



EDUCATION THROUGH SAILING

## IMPACT REPORT 2023/2024





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## LETTER FROM ENDEAVOUR'S CHAIR

Since 2015, Endeavour has been empowering Bermuda's youth through experiential learning on and off the water — building confidence, life skills, and inspiring a love for learning. Endeavour has impacted the lives of more than 7,800 young people across Bermuda through our transformative programmes.

We're committed to measuring the impact of Endeavour's programmes, and we're proud of the results of our work. By rigorously tracking our outcomes, we ensure our programmes evolve and remain relevant in an ever-changing world. Our results speak to the value and effectiveness of our programmes, and we remain focused on continuous improvement.

We are grateful to our generous donors, partners and supporters whose unwavering support makes it possible for us to offer our programmes at no cost, reaching young people from all backgrounds. We are inspired by the dedication of our staff and volunteers who work tirelessly to make a difference in young lives each and every day.

Your belief in our mission is changing lives—helping youth gain new perspectives, skills, and confidence through hands-on learning experiences. Thank you for helping us create meaningful opportunities that inspire the next generation of Bermuda's changemakers.

Let's keep making a difference together—bringing our vision to life and shaping a brighter future for Bermuda's youth.

Sincerely,



**TOM MILLER**

Board Chair, Endeavour

## LETTER FROM ENDEAVOUR'S EXECUTIVE DIRECTOR

As we reflect on this past year, we are filled with immense pride and gratitude for what Endeavour has achieved.

At the heart of our mission is a commitment to inclusivity and accessibility. We believe every young person, regardless of background, ability, or skill level, deserves equal access to learning experiences that support their growth, confidence and success. Through our experiential education programmes, we engage diverse youth across Bermuda, sparking curiosity and a lifelong love of learning.

Over the past year, we've reached exciting milestones in expanding young people's engagement in STEAM (Science, Technology, Engineering, Arts, and Math) education through sailing. Our hands-on, inclusive programmes equip youth with valuable skills both on and off the water while exploring STEAM subjects and discovering maritime career pathways.

The ocean offers a powerful and immersive learning environment—connecting youth with the natural world while bringing academic concepts to life through real-world application. Through Endeavour's STEAM Education through Sailing Programme, every 11- to 12-year-old student in Bermuda has the opportunity to engage in hands-on learning, many experiencing sailing for the very first time.

It is incredibly inspiring to witness students rise to new challenges, build confidence, and uncover strengths they never knew they had. These transformative experiences not only support their academic growth but also fosters resilience, teamwork, and a deeper appreciation for their island home.

We are also proud to offer the No Limits Sailing Programme, which provides hands-on learning and sailing experiences for students aged 5 to 18 on the autism spectrum. This initiative reflects our ongoing commitment to ensuring that all young people—regardless of ability—have access to enriching opportunities on and off the water.

We are inspired by those who return to Endeavour to further their learning and personal growth through the Endeavour Graduate Programme. Many alumni give back as volunteers, mentoring younger students and developing leadership skills through our Assistant Instructor Programme. Others advance through our Maritime Career Springboard Programme, where they gain practical experience, industry-recognised qualifications, and valuable connections that open doors to careers in the maritime sector.

We are incredibly proud of our Springboard graduates—many of whom are now thriving in maritime roles, while others pursue further education and training. Their achievements are a testament to the power of opportunity, mentorship, and perseverance.

With the generous support of our donors, partners, and supporters—including our lead founding partner, Orbis Investments—we've expanded our reach and deepened our impact on Bermuda's youth. Together, we're creating meaningful learning experiences that empower young people with essential life skills, build their confidence, and foster a deeper connection to their environment and community.

We also extend heartfelt appreciation to our dedicated team, committed volunteers, and our Board of Directors. Your passion and commitment are the driving force behind every success story.

At Endeavour, we believe in the potential of every young person. As we look to the future, we are more motivated than ever to broaden our impact and empower the next generation of mariners, innovators and leaders!

With deepest gratitude,



**JENNIFER PITCHER**

Executive Director, Endeavour



# EXECUTIVE SUMMARY

Endeavour engaged PricewaterhouseCoopers Advisory Limited ("PwC") to assess key indicators across Endeavour's programmes from September 1, 2023 to August 31, 2024. This report highlights the outcomes which align with Endeavour's goals, and demonstrates how Endeavour's programmes and initiatives are achieving measurable, positive impacts in the community.

## HIGHLIGHTS INCLUDE:

- ▶ How many young people have engaged in Endeavour's programmes from 2015-2024.
- ▶ 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 teachers perceive the effect of students' participation in Endeavour's programmes as it relates to academic achievement, interest and proficiency in STEAM subjects and other behavioural changes.
- ▶ How Endeavour's donors view the impact of Endeavour's programmes.
- ▶ How Bermuda's sailing organisations view the impact of Endeavour as it relates to exposure, interest, and retention of youth sailors.
- ▶ How Bermuda's marine organisations view the impact of Endeavour's programmes on Bermuda's youth and exposure to the maritime industry in Bermuda.

*\*Refer to Appendix I for further details on PwC's purpose and approach.*



Education through Sailing

## STAKEHOLDER SURVEYS

Endeavour regularly invites feedback from participants, their families, and teachers, to identify what is working well and suggestions to improve the quality of programmes.

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

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

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

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



# ABOUT ENDEAVOUR

## VISION

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

## MISSION

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

## WHERE ENDEAVOUR WORKS

### ENDEAVOUR WEST FORT

5 Freeport Drive  
Royal Naval Dockyard  
Sandys

### ENDEAVOUR EAST FORT

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

**ENDEAVOUR - REGISTERED CHARITY 977**

## VALUES

### TEAMWORK

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

### POSITIVITY

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

### PATIENCE

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

### COMMITMENT

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

### ADAPTABILITY

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

### 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 of sex, race, colour, religion, marital status, national origin, age, sexual orientation, disability, veteran status, pregnancy, gender identity or expression, medical condition or any other factor that may be protected by law.





## ORGANISATIONAL GOALS



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



Leverage sailing as an effective tool for teaching STEAM education.



Inspire maritime and STEAM career pathways through experiential learning.



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



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



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



# KEY FINDINGS

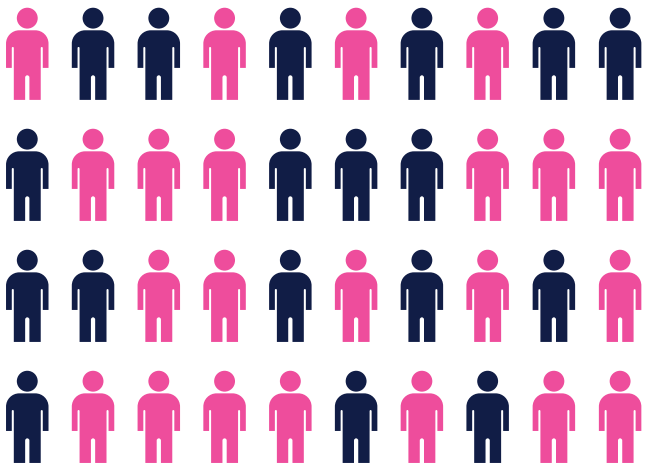
Feedback from youth participants, teachers, and parents highlight the positive impact that Endeavour creates for young people across Bermuda who engage in Endeavour’s programmes.

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

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

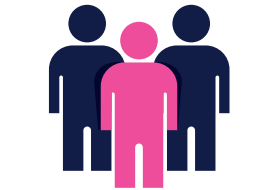
ENDEAVOUR PROGRAMME	2016	2017	2018	2019	2020	2021	2022	2023	2024	TOTAL
Endeavour STEAM Education through Sailing Programme	633	656	586	652	281	605	570	544	521	5,048
Endeavour STEAM Education through Sailing Programme (virtual)	-	-	-	-	140	79	-	-	-	219
Endeavour After School Programme	144	168	142	142	74	-	-	-	-	670
Endeavour Graduate Programme	145	108	119	131	136	181	223	229	216	1,488
Endeavour Assistant Instructor Programme	-	-	-	-	23	9	14	6	10	62
Endeavour Maritime Career Springboard Programme	-	-	11	10	9	11	14	10	11	76
Endeavour No Limits Sailing Programme	-	12	32	34	32	38	28	41	44	261
TOTALS	922	944	890	969	695	923	849	830	802	7,824

# PARTICIPANT DEMOGRAPHIC



SINCE 2015 ENDEAVOUR HAS ENGAGED

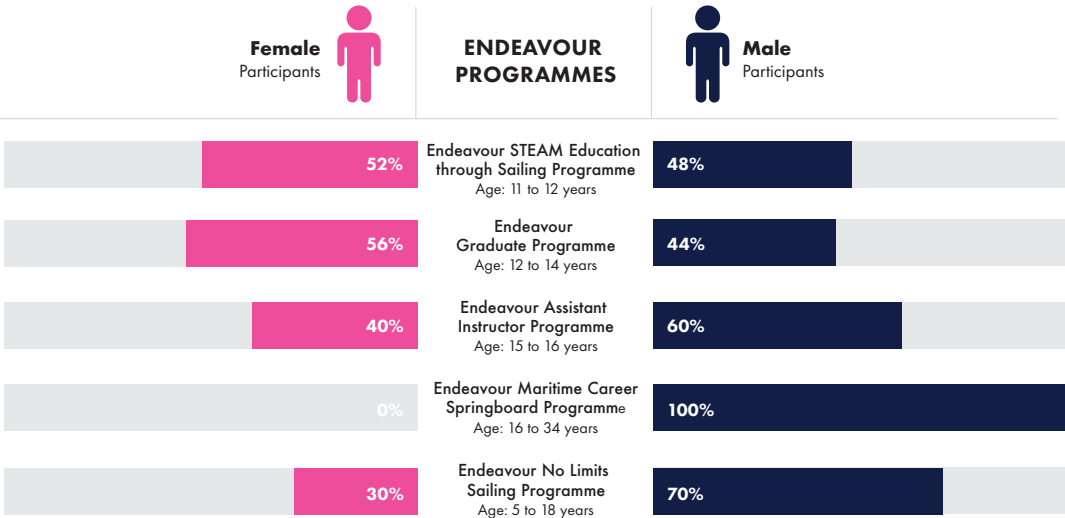
7,824  
YOUNG PEOPLE  
FROM DIVERSE BACKGROUNDS ACROSS BERMUDA.



