



Education through Sailing

Impact Report
2020/2021





CONTENTS

04	Letters from Endeavour’s Chair and Leadership
06	Executive Summary
07	About Endeavour
08	Organisational Goals
10	Key Findings
14	Endeavour Programmes & Stakeholder Feedback
42	Gratitude
44	Financial Highlights
45	Governance
46	Appendices:
	Appendix I – Purpose and Approach
	Appendix II – Data Collection Methods
	Glossary of Terms

Letter from Endeavour's Chair

2020 was a year like no other. Although it will be marked forever by COVID-19, it was also the year that Endeavour adapted our programmes to continue our impactful work during a pandemic to engage Bermuda's young people in hands-on learning through sailing.

We are incredibly proud of the positive impact we are making in the community through Endeavour's work that is changing young lives across Bermuda. Endeavour's inquiry-based experiential learning programmes build confidence, develop skills, and inspire an appreciation amongst our Island's youth to learn about the evolving world around them.

We could not accomplish our work without the support from our donors and community partners. We are deeply grateful for their generous support and commitment that enables us to provide Endeavour's programmes free of charge to youth participants toward our goal of a more inclusive community that provides equal opportunities for young people of all skills, abilities and backgrounds.

We are committed to continuous improvement and providing the highest quality learning experiences for the young people who we serve along with our educator partners who support their engagement in Endeavour's programmes. To this end we regularly invite feedback from our stakeholders about their experience, and the outcomes of our work to understand how we can continue to improve and deepen our impact through meaningful engagement with young Bermudians.

We continue to look to the future and we are more excited than ever to build on Endeavour's successes and build brighter futures for Bermuda's youth.

Sincerely,



Tom Miller
Chairperson

Letter from Endeavour's Leadership

The global pandemic has turned the world upside down, and for young people everywhere, it is having an unprecedented effect on their personal development and childhood experience. For some of the most vulnerable families and communities, the global health crisis has made an already difficult situation all the more despairing.

Now more than ever we recognise the importance of Endeavour's vital youth development work toward our vision of inspired, confident and engaged Bermuda youth with an appreciation for our waters and an excitement for learning and their future.

It is with immense pride that we present this Impact Report highlighting the results we have achieved from 2020-2021 toward building a brighter future for our Island's youth. In this report you will learn more about how we have stepped up to this moment to best serve Bermuda's young people through Endeavour's programmes, initiatives and partnerships.

We are extremely proud of all that we have accomplished in 2020-2021, including and beyond empowering young Bermudians with greater confidence, knowledge and skills to lead to successful outcomes in their academic, personal and professional lives, and making sailing more accessible to hundreds of young people across Bermuda.

The inspirational stories featured in this report highlight how we are creating lasting change in our community. We hope that you enjoy hearing from some of the young people whose lives have benefited from participating in Endeavour's experiential learning programmes. We have brought together young people from diverse backgrounds across Bermuda who report greater self-confidence and life skills including self-awareness, communication, decision-making, problem-solving, and teamwork as a result of their engagement in Endeavour's programmes.

Our hearts are full of gratitude for the magnitude of support we receive from our community of supporters who believe in Endeavour's work. We have strengthened partnerships with our community and education partners including schools Island-wide, the Bermuda College, the National Museum of Bermuda, Bermuda Cancer and Health, and marine partners across the Island.

We appreciate the tremendous contributions from our staff, volunteers, Board of Directors, education partners, marine partners, donors and supporters. We are grateful for your generous support that makes our work possible! There has never been a more critical time to show how we can achieve extraordinary social impact through our collective efforts. Together, we are building brighter futures for Bermuda's youth and we could not be more excited about what the future holds.

With gratitude,



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, 2020 to August 31, 2021.

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

Highlights include:

- How many young people have engaged in Endeavour’s programmes from 2015-2021.
- Who Endeavour serves through its programmes (gender, age, ethnicity, nationality, school enrolment).
- How Endeavour’s youth participants and their families perceive the impact on personal development, peer interaction, skills development and interest in STEAM and sailing after engaging in Endeavour’s programmes.
- 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 view the impact of Endeavour’s programmes.
- How sailing organisations in Bermuda view the impact of Endeavour as it relates to exposure, interest and retention of youth sailors.
- How Endeavour’s marine partners view the impact of Endeavour’s programmes on Bermuda’s youth and exposure to the maritime industry in Bermuda.



STAKEHOLDER SURVEYS

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

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

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

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

**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.

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.

VALUES

TEAMWORK

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

POSITIVITY

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

ADAPTABILITY

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

COMMITMENT

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

PATIENCE

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

ACCOUNTABILITY

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

DIVERSITY, EQUITY & INCLUSION

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

In 2017, Endeavour became Bermuda registered charity 977.

Where Endeavour Works

Endeavour West Fort
5 Freeport Drive
Royal Naval Dockyard
Sandys

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

ORGANISATIONAL GOALS

The table below shows Endeavour’s organisational goals and the programmes that achieve them.

	<p>GOAL: Help Bermuda’s youth from all backgrounds to build self-confidence and develop life skills.</p> <ul style="list-style-type: none">• Endeavour Middle School Programme• Endeavour Middle School Virtual Programme• Endeavour Graduate Programme• Endeavour Assistant Instructor Programme• Endeavour Maritime Career Springboard Programme• BF&M No Limits Sailing Programme
	<p>GOAL: Leverage sailing as an effective tool for teaching STEAM education.</p> <ul style="list-style-type: none">• Endeavour Middle School Programme• Endeavour Middle School Virtual Programme• Endeavour Graduate Programme• BF&M No Limits Sailing Programme
	<p>GOAL: Inspire maritime and STEAM career pathways through experiential learning.</p> <ul style="list-style-type: none">• Endeavour Middle School Programme• Endeavour Middle School Virtual Programme• Endeavour Graduate Programme• Endeavour Assistant Instructor Programme• Endeavour Maritime Career Springboard Programme• BF&M No Limits Sailing Programme
	<p>GOAL: Enhance career opportunities for local youth to start a career in the maritime industry.</p> <ul style="list-style-type: none">• Endeavour Assistant Instructor Programme• Endeavour Maritime Career Springboard Programme
	<p>GOAL: Integrate youth from different backgrounds and expose them to sailing and Bermuda’s marine environment.</p> <ul style="list-style-type: none">• Endeavour Middle School Programme• Endeavour Middle School Virtual Programme• Endeavour Graduate Programme• Endeavour Assistant Instructor Programme• Endeavour Maritime Career Springboard Programme• BF&M No Limits Sailing Programme
	<p>GOAL: Increase the retention of youth sailors in Bermuda who wish to pursue the sport of sailing.</p> <ul style="list-style-type: none">• Endeavour Middle School Programme• Endeavour Middle School Virtual Programme• Endeavour Graduate Programme• Endeavour Assistant Instructor Programme• Endeavour Maritime Career Springboard Programme• BF&M No Limits Sailing Programme




KEY FINDINGS

Endeavour continues to receive positive feedback in relation to its work with Bermuda’s youth and survey results illustrate that participation in Endeavour’s programmes makes a measurable difference in the lives of Bermuda’s youth. Testimonials from youth participants and their families, teachers, financial supporters and community partners highlight the positive impact that Endeavour creates for young people across Bermuda.

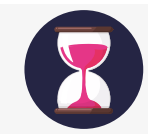
- Findings demonstrate that as a result of participating in Endeavour’s programmes:
- Endeavour connects Bermuda’s youth from different backgrounds while engaging them through interactive Science, Technology, Engineering, Arts and Math or STEAM through sailing learning activities.
 - Young people are more interested in learning about STEAM and they have an improved understanding of science and math concepts.
 - Youth participants develop new skills including problem-solving, communication and teamwork as well as build their self-confidence.
 - Youth of all backgrounds, skills and abilities are exposed to sailing opportunities, with many youth participants indicating their first sailing experience is through Endeavour.
 - Young Bermudians have a greater awareness of maritime career pathways and are better prepared for securing employment.

