%)

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



# 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 Professional and Career Education (PACE) Division.

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

- Increase the number of locally qualified sailing instructors in Bermuda
- Help Bermuda’s youth from all backgrounds to build self-confidence and develop life skills including problem-solving, teamwork and leadership.
- Integrate youth from different backgrounds; and expose to sailing and Bermuda’s marine environment.
- Increase the retention of youth sailors in Bermuda who wish to pursue the sport of sailing.
- Inspire maritime and STEAM career pathways through fun, experiential learning.

The Endeavour Maritime Career Springboard Programme provides hands-on training for young Bermudians toward achieving Royal Yachting Association (RYA) qualifications including:

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



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 9 participants in the Endeavour Maritime Career Springboard Programme, of which all nine responded. 78% 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:

ABILITY TO WORK IN A TEAM	100%
ABILITY TO COMMUNICATE CLEARLY	100%
ABILITY TO SOLVE PROBLEMS	100%
ABILITY TO ADAPT TO NEW SURROUNDINGS	100%
ABILITY TO IDENTIFY STRENGTHS & WEAKNESSES	100%



**MEET:** Mickey Brangman, a participant of 2020 Endeavour Maritime Career Springboard Programme

**PwC conducted an interview with Mickey. Below is feedback from her interview.**

**Please share your favourite memory from participating in Endeavour.**

"I had an amazing experience at the Endeavour Maritime Career Springboard Programme! I originally volunteered with Endeavour during America's Cup supporting the Kids' Zone. When America's Cup finished, I heard there was a programme to learn how to sail and thought I could do that. I thought this was a good skill to add to my portfolio. I would encourage anyone with a passion for the sea or working in the maritime industry to be part of Endeavour, this is the greatest opportunity for them!"

"My best memory was the first day on the sinker boat. I was more senior than others in the programme and I had never been in a sailboat, so this was very memorable. I was so nervous but excited to learn something new."

**How has your life been impacted by your experience in the Endeavour Maritime Career Springboard Programme?**

"Tremendously! The programme opened my eyes to the sport. I never thought I would sail and now I cannot imagine my life without sailing. Also, it confirmed my interest in being a teacher as I wish I had this experience when I was young."

**Has your experience in the Endeavour Maritime Career Springboard Programme increased your confidence and/or helped you to develop new skills? Please explain.**

"It increased my confidence being on the water as I am now able to read the direction of the wind. It has also built my confidence in the sense of being a female sailor. I usually am on a fleet with all men and so it helped me be confident when speaking with them."

**Do you believe that Endeavour has improved access to sailing opportunities for Bermuda's youth?**

"Yes! I believe they are the only charity organisation that supports young people in this way. I look forward to working

with them from March 2021 - June 2021 because there is so much more they can do. Endeavour is doing a brilliant job offering sailing to the community, since many people do not have access to it and so Endeavour is filling the opportunity. They are doing an excellent job!"

**Were there any impacts of COVID-19 on your experience in Endeavour's programmes?**

"Due to COVID-19 our graduation ceremony was delayed which was understandable however we were not able to sail, which was the hardest part! But now, because of COVID-19, I have COVID to thank because Endeavour called me to become an instructor."

**Is there anything else you wish to add?**

"The Springboard Programme will get better and better over the years. I hope they continue to flourish and become even bigger. I am looking forward to SailGP and becoming more engaged with Endeavour. I would do anything for Endeavour! Endeavour helps me build myself and my confidence because we have faith in each other."



**MEET: Cristian Roque, a participant of 2020 Endeavour Maritime Career Springboard Programme**

**PwC conducted an interview with Cristian. Below is feedback from his interview.**

**Please share your favourite memory from participating in Endeavour.**

“That is too hard, every part has been my favourite! If I had to choose one, I think it would be learning to sail and sailing on my own.”

**How has your life been impacted by your experience in the Endeavour Maritime Career Springboard Programme?**

“My life has been tremendously impacted by this Programme. Because of the Endeavour Maritime Career Springboard Programme, I have been exposed not only to numerous valuable opportunities on the island but also opportunities overseas. This programme has opened up a new career path for me and I am so thankful for this opportunity.”

