



**ENDEAVOUR**

EDUCATION THROUGH SAILING

**IMPACT REPORT**  
**2024/2025**



“ The students were incredibly communicative and played an active role in assisting with the boat setup, showing a level of enthusiasm and excitement. What stood out the most was the team’s involvement-they knew each student by name and were fully engaged throughout the entire process. It’s a well organised and supportive environment. ”

- Monique Paul, Paget Primary ASD Teacher

NO LIMITS SAILING PROGRAMME

# Celebrating 10 Years

“ I recommend the Assistant Instructor Programme to others because it builds confidence and provides a good opportunity to have a career. It gives you another opportunity to sail and you can gain community service hours. ”

- Kannen, student, Bermuda Institute

ASSISTANT INSTRUCTOR PROGRAMME

“ I enjoyed really connecting with everyone and working together as a big team. My understanding of the maritime industry has increased because now I see all the opportunities I have now in the industry that I didn’t know about before. ”

- Aidan Defrias, Springboard Grad

MARITIME CAREER SPRINGBOARD PROGRAMME

“ I recommend the Assistant Instructor Programme because it’s an amazing experience and it can open up way more opportunities and possibilities. ”

- Desmond, student, CedarBridge Academy

ASSISTANT INSTRUCTOR PROGRAMME

“ After participating in the Endeavour Graduate Programme, I feel more confident and outgoing. ”

- Makari, student, Dellwood Middle School

GRADUATE PROGRAMME

“ I feel that the Springboard programme has improved me professionally, setting me up for the real world. ”

- T’ori Flood-Martin, Springboard Grad

MARITIME CAREER SPRINGBOARD PROGRAMME

“ I really enjoyed sailing because it helped me with communication skills and my self confidence. ”

- Urijah, student, Bermuda Institute

GRADUATE PROGRAMME

“ Endeavour opened their minds to possibilities for careers, programmes they can participate in as students and also seeing young coaches as role models made the future seem more attainable for students. ”

- Shanice Lamb, Language Arts Teacher, Dellwood Middle School

STEAM EDUCATION THROUGH SAILING PROGRAMME

“ I learnt what buoyancy and what stability means. I enjoyed sailing because it was a fun experience. ”

- Jemani, student, Sandys Secondary Middle School

STEAM EDUCATION THROUGH SAILING PROGRAMME

“ I learnt that I really like building and testing things. I really enjoyed the engineering part. Like building the boats and seeing how much marbles fit. ”

- Madison, student, The Bermuda High School

STEAM EDUCATION THROUGH SAILING PROGRAMME

“ Many of our students have demonstrated significant growth in their communication skills, particularly when advocating for themselves or managing self-control challenges by seeking support from staff. This improvement has carried over to their time back at school, where they continue to show positive changes in their behavior on campus. ”

- Marlo Santiago, Para Educator, Whitney Institute Middle School

STEAM EDUCATION THROUGH SAILING PROGRAMME





## ORGANISATIONAL GOALS

## 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.



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.



## 2015-2025: A DECADE OF IMPACT: BREAKING BARRIERS, BUILDING FUTURES

In 2025, Endeavour proudly celebrated ten years of breaking barriers and building brighter futures through hands-on learning and sailing. What began as a bold vision in 2015 has grown into a national initiative - one that uses the power of sailing and STEAM education to unlock confidence, curiosity and opportunity for Bermuda's youth.

Inclusivity is at the heart of Endeavour's work. By creating a supportive, inclusive, and accessible learning environment, we empower young people of all backgrounds and abilities to thrive - on water and in life.

Founded to make sailing, STEAM (Science, Technology, Engineering, Arts, and Math), and maritime career pathways accessible to all young people in Bermuda, Endeavour has expanded from a pilot programme into a nationwide initiative. Every 11-12-year old student across the island participates in Endeavour's five-day, STEAM Education through Sailing experience.