Since 2015, Endeavour has engaged 5,343 young people from diverse backgrounds across Bermuda.



From September 1, 2020 to August 31, 2021:
923 YOUNG PEOPLE Were Engaged In Endeavour’s Programmes


ENDEAVOUR PROGRAMME	2016	2017	2018	2019	2020	2021	TOTAL
Endeavour Middle School Programme (in person)	633	656	586	652	281	605	3413
Endeavour Middle School Programme (virtual)	-	-	-	-	140	79	219
Endeavour After School Programme	144	168	142	142	74	-	670
Endeavour Graduate Programme	145	108	119	131	136	181	820
Endeavour Assistant Instructor Programme	-	-	-	-	23	9	32
Endeavour Maritime Career Springboard Programme	-	-	11	10	9	11	41
BF&M No Limits Sailing Programme	-	12	32	34	32	38	148
TOTALS	922	944	890	969	695	923	5343



923 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.

Endeavour engaged 181 students from 12 schools for the Endeavour Graduate Summer Programme in July and August 2021.



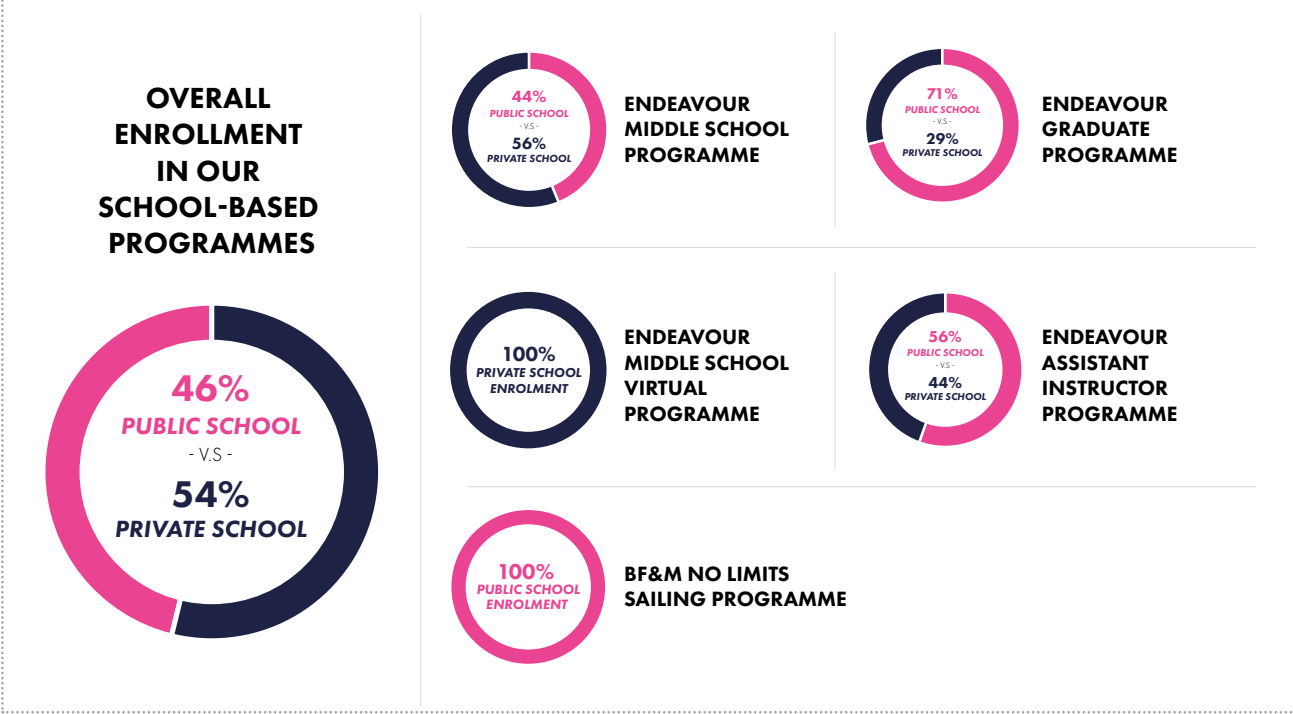


In July 2021, Endeavour hosted an Assistant Instructor Programme for nine students ages 15 and older who completed a week-long training to develop their coaching skills; of which seven students from four schools were successful in achieving their Assistant Instructor certification.

14 Assistant Instructors volunteered 525 hours of community service in July and August 2021 to support students learning to sail in the Endeavour Graduate Programme.



Public School versus Private School Enrollment

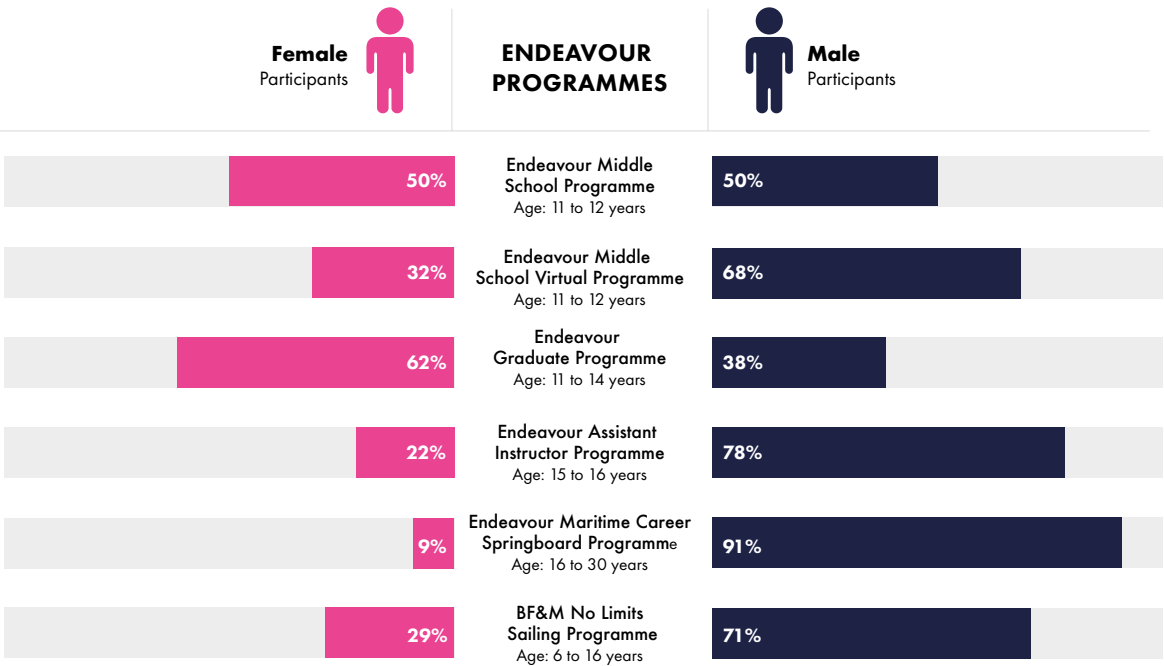


“ If Endeavour wasn’t offered through the public schools, my son wouldn’t have had access to sailing. The fact students can go to school and be sailing in the ocean while learning is a great opportunity.”
- Parent of a student in the BF&M No Limits Sailing Programme.