From September 1, 2023, to August 31, 2024:

802  
YOUNG PEOPLE

were engaged in Endeavour’s Programmes.



802 students from 21 schools in Bermuda gained access to over 2,400 hours of experiential education during the 2023-2024 year including over 900 hours of academic instruction in math and science.



216 students aged 12-14 years, from 12 schools, were engaged in the Endeavour Graduate Programme in 2023-2024.



12 Assistant Instructors volunteered 640 hours of community service in July and August 2024 to support students learning to sail in the Endeavour Graduate Programme.



10 students aged 15-16 years, from 4 schools, completed a week-long training to develop their coaching skills and were successful in achieving their Assistant Instructor certification in July 2024.



# ENROLMENT IN ENDEAVOUR'S PROGRAMMES

See below for school enrolment for students who engaged in Endeavour's programmes during the 2023-2024 school year.

## ENDEAVOUR STEAM EDUCATION THROUGH SAILING PROGRAMME

Enrolment in the Endeavour STEAM Education through Sailing Programme is linked directly to school enrolment as this opportunity is offered to ALL students ages 11-12 years old from public, private and home schools.

**100%** of students in their first year of middle school from all schools in Bermuda engaged in the 2023-2024 Endeavour STEAM Education through Sailing Programme: **521** students from **five** public schools, **eight** private schools and homeschool students.

## ENDEAVOUR GRADUATE PROGRAMME

Students are invited to continue to develop their skills and knowledge in the Endeavour Graduate Programme based on their participation in the Endeavour STEAM Education through Sailing Programme with an emphasis on students who have not sailed prior to Endeavour and are interested to continue sailing.

Out of **216** students who engaged in the 2024 Endeavour Grad Programme; **51%** of students were from public schools and **49%** of students were from private schools.

## ENDEAVOUR NO LIMITS SAILING PROGRAMME

**44** students from **six** public schools engaged in the 2023-2024 Endeavour No Limits Sailing Programme.

## ENDEAVOUR ASSISTANT INSTRUCTOR PROGRAMME

Out of **10** students who engaged in the 2024 Endeavour Assistant Instructor Programme: there were **four** public school students, **four** private school students and **two** from overseas schools.

## ENDEAVOUR MARITIME CAREER SPRINGBOARD PROGRAMME

Out of **11** students who engaged in the 2024 Endeavour Maritime Career Springboard Programme: there were **six** high school students, **four** high school graduates, and **one** GED student.



# SKILLS DEVELOPMENT

**100%**

of students reported **improved teamwork, communication, problem-solving** and **leadership skills** after participating in the Endeavour Assistant Instructor Programme.

**100%**

of young Bermudians reported they **enhanced teamwork, communication** and **problem-solving skills** following their completion of the Endeavour Maritime Springboard Programme.

**100%**

of parent respondents indicated their child **enhanced their communication skills** after participating the Endeavour No Limits Sailing Programme

**99%**

of students reported **improved teamwork skills** and **96%** of students reported **increased problem-solving skills** as a result of participating in the Endeavour STEAM Education through Sailing Programme.

**90%**

of students reported **increased confidence on the water** after completing the Endeavour Graduate Programme.

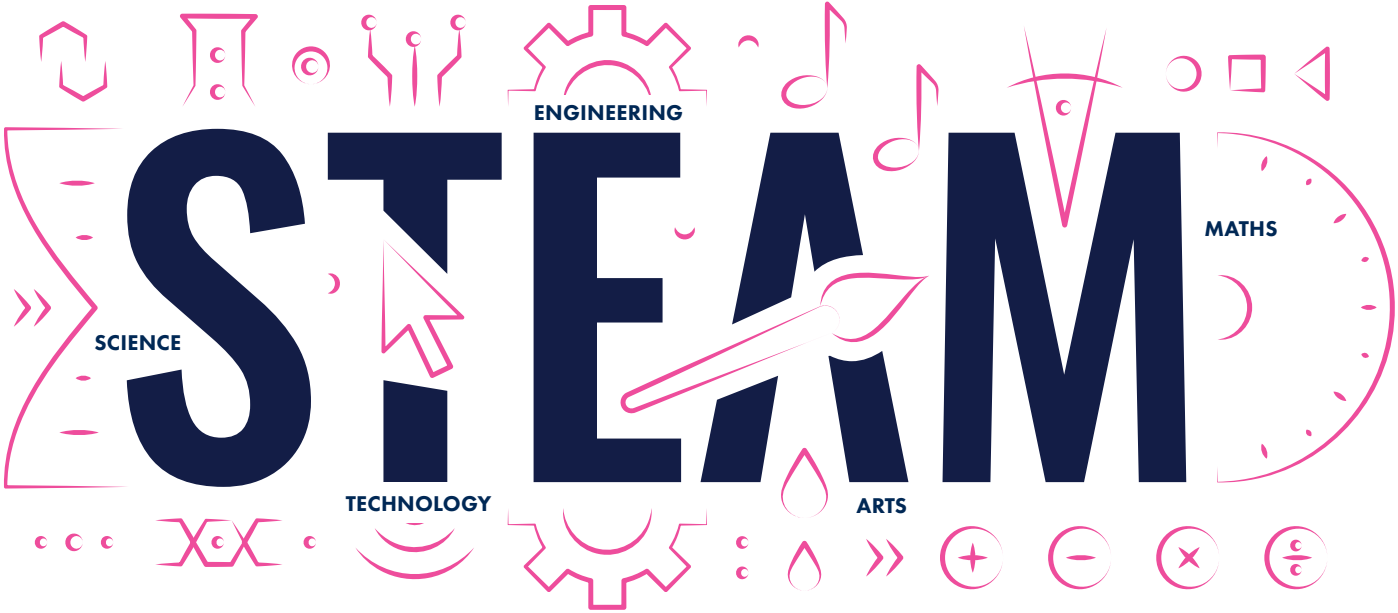
**84%**

of students reported **better knowledge and understanding of water safety** after participating in the Endeavour STEAM Education through Sailing Programme.



**521** students ages 11 to 12 years old from **13** schools engaged in hands-on STEAM activities learning about sailing geometry, buoyancy, wind power and wind measurement, marine conservation and Bermuda's maritime history during the Endeavour STEAM Education through Sailing Programme.

**97%** of teacher respondents believe that Endeavour's STEAM activities align with their lesson plan and in-class curriculum and believe that students were more interested in learning about STEAM subjects as a result of participating in the Endeavour STEAM Education through Sailing Programme.



**91%** of students reported they were more interested in learning about **Science**, **92%** reported an increased interest in learning about **Engineering** and **82%** reported an increased interest in **Math** after participating in the Endeavour STEAM Education through Sailing Programme.

**71%** of students reported they were more aware of STEAM career pathways as a result of participating in the Endeavour STEAM Education through Sailing Programme.

**70%** of students reported that they improved their understanding of STEAM education concepts as a result of participating in the Endeavour STEAM Education through Sailing Programme.

## WHAT IS STEAM EDUCATION?

“STEAM Education is an interdisciplinary approach to learning that integrates Science, Technology, Engineering, Arts and Mathematics. The aim of STEAM is to promote creativity and innovation while equipping students with a holistic understanding of the world around them. By blending these disciplines, STEAM education encourages students to apply both analytical and creative thinking to problem-solving and real-world challenges. STEAM education empowers students to think critically, solve problems creatively, and innovate for a better tomorrow.”

– The National Science Foundation and The National Arts Education Association



## BENEFITS OF STEAM EDUCATION

### PROMOTES CREATIVITY & INNOVATION

STEAM encourages students to blend logic with creativity, using design principles to solve scientific or engineering problems. This fosters out-of-the-box thinking, producing solutions that technical methods alone might miss.

### IMPROVES CRITICAL THINKING & PROBLEM-SOLVING SKILLS

STEAM challenges students to explore multiple solutions, developing critical thinking and problem-solving skills essential for both academic and professional success.

### ENHANCES COLLABORATION

STEAM projects often require teamwork, bringing together diverse perspectives and skills. Collaboration strengthens subject understanding and fosters teamwork, a key skill in any career.