**Has your experience in the Endeavour Maritime Career Springboard Programme increased your confidence and/ or helped you to develop new skills? Please explain.**

“100%. Firstly, this programme has improved my sailing skills, this includes water safety, boat, and navigation skills. It has also increased my teaching skills and I am now much more confident speaking in front of people and have better communication skills.”

**Do you believe that Endeavour has improved access to sailing opportunities for Bermuda’s youth?**

“Definitely! I would not have had this experience, if it was not for Endeavour. I believe it has increased the interest in sailing for the youth in Bermuda and it gives them exposure to sailing at a young age.”

**Were there any impacts of COVID-19 on your experience in Endeavour’s programmes?**

“Luckily, COVID-19 did not impact my programme rather the programmes that came after mine. However, COVID-19 did impact my career and further development/ training opportunities that I had committed to.”

**Is there anything else you wish to add?**

“I really hope the Endeavour Programme can continue to grow and teach more people in Bermuda about sailing and also how to sail. I think there is a great opportunity to grow Bermuda’s marine industry which is closely linked with our heritage.”



# 6. 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.
- Help Bermuda’s youth from all backgrounds to build self-confidence and develop life skills including problem-solving, teamwork and leadership.
- Integrate youth from different backgrounds; and expose to sailing and Bermuda’s marine environment.

The BF&M No Limits Sailing Programme with Endeavour 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 who are enrolled in public schools across Bermuda.

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. Due to hurricane Humberto in September 2019 and onset of the COVID-19 pandemic in April 2020 the in-person programme was affected significantly.

18 teachers contributed 250 hours of in-person support and 100 hours of planning support for the BF&M No Limits Sailing Programme with Endeavour



## MEET: Ms. Jenny Purvey, mother of Tristen Purvey, participant of the BF&M No Limits Programme

Do you believe that Endeavour has helped participants to increase their confidence and/or develop skills?

“When my son first started sailing, he was terrified however over the years he has become very excited to go on the water. He would consistently ask if he was going this week and when we would respond yes, he would jump and smile with excitement.”

Do you believe that Endeavour has improved access to sailing opportunities for Bermuda’s youth?

“100% My son who has autism and others in his community may have never had the opportunity to be in a camp like BF&M No Limits; Additionally, there are other students who, for financial reasons, may have never had this opportunity.”

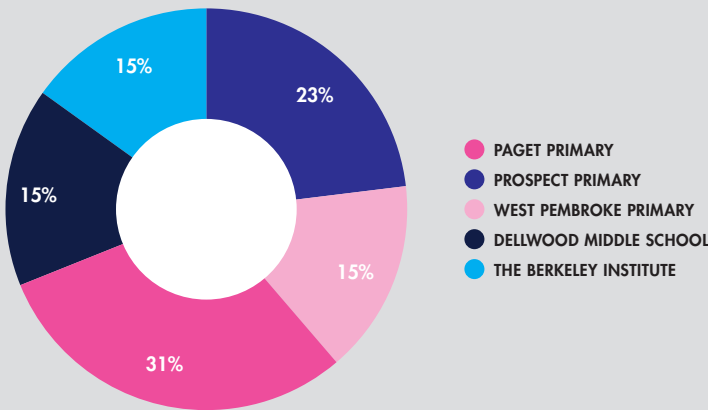
Do you believe that Endeavour has increased interest in youth sailing in Bermuda?

“Yes! My godson completed the programme with his school and discovered it was one of his passions. He was given a scholarship and continues to work with Endeavour.”  
“What is great about the programme is that it gives students who may not ordinarily have access to sailing the opportunity.”

Is there anything else you wish to add?