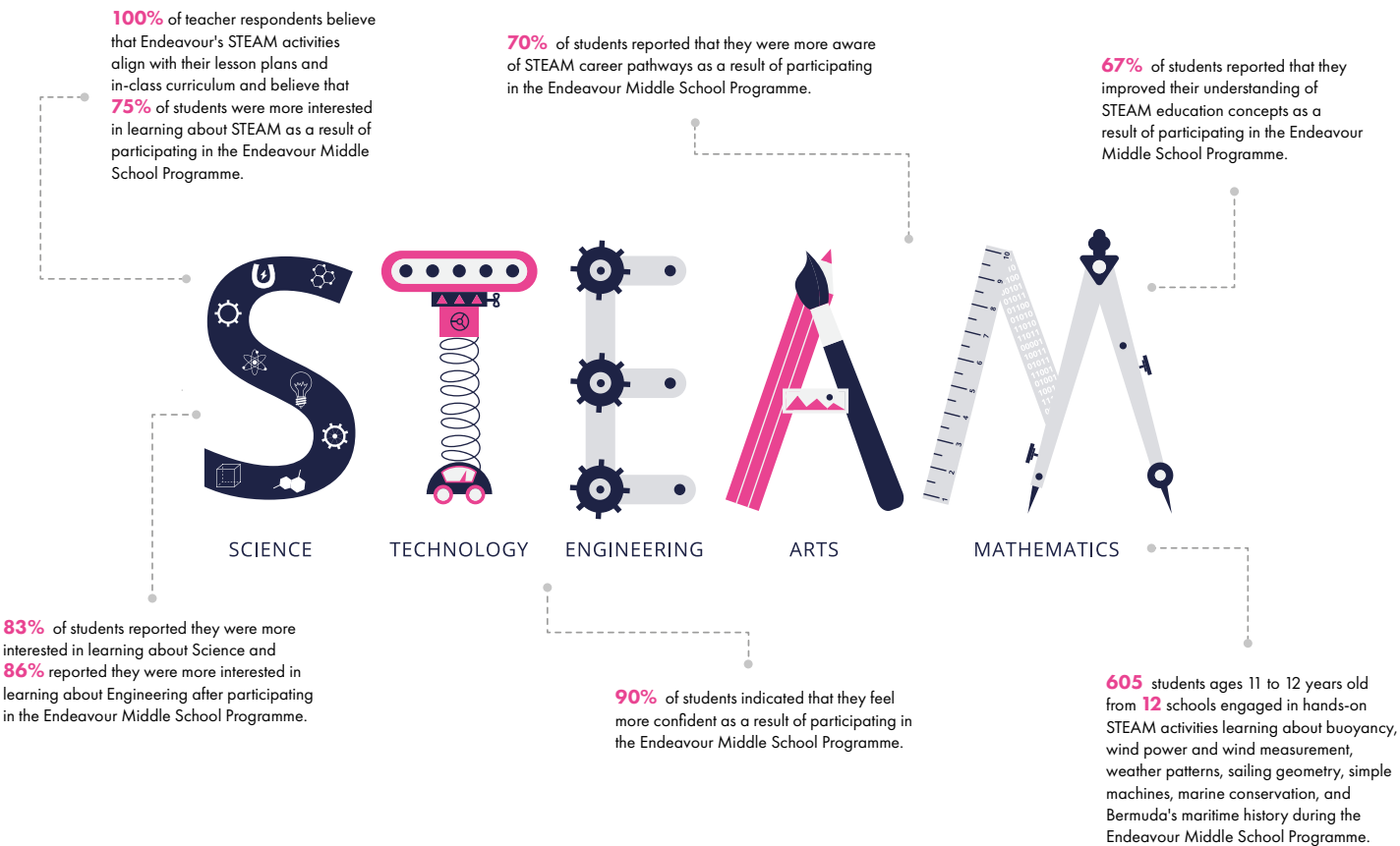
Endeavour’s leadership team worked with key stakeholders to adjust operations and programmes during the COVID-19 pandemic to continue offering experiential learning opportunities to Bermuda’s youth. Below are highlights of key successes and examples of how Endeavour successfully pivoted throughout the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

- Adapted lesson plans to facilitate online learning and created activities that could be completed at home engaging 117 students from six schools for the BF&M No Limits Sailing Programme and the Endeavour Middle School Programme.
- Worked with teachers from five public schools and one private school to connect with students online.
- The programme format was adjusted to accommodate smaller group sizes across two Endeavour Forts for the Endeavour Maritime Springboard Programme with powerboat training at Endeavour West in Dockyard and sail training at Endeavour East in St. George’s.
- Endeavour’s team facilitated teacher focus groups with teachers from five public schools 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.
- Created COVID-19 Health and Safety protocols 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.
- Due to Covid-19 restrictions, the Endeavour After School Programme was paused during the 2020-2021 year.

PARTICIPANT DEMOGRAPHIC



“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



WHAT IS STEAM EDUCATION?

Not only does a STEAM framework teach students how to think critically, problem solve and use creativity, it prepares students to work in fields that are poised for growth. A report from the U.S. Bureau of Labor Statistics projects growth in STEM and STEAM-related occupations of 8% between now and 2029, compared to 3.4% for non-STEM occupations. It also lists median annual wages of \$86,980 for STEM/STEAM jobs, compared to \$39,810 for all occupations.

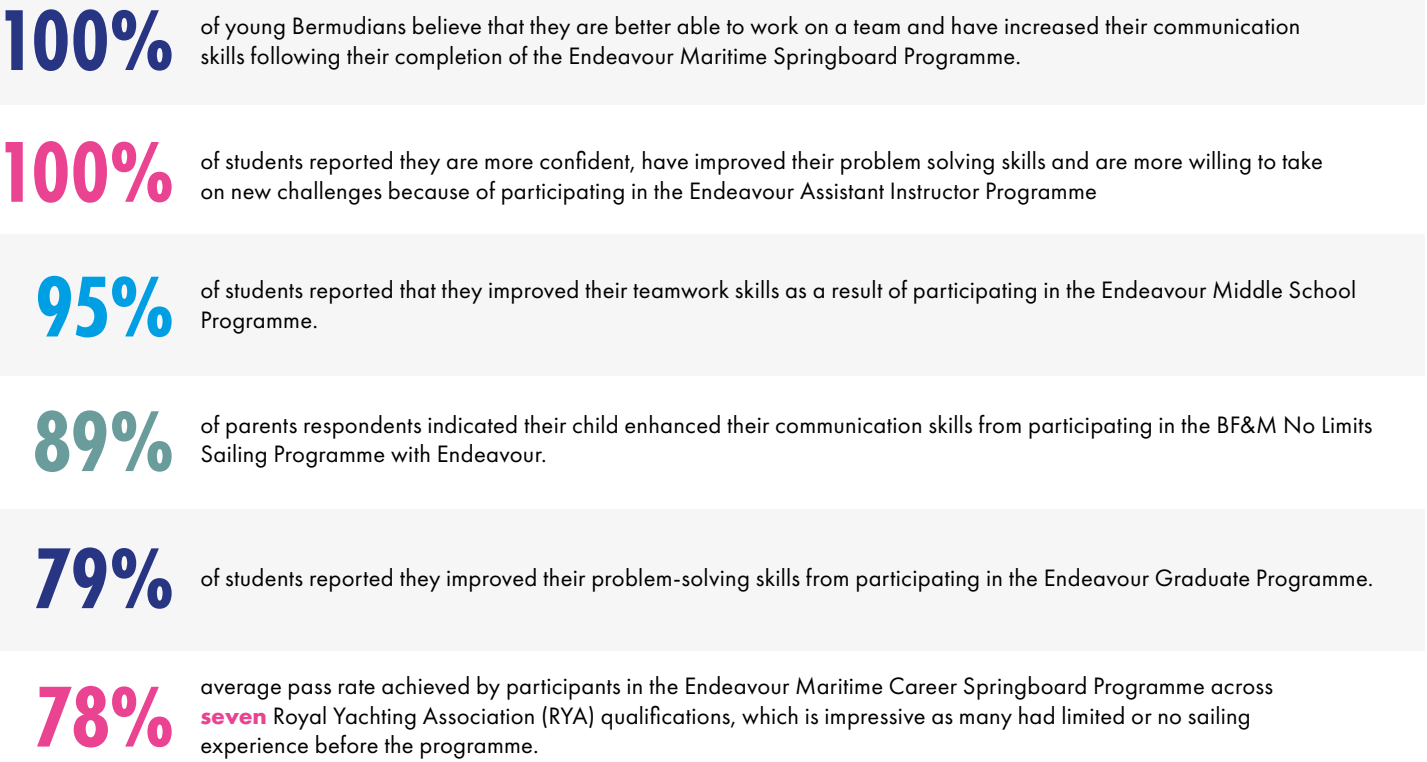
Even for students who don’t choose a STEM/STEAM career, the skills students gain from a STEAM education can be translated into almost any career.