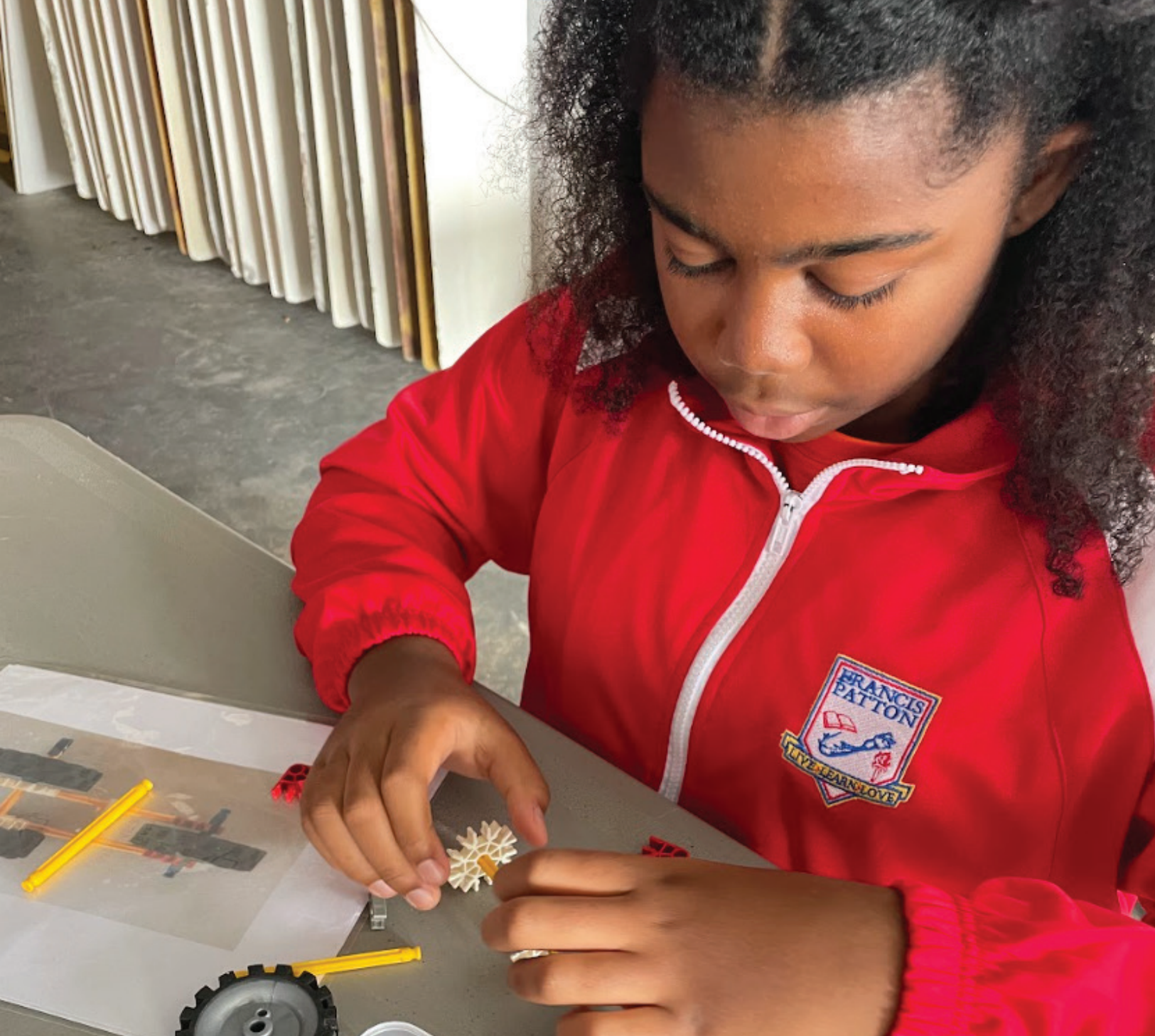
### PREPARES STUDENTS FOR FUTURE CAREERS

STEAM equips students with versatile skills across multiple disciplines, preparing them for evolving industries and jobs that demand both creativity and technical expertise.

### ENCOURAGES CURIOSITY AND LIFELONG LEARNING

STEAM sparks curiosity and a passion for lifelong learning through hands-on exploration. It encourages self-directed learning, helping students pursue projects and careers driven by their interests.





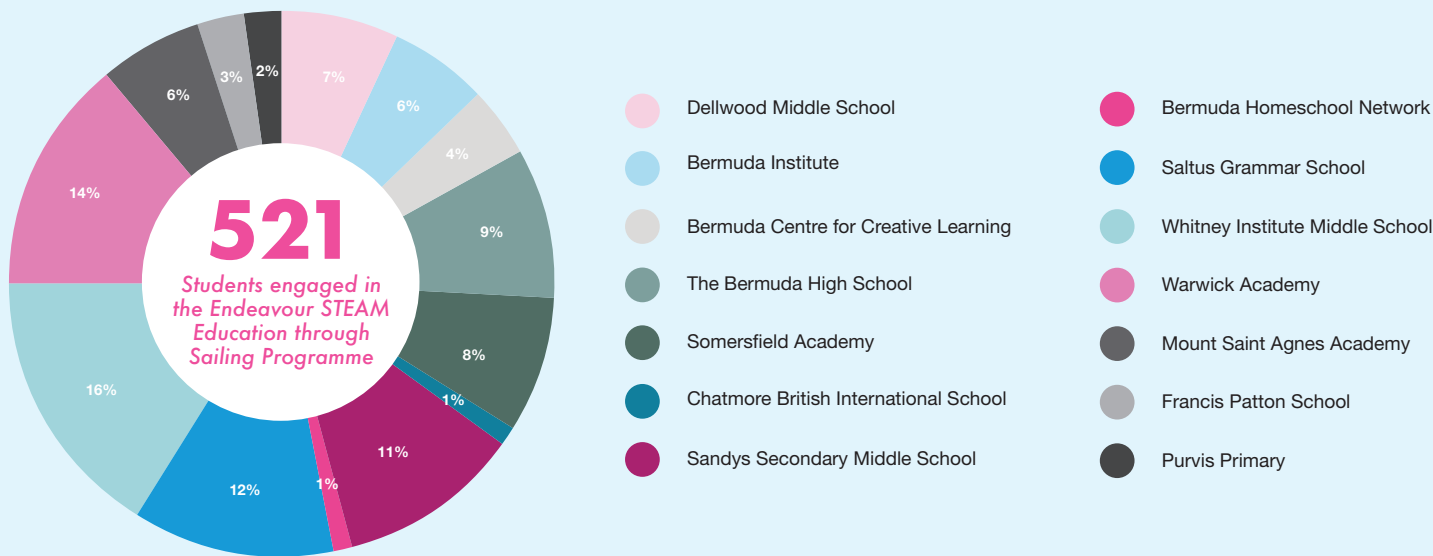
# ENDEAVOUR PROGRAMMES & STAKEHOLDER FEEDBACK



## 01. ENDEAVOUR STEAM EDUCATION THROUGH SAILING PROGRAMME

The Endeavour STEAM Education through Sailing Programme offers a five-day interactive learning experience for all students aged 11-12 from **five** public schools, **eight** private schools, and home schools across the Island.

BELOW REPRESENTS STUDENT PARTICIPATION FROM EACH OF THE SCHOOLS IN THE 2023 - 2024 PROGRAMME.



Endeavour's inquiry-based curriculum integrates Science, Technology, Engineering, Arts and Math (STEAM) hands-on learning with practical sessions on the water to complement what students learn at school. By creating connections between what they are learning on the water and in the classroom, students become more excited about learning

and strengthen their understanding of math and science. Endeavour's STEAM through sailing curriculum includes modules on sailing geometry, buoyancy, wind power and measurement, simple machines, sailing fundamentals, weather patterns, ocean conservation, and Bermuda's maritime heritage.



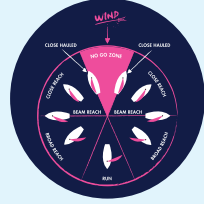
### BUOYANCY

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



### MEASURING WIND & WIND POWER

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



### SAILING GEOMETRY

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



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 report improved self-confidence, teamwork, communication and problem-solving, along with a greater appreciation for environmental stewardship and Bermuda’s maritime history as a result of participating.

The programme is supported by Endeavour’s long-standing collaboration with the Bermuda Ministry of Education and schools, ensuring lessons are relevant and enrich students’ learning experience. It encourages enthusiasm for STEAM and sailing while offering exposure to STEAM-related and maritime careers.

Each week, two groups of students and teachers engage in activities at Endeavour East in St. George’s and Endeavour West in Dockyard, coming together on Fridays in Dockyard.

Endeavour also partners with the Bermuda Cancer and Health Centre’s SunSmart Programme to promote healthy sun protection habits.

Endeavour is committed to sustainability and eliminating single-use plastics, and all participants receive a reusable water bottle. Students and teachers join Endeavour team members for weekly beach clean-ups and have collected thousands of plastics and debris, followed by discussions on sustainable living. In partnership with the National Museum of Bermuda, students engage in an interactive scavenger hunt focused on Bermuda’s maritime heritage. Students also learn about the physics of sailing and apparent wind on Blo’Karts (land sailing vessels).

Endeavour’s STEAM Education through Sailing Programme fosters critical thinking through inquiry-based learning to prepare Bermuda’s youth for a rapidly changing world. Endeavour continuously refines lesson plans and collaborates with educational partners to ensure the best learning outcomes.

**113** teachers from **14** schools contributed **1,500** hours of support for the Endeavour STEAM Education through Sailing Programme during the 2023-2024 school year.

**100%** of teacher respondents believe that students benefited from their participation in the Endeavour STEAM Education through Sailing Programme.