### MEASURABLE CHANGE. LASTING IMPACT.

Since 2015, Endeavour has delivered meaningful, measurable outcomes for Bermuda's young people:

- **Over 8,000 youth** engaged through sailing, leadership and career development programmes
- **24,000+ hours** of hands-on STEAM instruction delivered to **6,000+ students** across **31 schools**
- **83 young Bermudians** have graduated from the Maritime Springboard Programme, with 80% employed and 60% working in the maritime sector
- **50+ partnerships** established with educational, marine and community organisations.

Beyond the numbers, Endeavour's impact is reflected in the young lives we continue to shape. Participants and educators consistently report improved confidence, stronger collaboration skills, and increased interest in learning about STEAM. Notably, **100%** of Assistant Instructor and Springboard participants credit Endeavour with strengthening their leadership and communication skills.

### WITH GRATITUDE

Our deepest thanks to Endeavour's dedicated staff, committed volunteers, Board members, partners, donors, and supporters. Your belief in our mission enables us to build a more inclusive future in sailing and maritime education.

Above all, we celebrate the extraordinary young people who inspire us every day. Through your determination, teamwork, and talent, you remind us why this work matters.

### CELEBRATING 10 YEARS IN THE COMMUNITY

To mark Endeavour's tenth anniversary milestone, youth participants took part in community celebrations that reflect our commitment to youth empowerment, environmental stewardship and community connection.

### BERMUDA DAY PARADE 2025

We were honoured to celebrate ten years of Endeavour's Education Through Sailing programmes alongside **16 Endeavour Grads from 10 schools** during the **2025 Bermuda Day Parade**. Their energy, teamwork, and pride were a powerful reflection of Bermuda's future. Heartfelt thanks to the families who joined us and to the Department of Culture and volunteers who made the parade unforgettable. We're proud to inspire Bermuda's youth through hands-on learning that connects them to Bermuda's maritime heritage.

### HARBOUR NIGHTS 2025

Harbour Nights provided a joyful opportunity to connect with the community and celebrate a decade of impact. We extend special thanks to our Endeavour graduates who served as fantastic ambassadors - sharing their stories, positivity and passion with all who stopped by.

### WORLD OCEANS DAY 2025

In celebration of World Oceans Day and Endeavour's 10th anniversary, we partnered with Keep Bermuda Beautiful for a community coastal clean-up. With the support of **27 Endeavour Grads**, **10 parents**, and **6 siblings**, volunteers removed **1,000+ pieces** of marine debris from Clearwater Beach, Annie's Bay, Cooper's Island Nature Reserve, Turtle Beach, and Long Bay. Students from **12 schools** participated, demonstrating a shared commitment to protecting Bermuda's coastlines and oceans.

### LOOKING AHEAD

Together, we're shaping brighter futures for Bermuda's youth, and we're just getting started! Here's to the next ten years of inspiring innovators, changemakers, sailors, mariners and leaders.

ENDEAVOUR

PRESENTED BY



2015-2025  
10 Years of Education Through Sailing  
ENDEAVOUR.BM

# CONTENTS

- 01 Testimonials
- 02 About Endeavour & Organisational Goals
- 04 2015-2025: A Decade of Impact
- 08 Letters from Endeavour's Chair and Leadership
- 10 Executive Summary
- 12 Key Findings
- 14 Endeavour Programmes & Stakeholder Feedback
- 19 Endeavour STEAM Education through Sailing Programme
- 25 Endeavour Graduate Programme
- 29 Endeavour Assistant Instructor Programme
- 32 Endeavour Maritime Career Springboard Programme
- 36 Endeavour No Limits Sailing Programme
- 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

Since 2015, Endeavour has engaged over 8,000 young people across Bermuda in experiential learning that builds critical life skills and fosters a lifelong love of learning. As we proudly celebrate our tenth year, this milestone reflects not only our growth, but the collective impact of our extraordinary community, our dedicated team and Board, the enthusiasm and potential of Bermuda's youth, and the unwavering support of our donors and partners.