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.

“Educating students in STEM subjects prepares students for life, regardless of the profession they choose to follow. Those subjects teach students how to think critically and how to solve problems — skills that can be used throughout life to help them get through tough times and take advantage of opportunities whenever they appear.”
- Stephen F. DeAngelis, Technology innovator and President of Enterra Solutions
(<https://onlinedegrees.sandiego.edu/steam-education-in-schools/>)

SKILLS DEVELOPMENT



“I enjoyed learning about sailing because it taught me about weather and STEAM.”
- Ojyr H., Sandys Secondary Middle School student

ENDEAVOUR PROGRAMMES AND STAKEHOLDER FEEDBACK

- 01. ENDEAVOUR MIDDLE SCHOOL PROGRAMME
- 02. ENDEAVOUR GRADUATE PROGRAMME
- 03. ENDEAVOUR ASSISTANT INSTRUCTOR PROGRAMME
- 04. ENDEAVOUR MARITIME CAREER SPRINGBOARD PROGRAMME
- 05. BF&M NO LIMITS SAILING PROGRAMME WITH ENDEAVOUR

01. ENDEAVOUR MIDDLE SCHOOL PROGRAMME

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

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

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

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


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

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?

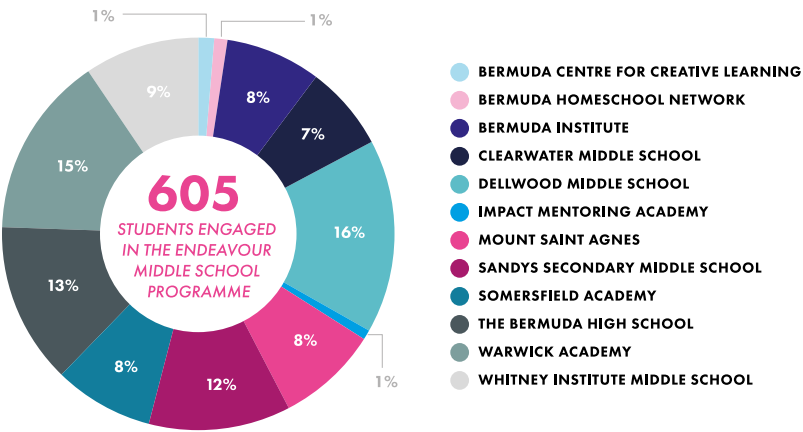


SAILING GEOMETRY

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



Below represents student participation from each of the schools in the 2020 - 2021 programme.



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

Each week two different groups of students and teachers engage in hands-on activities at two locations from Monday to Thursday from 9:00am to 3:30pm at Endeavour East in St. George's and Endeavour West in Dockyard, then both groups come together on Friday in Dockyard.

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

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

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

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



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

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

94 teachers contributed **1,500** hours of support for the Endeavour Middle School Programme during the 2020-2021 school year.

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

100%

of **TEACHERS** were satisfied with

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

"I enjoyed picking up trash at the beach because it helps (preserve) the environment" - student response from the Endeavour Middle School Programme.



I enjoyed "when we did Blo-Karting and when we sailed because it was extremely fun!" - Participant response from the Endeavour Middle School Programme.

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

Out of all the participants:

75%

of **STUDENTS** are more interested in

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

"I believe the Endeavour Middle School Programme has encouraged students to think outside the box and made an improvement in their problem solving skills. They are now able to make real world connections with some of the topics in Math."

- Shar-dae Whitter, Whitney Institute Middle School, M1 Math Teacher who was involved in the Endeavour Middle School Programme



Endeavour's Middle School Participant Survey

All students who participated in the Endeavour Middle School Programme were invited to share their feedback regarding their experience, of which 480 or **79% completed the survey.**

100%
of **STUDENTS** were satisfied with

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



- Their interaction with the Endeavour team.
- The helpfulness of the Endeavour team.
- The quality of In-Class Experience.
- The quality of On-Water Experience.
- Communication with the Endeavour team.



ENDEAVOUR MIDDLE SCHOOL VIRTUAL PROGRAMME

This is the second year that Endeavour held the Endeavour Middle School Virtual Programme due to COVID-19, enabling students to connect through interactive online learning sessions and activities that students could complete at home for five days of the week.

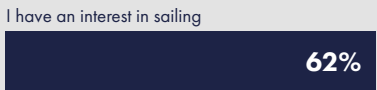
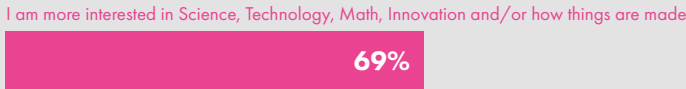
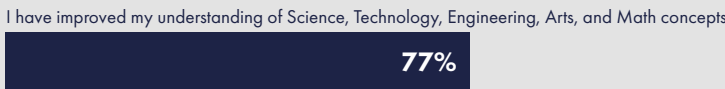
Only students from **one** school participated in the virtual programme as a result of Covid-19 restrictions during the 2020-2021 school year.

79 students from Saltus participated, of which 16% responded to the survey. Despite a low survey response rate, based on responses received, the programme had a positive impact on participants.

“What I enjoyed most about the Endeavour Middle School Programme was learning about sailing because it taught me about the weather and STEAM.”

- Ojyr. H, Sandys Secondary Middle School student

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



02. ENDEAVOUR GRADUATE PROGRAMME

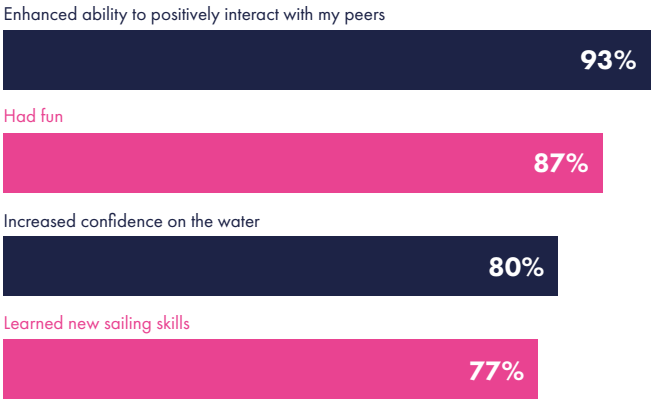
The Endeavour Graduate Programme offers a pathway for students ages 12-14 years who have completed the Endeavour Middle School Programme to continue to develop their sailing skills. Students are evaluated based on teamwork, respect for others, listening skills, willingness to learn, and overall effort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

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

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

During the 2020 summer programme, there were middle school students from six of the 12 schools that previously participated in the programme. However, during the 2021 summer programme there were students from **12** schools.