**100%**  
**OF TEACHERS WERE SATISFIED WITH**

- ☒ The quality of students’ in-class experience
- ☒ The Interaction with the Endeavour team
- ☒ Quality of on-water experience
- ☒ Involvement of teachers in activities
- ☒ Communication between Endeavour team and students



**ENDEAVOUR STEAM EDUCATION THROUGH SAILING PROGRAMME: TEACHER FEEDBACK**

“ Endeavour is always an awesome opportunity for our scholars to experience learning outside of school and through your efforts and commitment our scholars will forever have etched in their memories. The programme raises all of their confidence levels. They are at a stage where they are starting to question or challenge a lot of the things they have learnt thus far. By going to the Endeavour programme their confidence levels have grown as a result and they become more independent. ”

- Cleveland Richardson, M1 Year Head / M1 Social Studies, Whitney Institute Middle School

“ On behalf of the Purvis Primary family, I would like to thank you and the team for an excellent maritime experience in the Endeavour STEAM Education through Sailing Programme. The students were fully engaged throughout their time, actively participating in all indoor and outdoor sessions. Many of them expressed that they had a great time learning and left excited. The one common improvement from our students was that they wished they could stay longer at Endeavour! Endeavour and its core values tie in seamlessly into our current Year 7 curriculum and so this experience will have a lasting impact on our group. I also discovered that it highlighted common areas for improvement such as communication, speaking with good purpose and building up one another. The use of sailing fundamentals provided added discipline and environmental appreciation that is essential as global citizens.

Thank you again for helping us to create great memories for our students in a safe and meaningful way! ”

- Wesley Hall, Y7 Year Head & ELA Teacher, Purvis Primary

“ I think the Endeavour programme is fantastic and it has been inspiring to see the growth of my students, especially those who may not thrive in a classroom setting. They were able to showcase their knowledge and understanding of the topics in creative ways. I also enjoyed having the ability to sail alongside my students to see close up how they interact with one another on the water. ”

- Fiona Nusum, Visual Art Teacher & Art Curriculum Leader, Francis Patton School



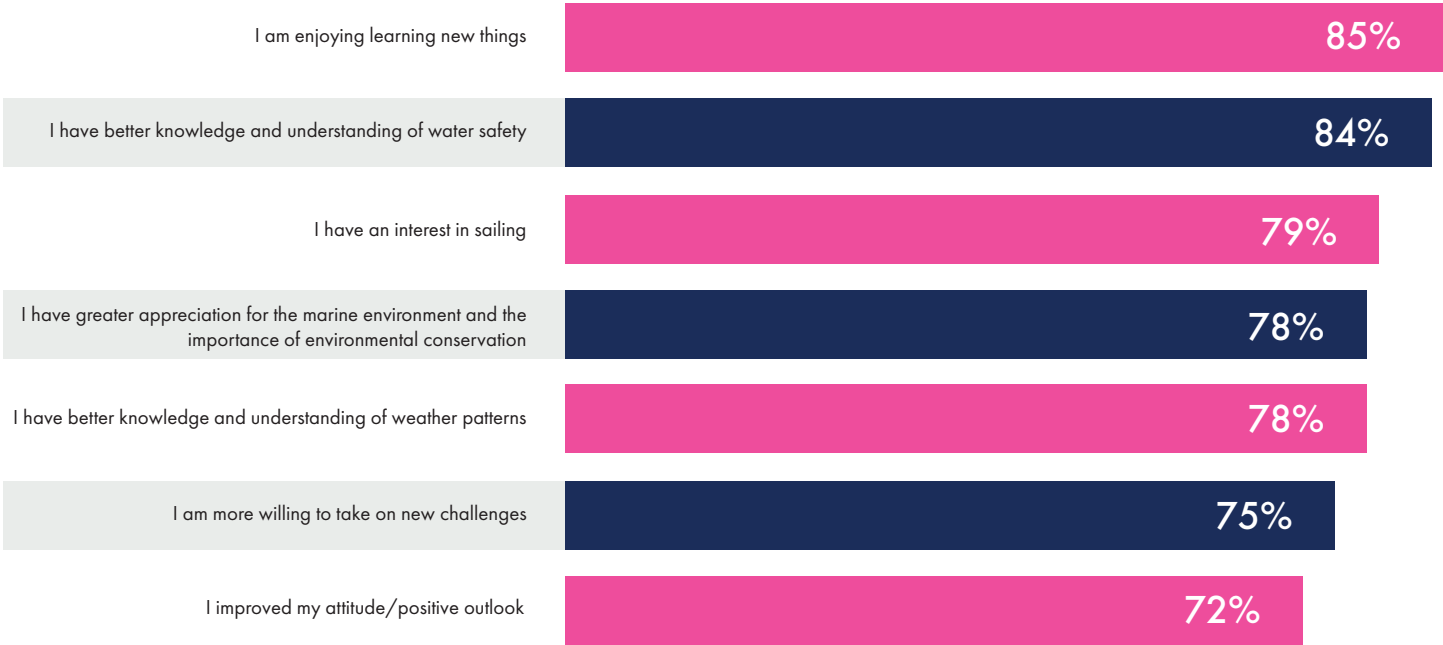
ENDEAVOUR STEAM  
EDUCATION THROUGH  
SAILING PROGRAMME:  
STUDENT FEEDBACK

All students who participated in the Endeavour STEAM Education through Sailing Programme were invited to share their feedback regarding their experience, of which **502** or **96%** completed the survey.

99%

of Endeavour Grads agreed they benefited from participating in the Endeavour Graduate programme.

Students were asked whether they agreed with the following statements based on their experience in the Endeavour STEAM Education through Sailing Programme.



- “ I really enjoyed sailing because I’ve never done it before and because it gave me self-confidence. ”  
- Laila S., Bermuda Institute student
- “ I learned that I can do whatever I put my mind to. ”  
- Zaynah B., Dellwood Middle School student
- “ I learned to communicate better with my peers. I enjoyed learning how to understand a weather forecast because I now know when I can sail. ”  
- Rudy P., Francis Patton School student
- “ I learned that I’m braver than I think. I enjoyed learning new things and how to sail and learning how to rig and derig a sailboat. ”  
- Nylah A., Saltus student

- “ I learned that I’m capable of things that I thought I couldn’t do. ”  
- Najee W., Sandys Secondary Middle School student
- “ I learned what an anemometer is and what it does. I enjoyed sailing at Endeavour because it was my first time sailing. ”  
- Keith S., Sandys Secondary Middle School student
- “ I learned how to sail and how to measure wind speed. I really enjoyed sailing because it is fun and it helps develop better teamwork skills. ”  
- Jayden W-F, Sandys Secondary Middle School student
- “ I learned that I can take a lead. I enjoyed learning the different knots and sailing because we got to go to different islands and we played a knot game. ”  
- Chennai O., Whitney Institute Middle School student
- “ I really enjoyed sailing and engineering because I learned new and cool things. ”  
- Uriah B., Whitney Institute Middle School student

ENDEAVOUR X US SAILING REACH STEM EDUCATOR TRAINING

Since 2015, Endeavour has partnered with US Sailing’s Reach Initiative to provide training for Endeavour team members and educators across Bermuda. US Sailing’s Reach Initiative uses sailing to inspire youth to enjoy learning while exploring STEAM education and careers. This partnership enables teachers and instructors to network, share ideas, and enhance their skills in engaging students of all abilities.

Since 2015, **120** educators from across Bermuda have completed the US Sailing Reach STEM Educator Course in partnership with Endeavour enhancing their teaching strategies for engaging youth with diverse learning abilities.



- “ As an administrator, I was delighted to experience firsthand the STEAM lessons our students engage in with the Endeavour team. The programme encourages a sense of wonder and promotes the essential skills of critical thinking, collaboration, communication, and creativity through a hands-on approach. The connection to STEAM and sailing allows the students to enrich their lives while learning and having fun. I encourage all educators to participate and join in with the learning! ”  
- Enid Furbert-Jacobs, Principal of Purvis Primary





## 02. ENDEAVOUR GRADUATE PROGRAMME

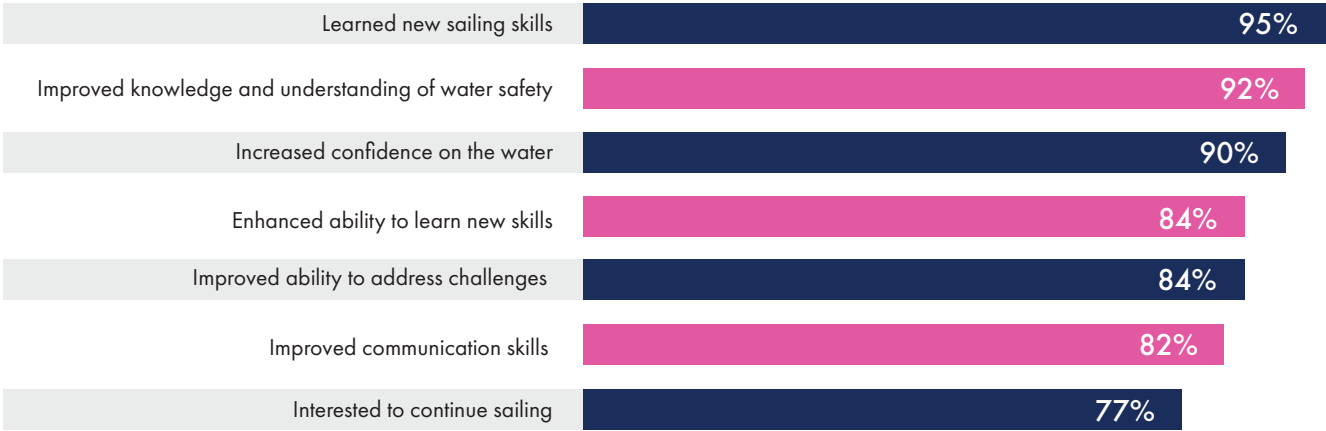
The Endeavour Graduate Programme provides a pathway for students ages 12-14 who have completed the Endeavour STEAM Education through Sailing Programme to further develop their skills. Students are evaluated based on teamwork, respect for others, listening skills, willingness to learn, overall effort, and their interest to continue learning to sail.