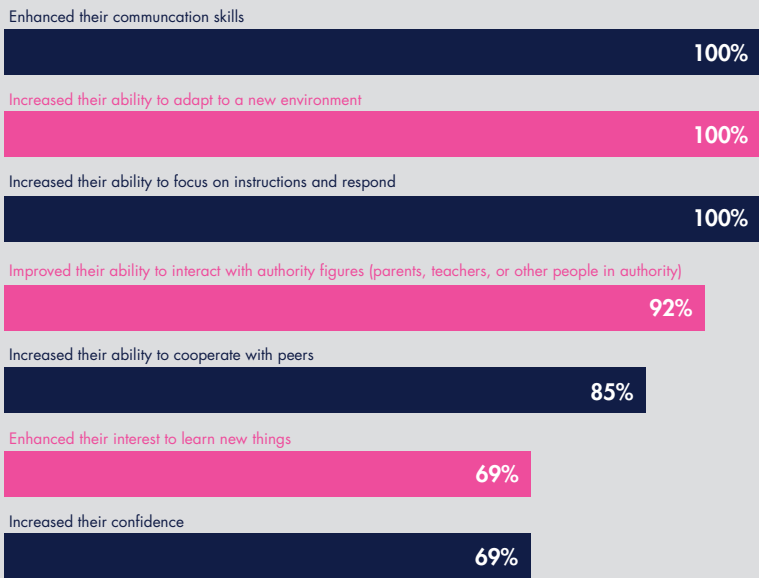
“I am very grateful and thankful that my son and his community are included every year and I would love to see more days when parents can sail with their children”.

Displayed are the number of students who were engaged in 2019-20: 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.



Endeavour invited all families of the 32 participants in the BF&M No Limits Sailing Programme to provide their feedback via a survey, of which 13 responded. 100% of respondents believe their child benefited greatly from participating in the programme.

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





**MEET:** Ms. Ashleigh Lowe, Autism Spectrum Disorder (ASD) teacher at The Berkeley Institute.

PwC interviewed Ms. Ashleigh Lowe, an ASD teacher at the Berkeley Institute, which has a specialised classroom for students on the autism spectrum. Ms. Lowe participated as a teacher chaperone in the BF&M No Limits Sailing Programme.

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

“Yes. It has improved the students’ academic performance because the experiential learning makes them think quickly and activates their critical thinking skills. The STEAM framework requires students to solve real life problems, also students are more willing to try math and science exercises because Endeavour has increased their confidence and knowledge in these courses”.

**Do you believe that Endeavour has improved peer-to-peer interaction among participants?**

“Yes. I saw students interacting with their peers by splashing and having fun which is not common for students with autism. Also, when students want to communicate with their teachers while they are on the water, they must clearly communicate their needs as opposed to someone always being near to help them.”