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



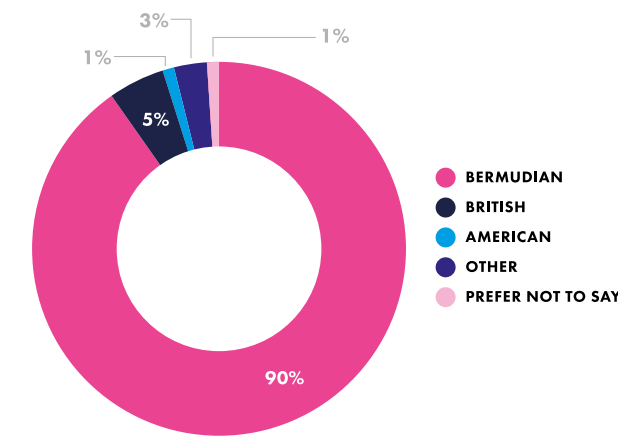
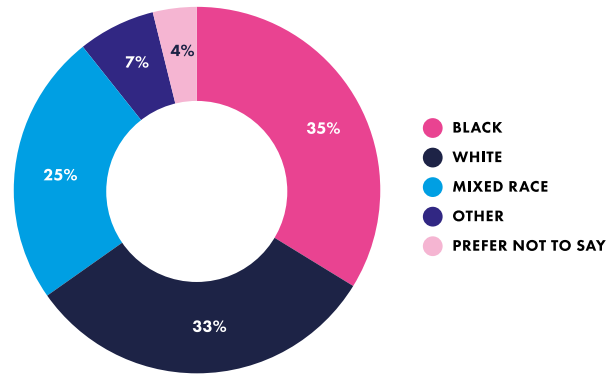
“I would definitely recommend the Endeavour Graduate Summer Programme to other students and friends because it’s educational and it’s exciting. The thought of just being on the water is amazing and the thrill you get is also mind blowing.” - Erin T., Sandys Secondary Middle School student

“Endeavour has increased Erin’s confidence and developed her social skills. She made friends with students from different schools and from all walks of life.” - Heather Telford, mother of Endeavour Grad.



ETHNICITY AND NATIONALITY

The key findings from the Endeavour Graduate Survey captured the ethnicity and nationality of the participants. A total of 104 responses were received and are summarised below:



“If the Endeavour Graduate programme was not offered through the public school system, I would not have been able to afford it. This was my son’s first sailing experience and it was top notch, he loved it! He entered the Opti nationals which was a great experience and they helped with a partial scholarship. He now asks me when he can go back.” - Parent of a participant of the Endeavour Graduate Programme



ENDEAVOUR GRADUATES HAVE ACCOMPLISHED A LOT!

Highlights include:

Six 2020 Endeavour Grads participated in the **Green Fleet regatta for the Bermuda National and Open Optimist Championships** in November 2020, and it was their first regatta.

On March 14th, 2020 **Endeavour held its Third Annual Women on the Water Clinic in celebration of International Women’s Day**, a United Nations-sanctioned global event that recognises the social, economic, cultural, and political achievements of women, raises awareness, and marks a call to action for accelerating gender parity, and inspires support for organisations that support women globally.

15 young women **ages 12-16 years** representing **seven schools across the Island:** Clearwater Middle School, Sandys Secondary Middle School, Dellwood Middle School, The Bermuda High School, The Berkeley Institute, and home schools took part in the 2021 event.

The goals of Endeavour’s **Women on the Water Clinic** are to **inspire, encourage, and connect diverse female sailors across Bermuda** in a fun, safe and inclusive environment. The Endeavour Women on the Water Clinic is a fun-filled event for female youth sailors of all skills and abilities to get to know each other while fostering their interest in sailing and providing opportunities to build their skills and network.



We are grateful to all of the Women on the Water supporters including:

Kallie Marcus, Owner, Kinetix – Natural Movement Ltd. who inspired young women to learn more about the importance of health and wellness through aerial silk yoga and movement.

Sophia Cannonier, Owner, Padma who facilitated an interactive yoga session encouraging the young women to take care of their bodies and minds as they engaged in a series of stretches and breathing exercises to prepare them for optimal performance on and off the water.

Andrea Fubler, Owner of Salt & Cedar who generously donated gifts inspired by health and wellness for all of our Women on the Water participants.



“This special event enables us to promote women empowerment and encourage more females to continue to take up activities in sailing and pursue maritime careers. Promoting women in sailing and maritime roles is very important as young women need to be supported toward achieving their goals and their achievements recognised and celebrated.” - Moriah Wheddon, 2018 Endeavour Maritime Springboard Graduate

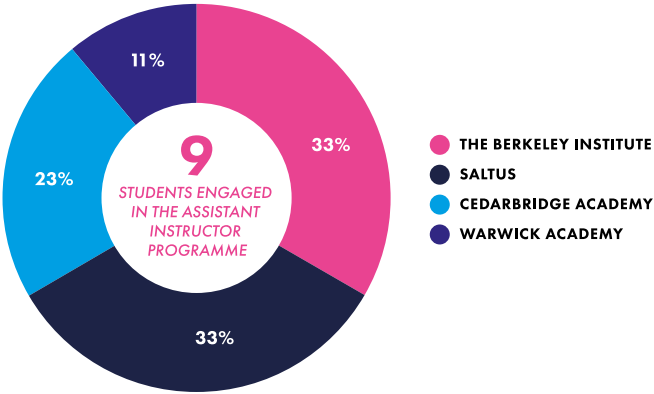


03. ENDEAVOUR ASSISTANT INSTRUCTOR PROGRAMME

The Endeavour Assistant Instructor Programme offers a leadership development opportunity for students ages 15 years and older who have completed the Endeavour Graduate Programme. The programme focuses on advanced sailing and coaching skills for high school students interested in becoming sailing coaches. After successfully completing the programme and achieving their Assistant Instructor certificate they are invited to volunteer to assist with the Endeavour Graduate Programme and gain community service credit.

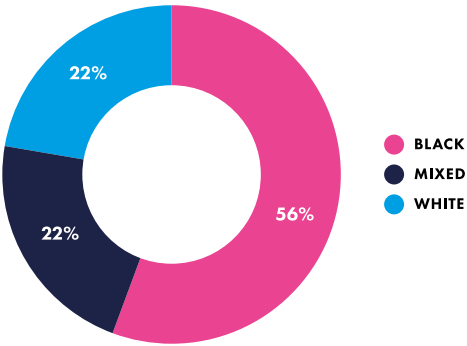
Nine students participated in the Endeavour Assistant Instructor Programme, of which **seven** students from **four** schools successfully achieved their Assistant Instructor (AI) certification and joined 2020 AI's to dedicate **525 hours** of community service in July and August 2021.

Students came from four schools; the chart below represents participation from each of the schools.