Those with the highest values are invited to participate in training sessions during the summer, and school breaks and weekends during the fall and spring terms.

This programme fosters diversity by bringing together students from different backgrounds, helping them build skills both on and off the water. Some students and their families have reported that their sailors have formed new friendships they wouldn't otherwise have made.

**71** students took part in the Endeavour Graduate Programme during the fall 2023 and spring 2024 terms, and **145** new students were engaged from **12** schools during the 2024 summer programme.

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



“ I recommend the Endeavour Graduate Programme to others. It was one of the best times in my life and I would love other students to experience the joy I felt. ”

- Kahlan H, Dellwood Middle School, Endeavour Grad

“ I am now more confident in the water. I enjoyed sailing and making friends with new people. ”

- Nassar W., Sandys Secondary Middle School student, Endeavour Grad



“ It’s very fun and teaches you new things like how to sail and communicate together. ”

- Troyan S., Sandys Secondary Middle School student, Endeavour Grad

“ I would recommend the Endeavour Graduate Programme to my friends because you could find your passion while sailing and it increases your confidence levels in yourself. ”

- Diana V., Warwick Academy, Endeavour Grad

“ I am proud of myself. I have learned that if I put enough effort into it and believe in myself I’ll make it. I recommend this programme to others for them to get a chance to see how good they are at other things and explore the water a little bit more. ”

- Kiera T-S, Whitney Institute, Endeavour Grad

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

98% of students feel that they benefited from their participation in the Endeavour Grad Programme

### ENDEAVOUR GRADUATE PROGRAMME: PARENT FEEDBACK

“ My son has become way more confident with swimming and his balance. It was an awesome experience for him. It has really helped with his leadership. It has helped him to become more social with other children especially as he can be very quiet sometimes. This was something that he always looked forward to and was a very good fit for him. ”

- Aisha Mello, parent of Endeavour Grad

“ It was his first time sailing. I could tell with every week he was going, he was learning more about the different types of boats that they were using. I could see a change in him with regards to his confidence from learning how to sail. ”

- Reneaka Hassell, Guardian of Endeavour Grad

“ My son loves sailing with Endeavour. He has mentioned that he would like to possibly sail professionally. Thank you for giving him this opportunity. My son has a love for sailing thanks to Endeavour. I appreciate you! ”

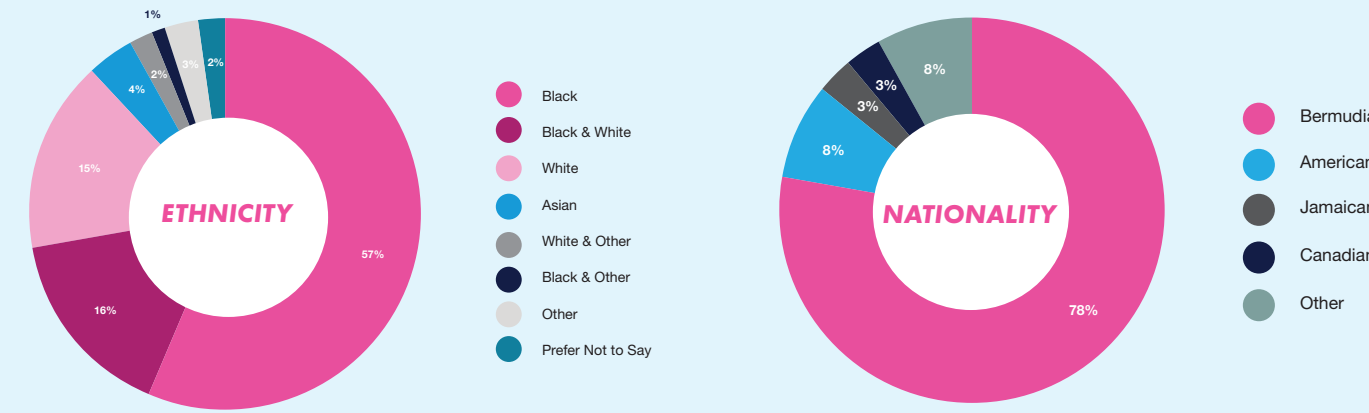
- Endeavour Grad parent

“ My daughter has really loved this programme and we are grateful for the opportunities that it has given her. She always returns happy from every session and is excited to tell us about what she has done. ”

- Endeavour Grad parent

### ETHNICITY & NATIONALITY

The key findings from the Endeavour Graduate Survey captured ethnicity and nationality of the participants. A total of 116 responses were received and are summarised below:



### ENDEAVOUR GRADUATES HAVE ACCOMPLISHED A LOT!

#### HIGHLIGHTS INCLUDE

- 9 Endeavour Grads completed a 2-day BODA Opti Clinic in September 2023
- 9 Endeavour Grads competed in the BODA Sunday Sailing sessions in spring 2024
- 19 Endeavour Grads were awarded youth sailing scholarships from the Bermuda Sailing Association to support their sail training with local sailing clubs in July and August 2024
- 14 Endeavour Grads took part in the 2023 Bermuda National and Open Optimist Championships for their first regatta experience. They represented six schools: Dellwood Middle School, Mount Saint Agnes, Sandys Secondary Middle School, Saltus Grammar School, Warwick Academy and Whitney Institute Middle School.
- The 2024 Women on the Water event in honour of International Women’s Day brought together 18 female youth sailors ages 11-19 years from schools across the Island for a fun-filled day of empowerment and inspiration. They represented eight schools:
  - Bermuda Institute
  - Somersfield Academy
  - Dellwood Middle School
  - The Bermuda High School
  - Sandys Secondary Middle School
  - Warwick Academy
  - The Bermuda College
  - Whitney Institute Middle School

Special thanks to everyone who supported the event including Kallie Marcus (Natural Movement Ltd.), Mia & Jennifer Page (Cassine), and inspiring words from Bermudian female sailor: Meghan Sherwin along with videos from Bermudian Olympian Adriana Penruddocke and The Ocean Race sailor Emily Nagel.





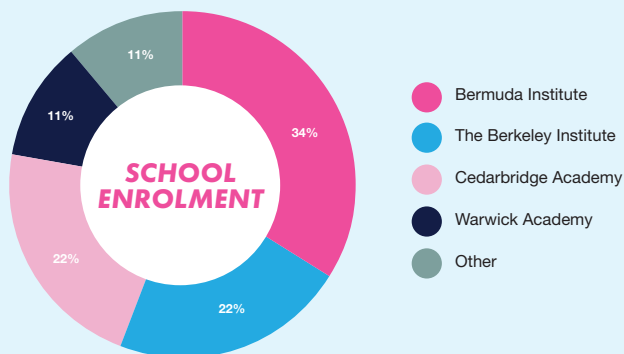
### 03. ENDEAVOUR ASSISTANT INSTRUCTOR PROGRAMME

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

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

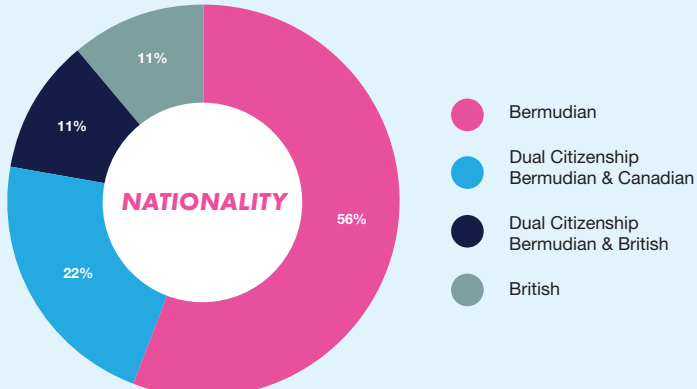
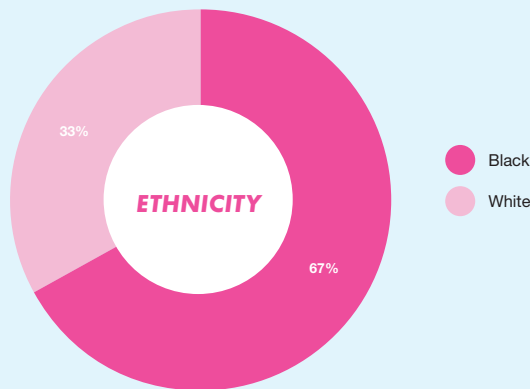
In July 2024, **ten** students from five schools completed the Endeavour Assistant Instructor Programme, of which **100%** successfully achieved their Assistant Instructor (AI) certification. They joined **six** returning Assistant Instructors volunteers to dedicate **640** hours of community service in July and August 2023.