**Do you believe that your students benefited from Endeavour?**

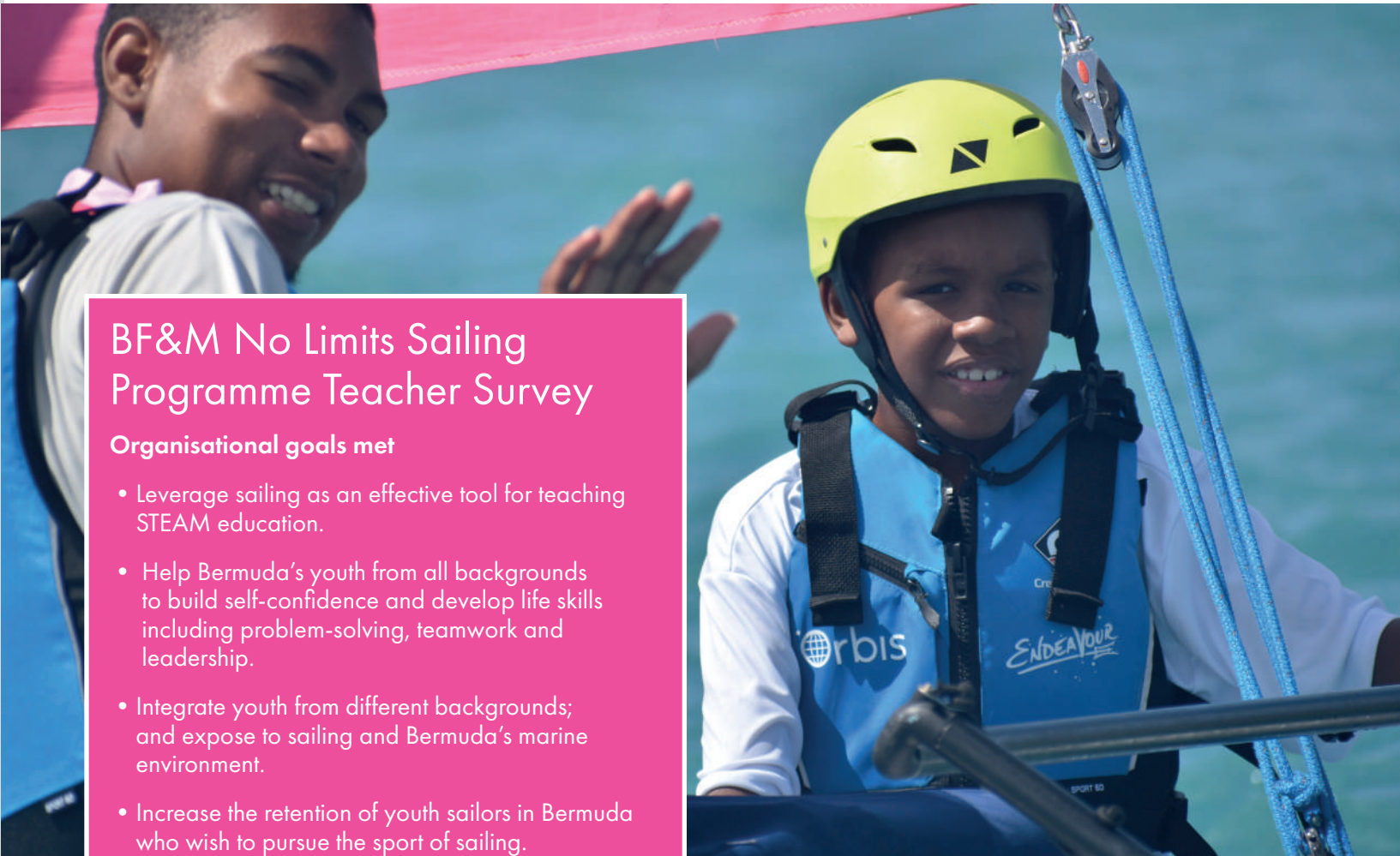
“Endeavour has had a major impact on my students and the benefits will be lifelong. Students look forward to going to Endeavour every year, when they know they are going they become so excited! Because of Endeavour, students get exposure to different experiences (i.e., to sailing) which is a form of recreational therapy; this is an opportunity they wouldn’t get anywhere else.”

**Were there any impacts of COVID-19 on your and your students’ participation with Endeavour?**

“No. We attended in October and followed COVID-19 protocols. The students went for two days instead of three, but they loved it!”

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

“The Endeavour team is supportive, kind and nurturing this is a key element to the success of the programme. They understand that some of the students have challenges and they encourage them to be who they are, and they accommodate them.”



### BF&M No Limits Sailing Programme Teacher Survey

#### Organisational goals met

- Leverage sailing as an effective tool for teaching STEAM education.
- Help Bermuda’s youth from all backgrounds to build self-confidence and develop life skills including problem-solving, teamwork and leadership.
- Integrate youth from different backgrounds; and expose to sailing and Bermuda’s marine environment.
- Increase the retention of youth sailors in Bermuda who wish to pursue the sport of sailing.

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

SCIENCE	100%
TECHNOLOGY	100%
ENGINEERING	100%
ARTS & DESIGN	100%
MATHEMATICS	100%

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

Had fun	89%
Learned new sailing skills	87%
Made new friends	85%
Increased confidence on the water	69%
Increased ability to work in a team	67%

94% 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 benefited from their participation with the BF&M No Limits Sailing Programme.

# ENDEAVOUR CLUB DEVELOPMENT

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

- Integrate youth from different backgrounds; and expose to sailing and Bermuda’s marine environment.
- Increase the retention of youth sailors in Bermuda who wish to pursue the sport of sailing. Increase the number of locally qualified sailing instructors in Bermuda
- Increase the number of locally qualified sailing instructors in Bermuda

Sailing organisations across Bermuda were surveyed by PwC to understand the impact that Endeavour’s programmes have on youth participation and retention in the sport. Of the 9 surveys distributed, eight responses were received.