ETHNICITY AND NATIONALITY

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



Participants were **100%** Bermudian

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

100%
of STUDENTS

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

04. ENDEAVOUR MARITIME CAREER SPRINGBOARD PROGRAMME

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

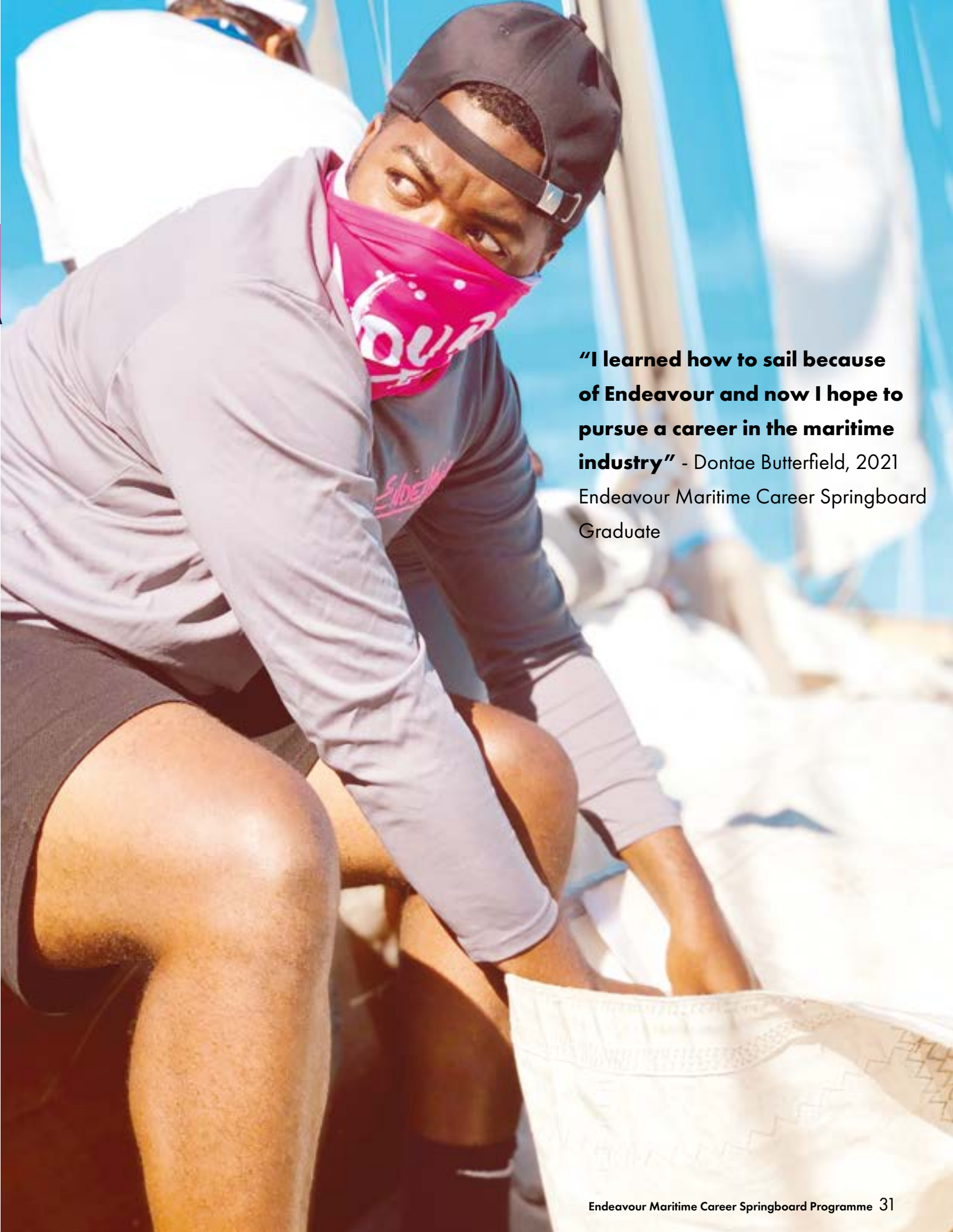
2021 marks the fourth year of the programme and Endeavour's partnership with the Bermuda College Professional and Career Education (PACE) Division.

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

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

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

- RYA Sailing Levels 1 and 2;
- 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. **Due to COVID-19 restrictions this course was not offered in 2021.*



“I learned how to sail because of Endeavour and now I hope to pursue a career in the maritime industry” - Dontae Butterfield, 2021

Endeavour Maritime Career Springboard Graduate



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

100%

of PARTICIPANTS are better able to

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

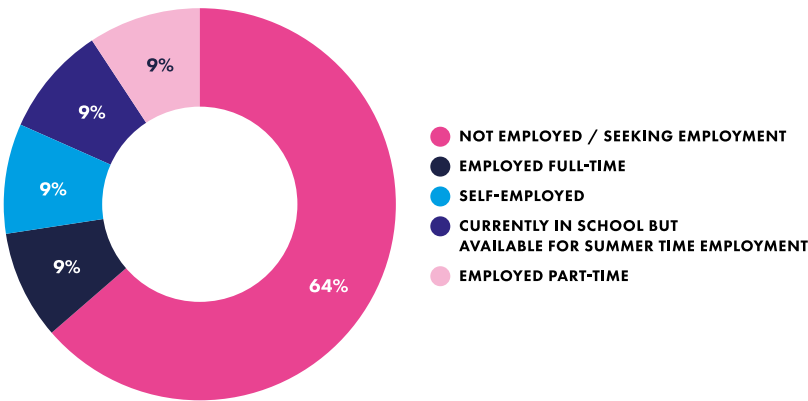
11 Bermudians aged 16-34 years including 10 males and one female completed the 7-week programme from mid-January to the end of February 2021.

Participants were

100%

Bermudian

Endeavour surveyed all participants in the programme and all 11 participants responded. Endeavour asked participants their employment status, based on survey results, the majority of participants were not employed or were seeking employment at the start of the programme:



73% were extremely satisfied with their experience and agreed that the programme prepared them toward meeting their objectives and goals.

“I’ve enjoyed being fully immersed in the programme while making friends, connections and learning all at the same time. My knowledge of the marine industry has increased significantly, and I would have never known how many careers and opportunities were available in the maritime industry had I not participated in this programme. My goals have changed from dreams that seemed out of reach, to things that are definitely attainable.” - Jahshon Smith, 2021 Endeavour Maritime Career Springboard Graduate.

“I was delighted to congratulate this year’s Endeavour Maritime Career Springboard Graduates as they all displayed great commitment and discipline. The Ministry of Labour remains dedicated to supporting Endeavour and we look forward to their expansion and greater impact on our community.”

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

05. BF&M NO LIMITS SAILING PROGRAMME WITH ENDEAVOUR

Endeavour facilitates the BF&M No Limits Sailing Programme to provide experiential learning opportunities for students ages five years to 18 years old who are on the autism spectrum or have developmental challenges who are enrolled in public schools across Bermuda.

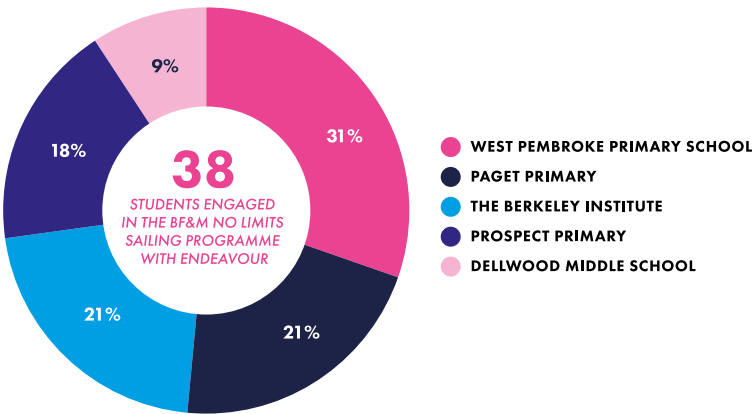
Students engage in hands-on sensory learning activities that focus on STEAM concepts applicable to sailing that are complimented by practical sessions on the water. Learning modules explore wind and weather patterns, buoyancy and sailing fundamentals in a safe and fun learning environment.

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

Due to hurricanes Paulette and Teddy in September 2020 and the onset of the COVID-19 pandemic in April 2021 the in-person activities were affected, however Endeavour adapted the programme format to engage students and teachers through interactive online learning sessions and activities that students could complete at home with guidance from their parents.

23 teachers contributed **460 hours** of in-person support and **175 hours** of virtual support during the BF&M No Limits Sailing Programme with Endeavour.

Displayed are the number of students who were engaged in 2020-21: 38 students ages 6-15 years old from three public primary schools, one public middle school, and one public high school, who took part in the BF&M No Limits Sailing Programme with Endeavour.