Students represented **five** 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. All participants responded to the survey and their responses are summarised below:





ENDEAVOUR ASSISTANT INSTRUCTOR PROGRAMME:  
PARENT FEEDBACK

“ For any child it is good to be involved in things. Sailing is a specialty and not everyone is drawn to sailing, yet Erin continued to participate in Endeavour. Endeavour has done a lot to make sailing more mainstream in Bermuda. Whether kids go to private or public schools it allows kids access to sailing opportunities. With Erin, she likes going to Endeavour so much that she became an Assistant Instructor. I think she is a better person for getting involved in sailing and it’s a nice outlet for her. The people and instructors are really nice and go above and beyond to create a safe environment. ”

- Heather Telford, mother of Erin, an Endeavour Assistant Instructor



ENDEAVOUR ASSISTANT INSTRUCTOR PROGRAMME:  
STUDENT FEEDBACK

“ What I enjoyed mostly was learning to sail new boats and taking the graduates out and teaching them how to sail the zest. ”

“ I learned that I really enjoy learning new skills, challenges and problem solving techniques from the Endeavor Assistant Instructor Programme. It taught me about how to communicate in teams and so that others can understand it if they are beginners. I learned that I have a passion and a joy that I get from sailing and I love being on the water! ”

“ I would definitely recommend the Endeavor Assistant Instructor Programme to others because I feel like it can be so helpful if you are looking to get a job in Sailing or teaching others! It’s also helping with experience because you get hands-on learning from professionals. ”

STUDENTS RATED WHETHER THEY AGREED OR DISAGREED WITH THE FOLLOWING STATEMENTS BASED ON THEIR EXPERIENCE WITH THE ASSISTANT INSTRUCTOR PROGRAMME:

100%  
of students:

- ✓ Have improved their ability to work within a team
- ✓ Are a stronger leader
- ✓ Are more willing to take on new challenges
- ✓ Have improved their problem-solving skills
- ✓ Have improved their communication skills
- ✓ 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.

2024 marks the **seventh** year of the programme and Endeavour’s partnership with the Bermuda College Athora Division of Professional and Career Education (APACE) Division.

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

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

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

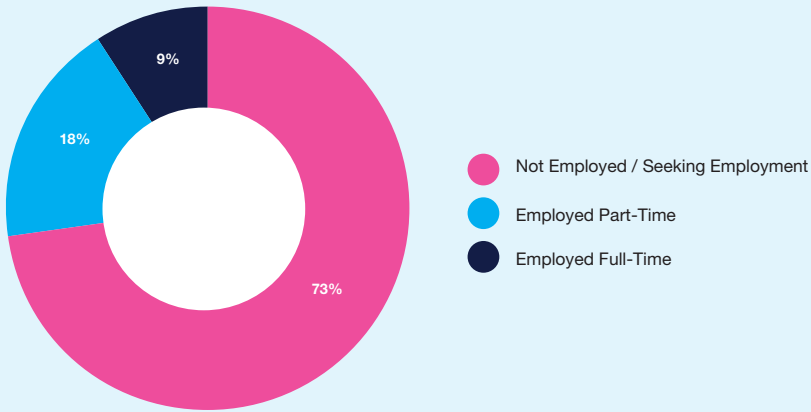
- RYA Sailing Levels 1, 2, 3
  - RYA Seamanship
  - RYA Powerboat Level 2
  - RYA Safety Boat
- RYA First Aid
  - RYA Safe & Fun Safeguarding
  - RYA VHF Marine Radio - Short Range Certificate (SRC)
  - RYA Dinghy Instructor Award

**Seven** participants were high school students: two from CedarBridge Academy, two from The Berkeley Institute, one homeschool student, one student from The Adult Education School and another from an independent school who balanced academic commitments while being immersed in the programme. The remaining **four** participants were high school graduates.

Of the eleven participants, ten first started sailing through the Endeavour STEAM Education through Sailing Programme when they were 11-12 years old, of which eight completed the Endeavour Graduate Programme.

One participant, Sivaja’ Perinchief, completed Endeavour’s Assistant Instructor Programme, and has volunteered hundreds of hours in support of younger sailors in the Endeavour Graduate Programme. Sivaja’ was recognised as Endeavour’s 2023 Youth Volunteer of the Year.

Endeavour surveyed all 11 participants and **100%** responded regarding their employment status. The majority of participants were students who were not employed and seeking employment at the start of the programme:



**100 %**  
were satisfied with their experience and agreed that the programme prepared them toward meeting their objectives and goals.

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

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

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

RYA QUALIFICATION	NUMBER OF STUDENTS COMPLETED	COMPLETION RATE
RYA Sailing Level 1	11	100%
RYA Sailing Level 2	11	100%
RYA Sailing Level 3	10	91%
RYA Seamanship	10	91%
RYA Powerboat Level 2	11	100%
RYA Short Range Certificate Marine Radio	11	100%
RYA Safe and Fun Safeguarding	11	100%
RYA First Aid	11	100%
RYA Dinghy Instructor	4/4	100% of those who took part in the course completed it





“ The qualifications I have added to my resume that I earned through the Endeavour Maritime Springboard Programme have allowed me to work in an area I want to pursue. I enjoy working on boats and within the maritime industry. Endeavour is a very good way to get into sailing and gain experience on the water. ”

- Osiris Buffonge-Hunt, 2024 Springboard Grad

“ I really enjoyed my experience in the Endeavour Maritime Springboard Programme. The training and qualifications I obtained are very beneficial but it was also rewarding to meet new people including my fellow cohort, the coaches and all of the maritime professionals. The maritime career days were very interesting and helpful to learn more about the different roles and career pathways within the maritime sector. I am currently working with Endeavour as a Programme Instructor Intern which is a great opportunity to apply the skills that I have learnt while continuing to grow and learn. ”

- Jibril Taylor 2024 Springboard Grad



The Hon. Minister Hayward was joined by Erin Williams of Orbis Investments, Bermuda College President, Dr. David Sam and Bermuda College Vice President, Dr. Ali Arouzi, to present Springboard Grads with their certificates along with a copy of The Bermuda Boater donated by author Ralph Richardson.

“ Congratulations to all participants in this year’s Endeavour Maritime Career Springboard Programme! Your hard work and dedication in completing this rigorous training are truly commendable. As the Minister of Economy and Labour, I recognise the importance of nurturing homegrown talent in our industries. The skills you’ve acquired—from sailing fundamentals to safety and basic navigation—prepare you for both local and global opportunities in the maritime sector. Your success not only benefits you personally but also strengthens our economy and workforce, positioning Bermuda as a leader in the global maritime industry. Keep seizing the opportunities ahead, and rest assured that your government is committed to supporting you every step of the way. ”

- The Honourable Jason Hayward, JP, MP, Minister of Economy and Labour



A key part of the seven-week programme includes interactive career site visits with a range of maritime employers to broaden awareness of the various career pathways and training opportunities while building a network of contacts. Industry professionals share highlights from their own career journey as well as provide tips for young Bermudians on how to search for jobs and what to do to be successful.



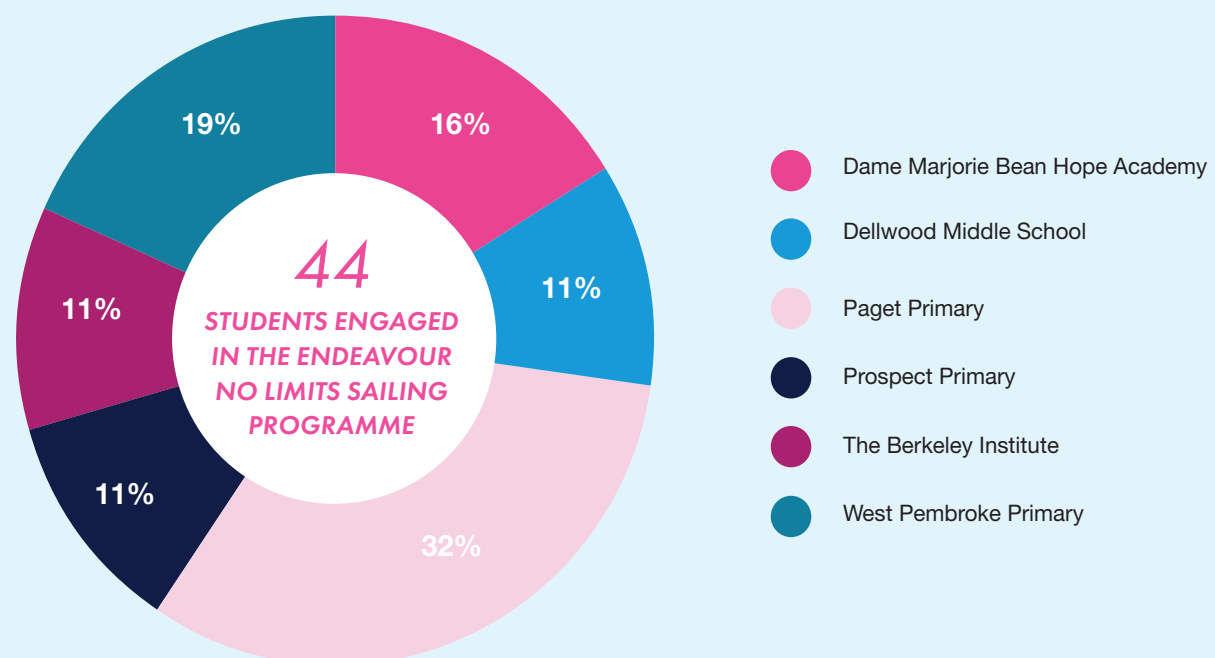


## 04. ENDEAVOUR NO LIMITS SAILING PROGRAMME

Endeavour facilitates the No Limits Sailing Programme to provide experiential learning opportunities for students who are on the autism spectrum or have developmental challenges who are enrolled in public schools across Bermuda. Students engage in hands-on sensory learning activities that focus on STEAM concepts applicable to sailing that are complimented by practical sessions on the water. Learning modules explore wind and weather patterns, buoyancy and sailing fundamentals in a safe and fun learning environment.