### Respondents stated:

- 63% believe Endeavour has increased awareness of youth sailing opportunities
- 100% believe Endeavour has a positive impact on Bermuda’s youth
- 88% believe that Endeavour exposed youth participants to sailing and increased their interest to pursue sailing
- 88% believe Endeavour has a positive impact on youth sailing opportunities in Bermuda



# DONOR FEEDBACK

PwC surveyed all organisations that provided financial support to Endeavour during the period. Of the 10 companies surveyed, **seven** responses were received. Survey results indicate **100%** of Endeavour’s donors are satisfied with the return on their financial contribution to Endeavour.

**100%** of respondents agree that Endeavour has a positive impact on Bermuda’s youth and **86%** agree that Endeavour has a positive impact on youth sailing in Bermuda.

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

- “Endeavour’s strong programme design, understanding of the needs they are trying to address for the broader Bermuda Community, and Endeavour’s “Impact”.”
- “Endeavour’s inclusivity, partnership with local schools, educational organisations and Government ministries to improve students’ academic success, broad reach across age groups, and its willingness and openness to work with our firm to create a long-lasting impact on our community’s next generation through its programs remain key motivating factors of our sponsorship.”
- “Proven benefits in the community, ability for donor participation, sound management and governance, objectives fit with our corporate community support philosophy.”
- “The depth and breadth of the programmes and the cross section of Bermuda that it captures.”
- “Connecting Bermuda’s youth from a broad range of socio-economic backgrounds.”
- “Endeavour provides access to STEAM programmes that many Bermudian students would not typically have access to.”

**Endeavour’s financial supporters provided the following responses to the question: ‘Is there anything else that you want to share’:**

- “Keep doing what you do, it is great to see the positive impact that you are making on the lives of many young Bermudians.”
- “We are fully supportive of the program. Keep up the good work!”

## Donor Feedback

### Organisational goals met

- Leverage sailing as an effective tool for teaching STEAM education.
- Inspire maritime and STEAM career pathways through fun, experiential learning.
- Help Bermuda’s youth from all backgrounds to build self-confidence and develop life skills including problem-solving, teamwork and leadership.
- Integrate youth from different backgrounds; and expose to sailing and Bermuda’s marine environment.
- Increase the retention of youth sailors in Bermuda who wish to pursue the sport of sailing.





# GRATITUDE

Financial contributions, resources and support are critical to ensure Endeavour can deliver transformative experiences for Bermuda’s youth that build vital skills and confidence leading to brighter futures.

Endeavour extends our heartfelt appreciation to our valued donors and supporters, and all the members of the Endeavour family who make our programmes possible. It is because of their generosity and commitment that Endeavour is creating positive outcomes for Bermuda’s youth who engage in Endeavour’s programmes.

Endeavour is deeply grateful for lead founding partner, Orbis Investments who have supported Endeavour’s work since the beginning and continue to provide instrumental support toward Endeavour’s successes.

Endeavour is thankful to receive generous support from the following donors and supporters who have generously committed resources toward sustaining Endeavour’s work and helping us make a positive impact in our community.

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



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

**\$10,000 & ABOVE:** AXIS Capital, Crisson Construction Limited

**\$5,000 - \$9,999:** Department of Marine & Ports Services

**\$1,000 - \$4,999:** ABS Accounting, A.F. Smith, Atlantic Cleaning & Maintenance Ltd., Atlantic Construction Ltd., Cripps Foundation, Bermuda Sailing Association, Lingard Limited, Marine Locker and Bermuda Marine Supply & Services Ltd., One Communications Ltd., Ontru, Rubis, Spar Yard Marine Services Ltd., Wakefield Quin, WEDCO