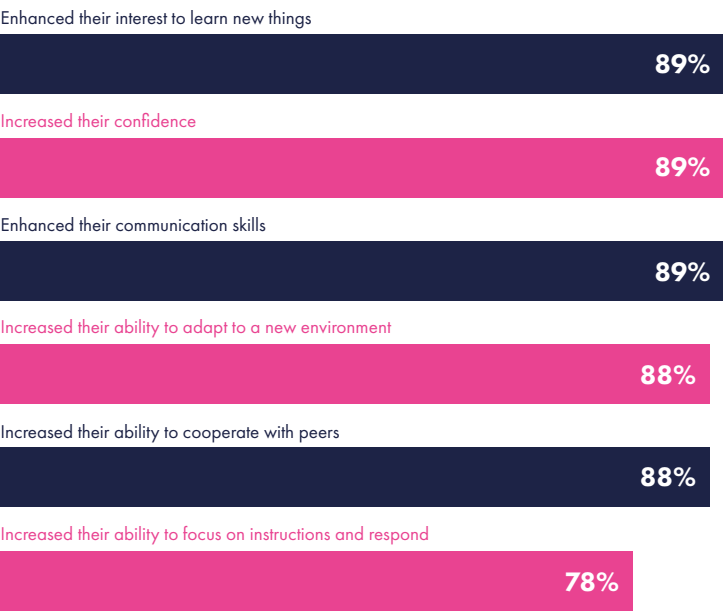
Endeavour invited feedback from participants’ families via a survey about the impact of their experience on their child’s life, of which nine responded.

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

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



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



“These positive sailing experiences continue to help the students to develop the life and social skills to become less dependent on others.” - Freda Trimm, ASD Teacher, Paget Primary

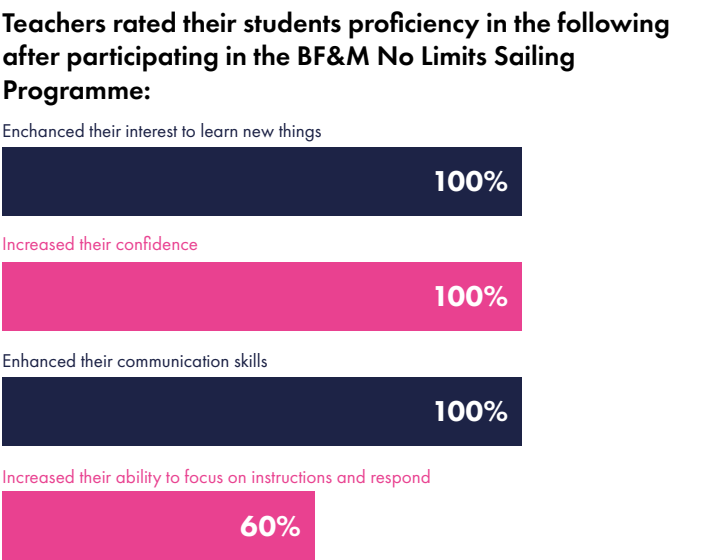


BF&M NO LIMITS SAILING PROGRAMME TEACHER FEEDBACK

Endeavour invited feedback from teachers via surveys and focus groups. Five survey responses were received. We have highlighted some of key findings from both data collection exercises. This year, teachers from the Berkeley Institute, Paget Primary, and West Pembroke Primary School completed the survey.

100%

Of TEACHERS reported their students benefited from their participation in the virtual BF&M No Limits Sailing Programme in partnership with Endeavour and are satisfied with the quality of their experience.



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

“The experiential learning that takes place on and off the water were my most enjoyable experiences. The students learn how to care for the environment as well as navigate the waters of Bermuda. The positive interaction with the knowledgeable instructors also made the experience beneficial. It helps the students to feel more comfortable as well.”

“The Endeavour team connected easily with our students, teachers and parents. They were motivational, focused, knowledgeable, and well prepared. The virtual programme was easy to access and flexible. It met all the needs of the students, parents and teachers!”

“My son tends to be nervous to think outside of the box and the BF&M No Limits Programme with Endeavour helped bring him outside of his shell. He told me that the programme gave him confidence that he could succeed in anything that he does. He also said the teachers and coaches made learning fun and made him feel part of a family. The coaches were five star! Alwyn is more social and talks more about going to the beach and sailing because of the BF&M No Limits Programme. He is an introvert and because of the programme he has become more expressive”. - Donna Scraders, Mother of Alwyn Scraders who participated in the BF&M No Limits Programme.



ENDEAVOUR CLUB DEVELOPMENT

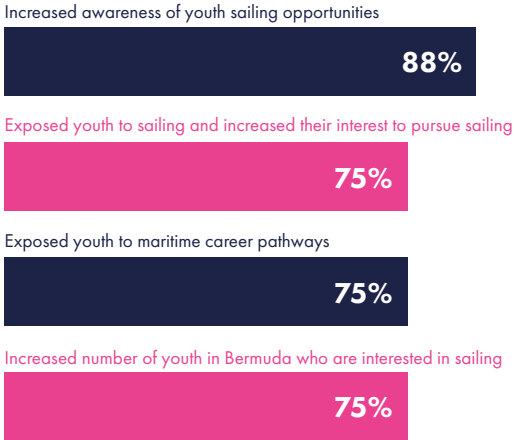
Endeavour provides support and pathways for young people who have completed Endeavour’s programmes and are interested to further advance their skills through sailing, with emphasis on supporting those who might not otherwise have access to sailing opportunities.

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

sailing clubs across Bermuda to identify their needs and improve their programme offerings for youth sailing activities.

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

Sailing organisations across Bermuda were surveyed by PwC to understand the impact that Endeavour’s programmes have on youth participation and retention in the sport. Of the 10 surveys distributed, eight responses were received. Sailing organisations believed Endeavour:



“I feel that Endeavour’s Programmes are extremely beneficial to youth. The impact sailing has on a child’s life is immeasurable. The level of confidence that a child gains from learning how to sail a boat themselves, the fine motor skills, the understanding of cause-and-effect relationships when using the wind to propel a vehicle, the list goes on”. - D’Arcey J Betschart from Bermuda Optimist Dinghy Association.



100%
of RESPONDENTS believe Endeavour helps youth

- Increase their confidence.
- Increase their ability to work on a team.
- Help them develop life skills such as communication, problem solving and critical thinking.

“Endeavour offers great programmes, and we will continue to support the team any way we can. All the staff are knowledgeable, friendly and always ready to assist the Sea Cadets.”
Sue Outerbridge, T.S. Admiral Somers - Bermuda Sea Cadets



DONOR FEEDBACK

PwC surveyed all organisations that provided financial support to Endeavour during the period. Of the 12 donors surveyed, 10 responses were received. Survey results indicate:

100%
of ENDEAVOUR’S DONORS
are satisfied with the return on
their financial contribution to
Endeavour.

- Increase their confidence.
- Increase their ability to work on a team.
- Help them develop life skills such as communication, problem solving and critical thinking.

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

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

- “Support Bermuda’s youth generally and in particular STEAM learning opportunities.”
- “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 our organisation to create long lasting impact on our community’s next generation through its programs remain key motivating factors of our sponsorship.”
- “We can clearly see the positive impact the Endeavour has on young people & young adults through their various programmes.”

MARINE PARTNER FEEDBACK

For the first time, PwC surveyed Endeavour’s maritime partners; (see the Gratitude section for the list of marine partners) to invite feedback on Endeavour’s impact on youth in Bermuda and the community. PwC surveyed 12 organisations of which eight responses were received.

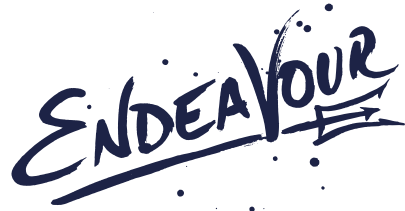
100%
of MARINE PARTNERS believe
Endeavour

- Has a positive impact on Bermuda’s youth.
- Builds participants’ confidence.
- Increases participants’ ability to work as a team.

75%
Believe Endeavour provides
tangible benefits to youth
participants that

- Improve communication, problem solving and critical thinking skills.
- Increase interest in learning about Science, Technology, Engineering, Arts and Math concepts applicable to sailing.
- Increase exposure to maritime career pathways.





GRATITUDE

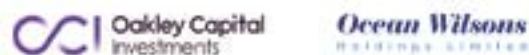
Endeavour relies on the generosity and support from financial and in-kind supporters to support the delivery of transformative experiences for Bermuda's youth that build vital life skills and confidence leading to brighter futures.