**44** students between the **ages of 6 to 18 years old** from **four** public primary schools, **one** public middle school, **one** public high school took part in the No Limits Sailing Programme with Endeavour during the 2023-2024 school year.

**34** teachers contributed **900** Hours of support during the No Limits Sailing Programme.



## NO LIMITS SAILING PROGRAMME: PARENT FEEDBACK

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

**PARENTS BELIEVE THE NO LIMITS SAILING PROGRAMME HAS HELPED THEIR CHILD IN THE FOLLOWING WAYS:**

# 100%

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

“Endeavour never disappoints! We are grateful for this opportunity for our daughter! The kindness, patience and level of adaptation skills their staff have are phenomenal. This year our Exodus experienced her first EVER interview for an assistant role! I can only hope that as she goes forward in life she encounters opportunities at the same level as this! THANK YOU for loving us”

- Exodus' mother



NO LIMITS SAILING PROGRAMME: TEACHER FEEDBACK

Endeavour invited feedback from teachers via surveys and focus groups. 12 survey responses were received from teachers from The Berkeley Institute, Paget Primary, Dellwood Middle School, Prospect Primary, and West Pembroke Primary.

100%

Of teachers reported their students benefited from their participation in the No Limits Sailing Programme and are satisfied with the quality of their experience.

Teachers rated their student’s proficiency in the following areas after participating in the No Limits Sailing Programme:

100%

- ✓ Enhanced their interests to learn new things
- ✓ Enhanced their communication skills
- ✓ Increased their confidence
- ✓ Increased their ability to focus on instructions & respond

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

“ Watching the student’s growth from the previous experience and seeing the retention. I really appreciate being as hands off as possible and allowing the Endeavor staff and students to make meaningful connections. The hands-on lessons help to make the abstract concepts concrete and the students are able to make connections faster. ”

“ Seeing the students outside of the classroom setting and the opportunity for them to sail, lead and guide the boat. Teaching them concepts related to sailing such as looking at the weather and tying knots. ”





# ENDEAVOUR X SAILGP INSPIRE PARTNERSHIP

Endeavour is proud to be the official community partner of the Bermuda SailGP event teaming up with SailGP Inspire to engage Bermuda's youth in STEAM education, sailing, and career development.

**36** teachers and **220** youth, including Endeavour Grads, No Limits sailors, and Assistant Instructors, took part in SailGP Inspire Learning interactive experiences.

“ I enjoyed getting to see the boats close up because it was interesting to look at the designs and see how they worked. ”  
- Lexie T., Endeavour Grad & Inspire Learning participant

**10** Springboard Grads gained hands-on experience with SailGP departments and teams through the Inspire Career Programme, working in areas like on-water operations, boat building, and the wing department.

“ I enjoyed being able to just be a part of the Bermuda SailGP event and helping out where I can. ”  
- Shae Darrell, Springboard Grad & Inspire Career participant

**8** Springboard Grads and Assistant Instructors built confidence and skills in the SailGP Inspire ‘Learn to Foil – WASZP’ Clinic and 1 Springboard Grad competed in the SailGP Inspire WASZP foiling races with local and international youth sailors.

“ I really enjoyed the foiling, but mostly the student-instructor experience. The instructors were very knowledgeable and I enjoyed learning more and testing my skills. ”  
- James Suhartono-Rayner, Endeavour Assistant Instructor & Inspire ‘Learn to Foil’ Clinic participant

Endeavour was paired with the Canada SailGP Team and Switzerland SailGP Team as part of SailGP’s ‘Adopt-A-Club’ initiative.

**75** students & teachers joined Endeavour and KBB for a beach clean up with SailGP teams.

**75** people, including Endeavour Grads, teacher chaperones, education and community partners, and Board members, participated in SailGP tech tours.

Endeavour partnered with SailGP Inspire for an online fundraiser, presented by SailGP CEO and Endeavour Chair Emeritus Sir Russell Coutts, to support future pathways for youth sailing in Bermuda. Proceeds support youth sailing scholarships for Endeavour Grads who wish to continue sailing at local sailing clubs.



**16** Endeavour Grads received scholarships in fall 2023-spring 2024 to continue sailing at **3** sailing clubs in Bermuda.

“ Thank you Endeavour and all the donors so much. I really enjoyed going sailing every Tuesday and getting to see my friends so we could sail together. In the first week of sailing, I saw a few familiar faces. Everyone was so welcoming, and we got right to work setting up the boats. Overall, this was a great experience for me, and I would like to thank Endeavour for this opportunity. ”  
- Endeavour Grad

“ I would like to take a moment to thank the donors who supported the scholarship. Your help has not only enabled me to learn more skills toward my passion for sailing but also important life skills. I have also met people who love sailing like I do. The opportunity that you have given me has helped me and my family a lot and I sincerely thank you for giving me an opportunity like this. ”  
- Endeavour Grad

“ I would like to give a HUGE thank you to Endeavour for granting me this scholarship. Sailing is a sport I would have never even thought to get into, but after the Grade 6 experience and being invited back for the Graduate Programme, I am so happy to be one of the few chosen to continue. It is my hope that I can continue to the next level and be an instructor trainee and everything that follows to learn all I can, and give back to those under me - and hopefully go on to compete. ”  
- Endeavour Grad

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

**3** Springboard Grads benefited from international work experiences:

- Antonio Wade (Cadiz, Spain)
- Jah-Shon Smith (New York, USA)
- Tre'sure Nanette (San Francisco, USA)



**\$15,608** was raised during the 2024 Endeavour x SailGP Inspire fundraiser including winning bids and donations.

Heartfelt thank you to the supporters who were instrumental in making these opportunities possible. We are deeply thankful for your incredible support. Special thanks to SailGP and all of the SailGP Teams who donated goods and services to the fundraiser along with donors who bid and generously donated:

- Annette Fitzmaurice
  - BermudAir
  - Brendan Stones
  - Clare Mello
  - Danae James
  - Dave & Heidi Howell
- Jacquie Field
  - James Doughty
  - Joanna Sheratt-Wyer
  - Joshua Greenslade
  - Keren Lomas
  - Marlo Santiago
- Megan Kempe
  - Nolwenn Pugi
  - Paul Wollmann
  - Pixie Grotto Studio
  - Rexanne & Robert Burns
  - Sean & Jennifer Pitcher
- Sophia Mealy
  - Susie Thompson
  - Thomas Clarke
  - Thomas Miller
  - Veronica Dunkerley
  - Wayne Correia

Special thanks to donors including Chubb Charitable Foundation and Clarien Bank Limited for sponsoring tickets for **over 200** Endeavour sailors to attend the Bermuda SailGP event.

## SAILING ORGANISATION PARTNERSHIPS

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

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

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

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

**100%**  
Of respondents believe Endeavour helps youth

- ☒ Expose them to sailing and increase their interest to pursue sailing.
- ☒ Gain exposure to maritime pathways
- ☒ Develop life skills such as problem solving and critical thinking.

“Endeavor is a valuable programme facilitating an introduction to sailing and maritime heritage for a broad cross-section of Bermuda youth; many of whom, for the first time.”

- Bermuda Optimist Dinghy Association (BODA)

## DONOR FEEDBACK

PwC surveyed all organisations that provided financial support to Endeavour during the period. Of the 14 donors surveyed, **11** responses were received. Survey results indicate:

**100%** Of donors are satisfied with the return on their financial contribution to Endeavour.

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

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

- “It gives children who wouldn’t have traditionally had the opportunity to sail, to get the chance to learn a new skill and interact with Bermuda’s water in ways they couldn’t imagine.”
- “The benefit of Endeavour is seen in the students, who come from all walks of life. It is a way for them to learn new skills and build on the ones they already have. It also allows students with learning disabilities a new way to learn.”
- “Endeavour is filling a space by reintroducing Bermuda’s rich maritime history to a whole new generation; providing a pathway to potential maritime-related career opportunities not otherwise available.”

## MARINE PARTNER FEEDBACK

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

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

**89%**  
of marine partners believe Endeavour

- ☒ Has a positive impact on Bermuda’s youth.
- ☒ Build participants’ confidence.
- ☒ Increase interest in learning about Science, Technology, Engineering, Arts and Math concepts applicable to sailing.
- ☒ Improve communication, problem solving and critical thinking skills.
- ☒ Increase exposure to maritime career pathways.



# GRATITUDE

Endeavour empowers Bermuda’s youth to reach their full potential by engaging in hands-on learning through sailing.

We’re grateful to our community of donors, partners, and supporters who enable us to offer life changing experiences both on and off the water. From financial contributions to in-kind donations, every bit of generosity makes a difference in shaping brighter futures for Bermuda’s youth.

We gratefully acknowledge our lead partner, Orbis Investments, for their unwavering commitment and exceptional support of Endeavour’s work.

We also extend our heartfelt thanks to the following donors, whose generous contributions of \$25,000 to \$100,000+ have played a vital role in advancing our mission.