**\$100 - \$999:** Bonefish Catering, Cassine, Chris Gibbons, Cosmic, Dowling’s Marine & Auto Services, Eugene & Sacha Simmons, Gordon Johnson, Gorham’s, Gosling’s, Horsefield Landscaping, International One Design, Island Press, Klean Kanteen, LDS Multimedia Ltd., Natural Nutrition Ltd., Padma Bermuda, Paul & Lesley Wollman, Peter Woothill, Pembroke Paint, Renaissance Re, Robyn Bardgett, Rooster, Sarah Hall, SJD World, The Dockyard Glassworks, Thomas Miller

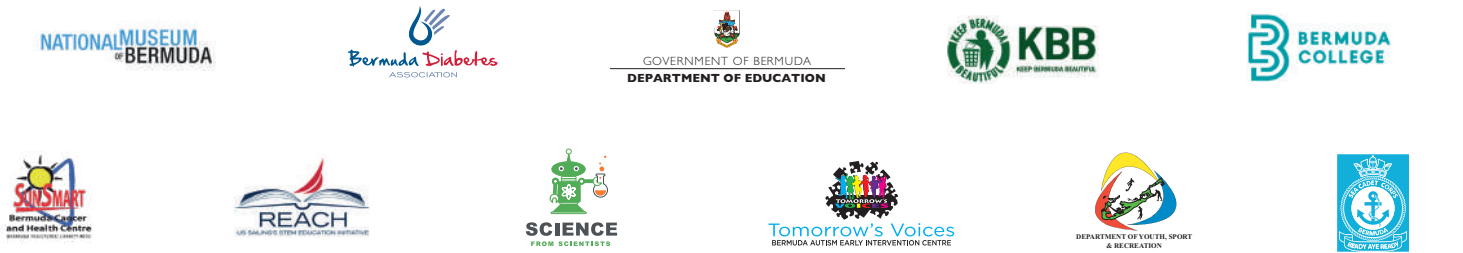
**Our programmes would not be possible without the generous support of the below individuals.**  
**Special thanks to:**

**VOLUNTEERS:** Matthew Stephens, Nolwenn Pugi

**YOUTH VOLUNTEERS:** Abigail Frost, Antonio Wade, Brianna Smith, Elijah Samuels, Jade Smith, Joanna Santiago, Kyle George, Massassi Maxwell-Smith, Max Kermode, Max McCrimmon, Nahjae Rayner, Nijanae Pemberton, Ocean Archeval, Olivia Currelly, Raphael Rudolf, Ruth Mello-Cann, Tatem Ford

## EDUCATIONAL PARTNERS

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



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

**MARINE ORGANISATIONS & professionals who support the Endeavour Maritime Career Springboard Programme:**

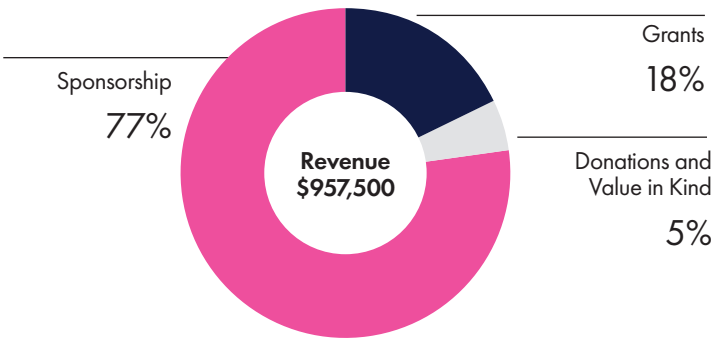
- + Bermuda Coast Guard – Mark Procter & Lynelle Williams
- + Bermuda Maritime Operations Centre – Steve Pegg
- + Bermuda Yacht Services – Mark Soares
- + BIOS – Kaitlin Noyes & Quentin Lewis
- + Department of Marine & Ports Services – Chamaigne Dill, Mario Thompson, Curtis Dublin and Maquel Bailey
- + Ocean Sails – Stevie Hollis
- + Ralph Richardson
- + Spar Yard Marine Solutions Ltd. – Chris Roque, Mark Goodwin, and Kristopher Cameron
- + Spirit of Bermuda – Lauren Yelle-Simmons
- + WaterStart – JP Skinner & Claire Fox