Together, we are creating positive outcomes for diverse young people across our community with a focus on increasing access to opportunities for underserved youth.

Endeavour extends our deepest gratitude to the below donors and supporters who generously support Endeavour's work and help make our programmes possible.

We are especially thankful for Endeavour's lead founding partner, Orbis Investments, who have remained committed since our inception in 2015 and continue to support our impactful work with Bermuda's youth.

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



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

\$10,000 & ABOVE: AXIS Capital, Bolton Charitable Foundation, Crisson Construction Limited, Marine Locker and Bermuda Marine Supply & Services Ltd.

\$5,000 - \$9,999: Department of Marine & Ports Services, Hannover Re (Bermuda) Ltd.

\$1,000 - \$4,999: ABS Accounting, Atlantic Cleaning & Maintenance Ltd., Cripps Foundation, Bermuda Blueprinting Ltd., Bermuda Sailing Association, Dimitry Mnushkin, LDS Multimedia Ltd., Lingard Limited, Kraft Cares (Butterfield & Vallis), One Communications Ltd., Ontru, National Museum of Bermuda, Rubis, SailGP, Spar Yard Marine Services Ltd., St. George's & West End Mini Bus Service Ltd., Sun Life Financial Investments (Bermuda) Ltd., Wakefield Quin Limited, WEDCO

\$500 - \$999: A.F. Smith, Amy Darrell, BELCO, Barb Jones, Bonefish Catering,, Cosmic, Dilawn Fox-Romaine, Dowling's Marine & Auto Services, Elspeth Weisburg, Eugene & Sacha Simmons, Gorham's, Gosling's, Great Sound and Lighting Bermuda, Horsefield Landscaping, International One Design, Island Press, James Gilmour, Jan MacDonald, Klean Kanteen, Leatrice Oatley, Manny Repose, Nicole Warren, Padma Bermuda, Paul & Lesley Wollman, Mike Winfield, Pembroke Paint, Ralph Richardson, Randy Pitcher, Renaissance Re, Robyn Bardgett, Rooster, Salt & Cedar, Sam Stevens, Sarah McKittrick, SAS Fencing, SJD World Ltd, The Dockyard Glassworks, Thomas Miller, Walda Douglas

Special thanks to Endeavour's dedicated volunteers who contribute their time, talent and energy to support Endeavour's work:

VOLUNTEERS: Nolwenn Pugi

YOUTH VOLUNTEERS: Abigail Frost, Antonio Wade, Brianna Smith, Elisha Edwards, Jessie DeBraga, Joanna Santiago, Massassi Maxwell-Smith, Max Kermode, Nahjae Rayner, Nijanae Pemberton, Ocean Archeval, Paris-Mitchell Robinson, Raphael Rudolf, Ruth Mello-Cann, Shane Powell-Hayward, Sven Curley, Tatem Ford

EDUCATION & COMMUNITY PARTNERS

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



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

MARINE PARTNERS

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

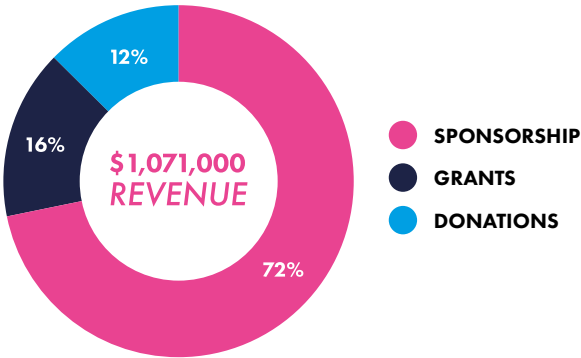


FINANCIAL HIGHLIGHTS

For the period September 1, 2020 to August 31, 2021

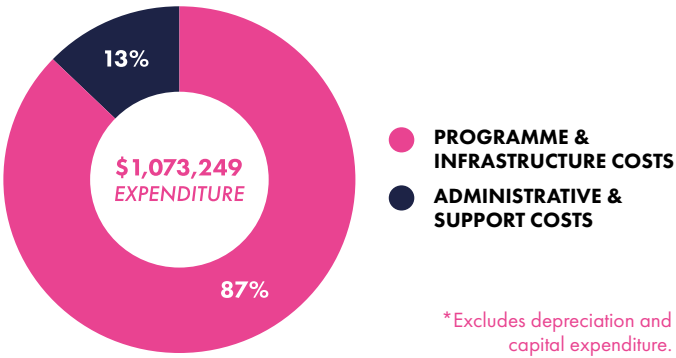
Operating revenue

Endeavour raised \$1,071,000 during the period, 72% from sponsorship income, 16% from grants and 12% from donations and value in kind (VIK) support.



Operating expenditure

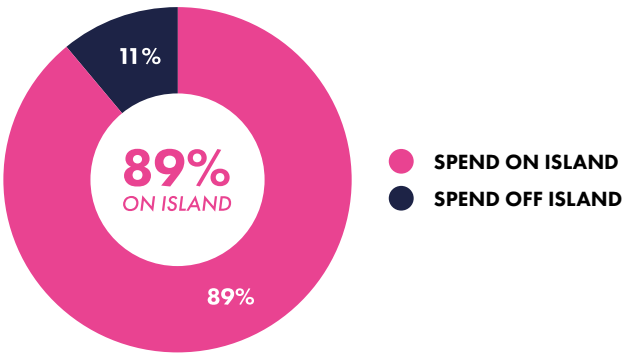
Total expenditure for the period, excluding depreciation was \$1,073,249 of which 87% relates to direct programme and infrastructure costs including salaries, programme materials, safety equipment, boat repairs and maintenance, and 13% represents administrative and support costs including business support, audit and accounting, marketing, and other staff costs.



* Excludes depreciation and capital expenditure.

On-island verses off-island expenditure

89% of overall expenditure was with local vendors excluding salaries.



GOVERNANCE

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

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

Board of Directors 2020-2021:

- Thomas Miller – New Chair (as of October 1, 2021)
- Leatrice Oatley – Former Chair (until September 30, 2021)
- Veronica Dunkerley – Treasurer
- The Hon. Michael J. Winfield JP. – 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, 2020 to August 31, 2021.

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

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

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.

Contact

Arthur Wightman

Direct: +1 441 299 7127

Email: arthur.wightman@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 for further details. At PwC Bermuda, our purpose is to build trust in society and solve important problems.

At PwC, our purpose is to build trust in society and solve important problems. PwC is a network of firms in 157 countries with more than 295,000 people who are committed to delivering quality assurance, advisory and tax services. Find out more and tell us what matters to you by visiting us at www.pwc.com/bm

Appendix II – Data Collection Methods

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

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	2021 Responses Received
Endeavour Middle School Programme Teachers	20	11	4	4
Endeavour Middle School Programme Participants	511	556	266	480
Endeavour’s Virtual Middle School Programme	-	-	35	13
BF&M No Limits Sailing Programme Teachers	6	3	3	5
BF&M No Limits Sailing Programme Parents	6	18	13	9
Endeavour Maritime Career Springboard Programme Participants	10	9	9	11
Assistant Instructor Programme	-	-	22	9
Endeavour Graduates	22	82	84	60
Survey conducted by PwC	2018 Responses Received	2019 Responses Received	2020 Responses Received	2021 Responses Received
Local Sailing Clubs	4	5	8	8
Donors	8	8	7	10
Maritime partners *New	-	-	-	8

Glossary of Terms

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 are specifically referenced throughout the Report.

Learn more about Endeavour online

at www.endeavour.bm

Keep informed on Endeavour happenings via social media: @EndeavourBermuda



Learn more about Endeavour online at
www.endeavour.bm

Keep informed on Endeavour happenings via social media:

@EndeavourBermuda