Your generosity and collective support helps Bermuda’s youth to build vital life skills and self-confidence. Together, we’re shaping brighter futures. Thank you to all of our valued donors and supporters for your continuing support!



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

Endeavour is thankful for the support including financial and in-kind contributions from the following donors:

**\$10,000 & ABOVE:**

Aircare Limited, AXIS Capital Holdings Limited, Crisson Construction Limited, David Howell, L&F Indemnity Ltd., One Communications Ltd., Bermuda Land Management Corporation (BLMC), XL Foundation

**\$5,000 - \$9,999:**

Argo Group, Bermuda International Shipping Ltd., Britannia Group, Conyers Trust, Dynamic Machining, Green Family, Teekay Tankers Ltd.

**\$1,000 - \$4,999:**

ABS Accounting, Aon (Bermuda) Ltd., Bermuda Blueprinting Ltd., Bermuda Marine Supply & Services Ltd., Cripps Foundation, iRepair, LDS Multimedia Ltd., Ontru Ltd., National Museum of Bermuda, Paul & Lesley Wollman, Rubis, S.A.S. Protection Services Ltd., Spar Yard Marine Solutions Ltd., Thomas Miller, Wakefield Quin Limited, Wilmot Trucking

**\$100 - \$999:**

A.F. Smith, Atlantic Cleaning & Maintenance Ltd., Boat Port, Bonefish Catering, Bryan Astwood, Cassine, Castaway Charters, Christine Patton, Deborah Hassell, Dowling’s Marine & Auto Services, Eugene & Sacha Simmons, Fourways Catering, Gorham’s, Great Sound and Lighting Bermuda, International One Design, Island Press, Island Tour Centre, James Gilmour, Dr. Joanna Sherratt-Wyer, Kemkor, Kinder Industries, Leatrice Oatley, Michael Young, Pembroke Paint, Ralph Richardson, Renaissance Re, Robyn Bardgett, SJD World Ltd., Stayput Mooring & Marine Services, St. George’s & West End Mini Bus Service Ltd., Tuck Shop, Veronica Dunkerley

*Our work is made possible with the support of Endeavour’s dedicated volunteers. We are grateful for our volunteers who have contributed their time, talent and energy in support of Endeavour.*

**VOLUNTEERS:**

Endeavour’s Board of Directors, Nolwenn Pugi

**YOUTH VOLUNTEERS:**

Aidan Euler, Allayna Fox, Ciaran Smyth, Elisha Edwards, Erin Telford-Brangman, Hattie Harrison, Henrietta Ball, Izzy Welch, James Suhartono-Rayner, JaVaughn Ible, Khamari Nisbett, Keyahnee Burgess, Kimon Lawrence, Noah Astwood, Rajun Hart, Sam Dallas, Sanjay Fox-Romaine, Sari Smith, Shane Powell-Hayward, Sivaja’ Perinchief, Siyon Paynter, Tadiwa Mufandaedza

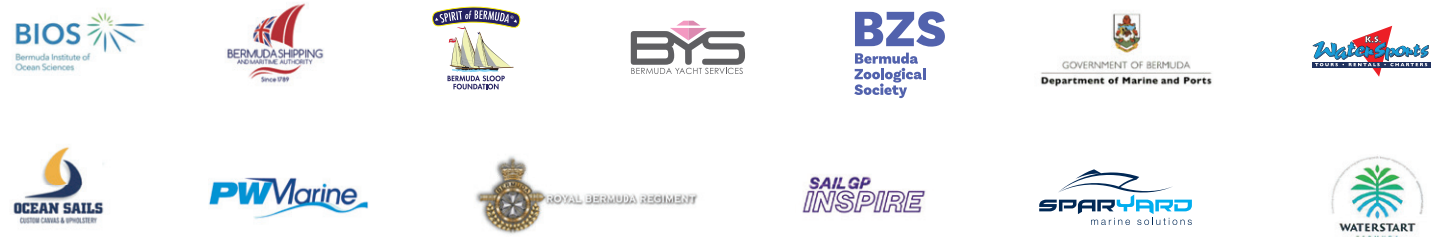
**EDUCATION & COMMUNITY PARTNERS:**

We celebrate Endeavour’s longstanding partnerships with our educational and community partners including the Bermuda Sea Cadets who proudly host the Endeavour East Fort in St. George’s.



**MARINE PARTNERS**

We are thankful for the organisations and professionals who support the Endeavour Maritime Career Springboard Programme.



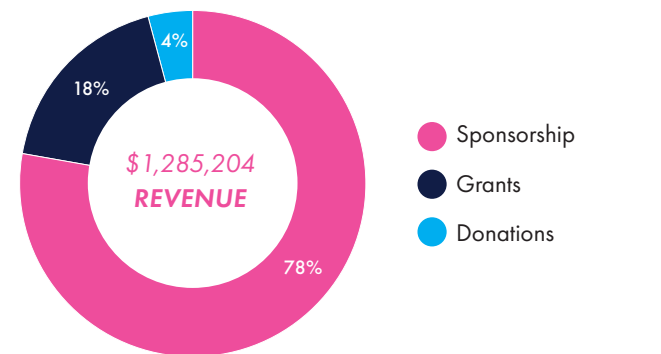


# FINANCIAL HIGHLIGHTS

For the period September 1, 2023 to August 31, 2024

## Revenue

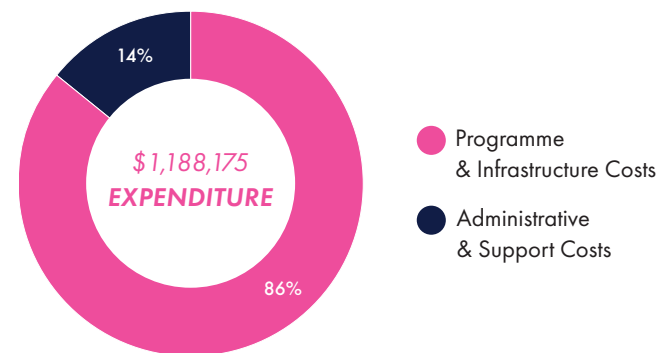
Endeavour raised **\$1,285,204** during the period, **78%** from sponsorship income, **18%** from grants and **4%** from donations and value in kind (VIK) support.



## Expenditure

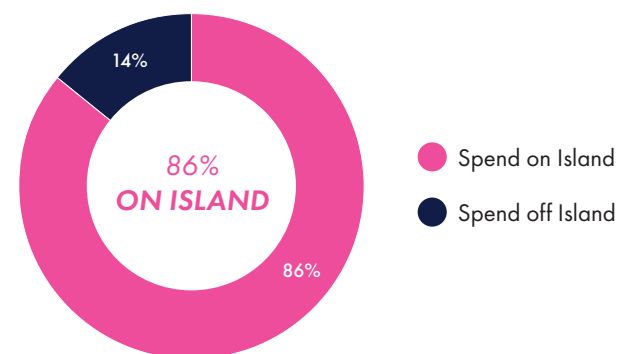
Total expenditure for the period, excluding depreciation was **\$1,188,175** of which **86%** relates to direct programme and infrastructure costs including salaries, programme materials, safety equipment, boat repairs and maintenance, and **14%** represents administrative and support costs including business support, audit and accounting, marketing, and other staff costs.

*\*Excludes depreciation and capital expenditure.*



## On-island versus off-island expenditure

**86%** of overall expenditure was with local vendors excluding salaries.



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



# GOVERNANCE

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

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

## 2023-2024 BOARD OF DIRECTORS:

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



# APPENDICES

## APPENDIX I – PURPOSE AND APPROACH

PwC was engaged by Endeavour to assist in the preparation of the Report on the social impact of Endeavour’s programme on the community. PwC’s work and the Report constitute the services (the Services) PwC has provided. The scope of the work and the methods by which data was collected have been defined by Endeavour and are outlined in the Executive Summary of the Report. The Report measures Endeavour’s indicators over the period September 1, 2023 to August 31, 2024.

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 December 9, 2024 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

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## APPENDIX II – DATA COLLECTION METHODS

In the majority of instances, data was collected directly from Endeavour, including information from Endeavour’s website (<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	2021 Responses Received	2022 Responses Received	2023 Responses Received	2024 Responses Received
Endeavour STEAM Education through Sailing Programme Teachers	20	11	4	4	29	31	30
Endeavour STEAM Education through Sailing Programme Participants	511	556	266	480	563	509	502
No Limits Sailing Programme Teachers	6	3	3	5	15	19	12
No Limits Sailing Programme Parents	6	18	13	9	5	5	4
Endeavour Maritime Career Springboard Programme Participants	10	9	9	11	14	10	11
Assistant Instructor Programme Participants	-	-	22	9	14	6	9
Endeavour Graduate Programme Participants	22	82	84	60	136	148	116
Survey conducted by PwC	2018 Responses Received	2019 Responses Received	2020 Responses Received	2021 Responses received	2022 Responses Received	2023 Responses Received	2024 Responses Received
Local Sailing Clubs	4	5	8	8	7	9	6
Donors	8	8	7	10	12	11	11
Maritime partners	-	-	-	8	8	8	9

### Telephone interviews

PwC conducted telephone interviews with seven 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.

### Glossary of Terms

APACE	Athora Division of Professional and Career Education
PwC	PricewaterhouseCoopers Advisory Limited Washington House. 4th Floor, 16 Church Street, Hamilton HM11, Bermuda
STEAM	Science, Technology, Engineering, Arts, and Math
VIK	Value in kind





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