# FINANCIAL HIGHLIGHTS

For the period September 1, 2019 to August 31, 2020

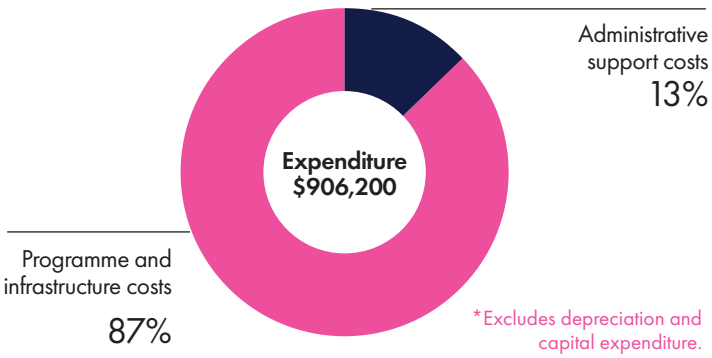
## Operating revenue

Endeavour raised \$957,100 during the period, 77% from sponsorship income, 18% from grants and 5% from donations and value in kind (VIK) support including approximately \$81,800 for the provision of audit, marketing and other services



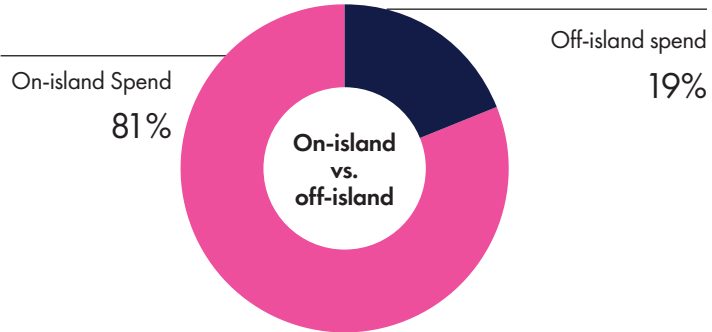
## Operating expenditure

Total operating expenditure for the period was \$906,200. Of which 87% of operating expenditure relates to programme and infrastructure costs including salaries, programme materials, safety equipment, boat repairs and maintenance and 13% for administrative support costs including administration, audit and accounting, marketing, and other staff costs.



## On-island verses off-island expenditure

81% of overall expenditure was with local vendors excluding salaries.



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

# GOVERNANCE

Endeavour’s Board 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 and ensuring the long-term sustainability of the organisation.

## Board of Directors 2019-2020:

- 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, 2019 to August 31, 2020.

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:

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.

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.

### Contact

**James Ferris**  
Direct: +1 441 299 7153  
Email: james.ferris@pwc.com

**Kristen Robinson**  
Direct: +1 441 591 3660  
Email: kristen.robinson@pwc.com

PwC refers to PricewaterhouseCoopers Advisory Limited, and may sometimes refer to the PwC network. Each member firm is a separate legal entity. Please see [www.pwc.com/structure](http://www.pwc.com/structure) for further details. 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](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 (<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 Endeavour’s senior leadership.

Survey conducted by Endeavour Management	2018 Responses Received	2019 Responses Received	2020 Responses Received
Endeavour Middle School Programme Teachers	20	11	4
Endeavour Middle School Programme Participants	511	556	266
Endeavour’s Virtual Middle School Programme	-	-	35
Endeavour After School Programme Participants	24	138	55
BF&M No Limits Sailing Programme Teachers	6	3	3
BF&M No Limits Sailing Programme Parents	6	18	13
Endeavour Maritime Career Springboard Programme Participants	10	9	9
Assistant Instructor Programme	-		22
Endeavour Graduates	22	-	84
Survey conducted by PwC	2018 Responses Received	82	2020 Responses Received
Local Sailing Clubs	4	5	8
Donors	8	8	7

### Glossary of Terms

<b>PACE</b>	Professional and Career Education
<b>PwC</b>	PricewaterhouseCoopers Advisory Limited
<b>STEAM</b>	Science, Technology, Engineering, Arts, Math
<b>VIK</b>	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](http://www.endeavour.bm)**

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