At the heart of Endeavour's work is experiential learning through sailing, where young people develop confidence, teamwork, leadership, and resilience, skills that extend far beyond the water. Our curriculum focuses on STEAM education, science, technology, engineering, arts, and math, recognising its vital role in preparing young people for a rapidly changing world. By integrating STEAM with hands-on learning through sailing, participants explore problem-solving, innovation, and creative thinking, equipping them with the skills and curiosity to thrive in any path they choose.

With a strong commitment to equitable access, we continue to ensure that youth from all backgrounds can participate, learn, and thrive. Through rigorous measurement and evaluation, we continually refine our programmes to maximise impact, and the results shared in this report affirm the meaningful, lasting outcomes Endeavour delivers for Bermuda's youth.

We are profoundly grateful to our donors, partners and supporters whose generosity and investment enables Endeavour to offer our programmes at no cost to participants, reaching young people from all backgrounds. We are also grateful for the dedication of our staff and volunteers, whose energy and commitment bring our mission to life each day and make a meaningful difference in the lives of young people.

Your belief in Endeavour is creating real change, equipping young people with new skills, broader perspectives, and the confidence to chart their own course. Together, we are inspiring the next generation of Bermuda's leaders, changemakers and innovators, and shaping a stronger, more hopeful future for our community.

As we look to the future, we do so with pride and optimism - continuing to inspire and empower Bermuda's youth to learn, grow and lead, and explore the possibilities that STEAM education opens for their futures.

Sincerely,



**TOM MILLER**

Board Chair, Endeavour

## LETTER FROM ENDEAVOUR'S EXECUTIVE DIRECTOR

We are incredibly proud of the lasting impact Endeavour is making in the lives of Bermuda's young people. We are also thrilled to celebrate a remarkable milestone: Endeavour's Decade of Impact (2015–2025). Endeavour has grown from an ambitious vision into a nationally recognised force for inclusive, experiential education, transforming how Bermuda's youth learn, grow, and connect with the world around them.

For a decade, Endeavour has championed inclusivity and accessibility, ensuring that enriching learning experiences that ignite curiosity, build confidence, and unlock potential are open to young people of all backgrounds, skills and abilities. At the heart of our work is equity and access because every young person deserves the chance to learn, grow and thrive but we recognise opportunities to do so are not the same for everyone in our community.

Through our experiential education programmes, we reach youth from every corner of Bermuda, using sailing as a gateway to STEAM (Science, Technology, Engineering, Arts, and Mathematics) learning and skills development. The ocean is a powerful learning environment, connecting youth with the natural world while bringing academic concepts to life through real-world application, teamwork, and discovery. Along the way, students develop practical skills, resilience, and a greater understanding of the many career pathways within Bermuda's maritime sector.

Over the past year, we expanded our impact by welcoming new schools to our STEAM Education through Sailing Programme, ensuring that every 11- to 12-year-old student in Bermuda has the opportunity to participate in hands-on learning on the water with many experiencing sailing for the very first time. Watching students step outside their comfort zones, rise to new challenges, and discover strengths they never knew they had is one of the most inspiring aspects of our work. These experiences not only support academic growth, but also foster confidence, teamwork, and a deeper connection to Bermuda's ocean environment and maritime heritage.

Our commitment to inclusivity is further reflected in the No Limits Sailing Programme, which provides tailored hands-on learning experiences for students aged 5 to 18 on the autism spectrum. This programme embodies Endeavour's belief that learning should be accessible, empowering, and transformative for every young person.

Endeavour's impact extends well beyond a student's initial participation. Through the Endeavour Graduate Programme, students return to deepen their learning and personal growth on and off the water. Following the Endeavour Graduate Programme, students have opportunities to further develop their skills and knowledge by stepping into leadership roles as volunteer Assistant Instructors, guiding the next generation of learners.

Others advance through our Maritime Career Springboard Programme, gaining hands-on experience, internationally-recognised qualifications, and meaningful connections that open doors to maritime pathways. We are immensely proud of our Springboard graduates. Many Endeavour alumni have gone on to higher education and maritime careers, and some are now working as certified instructors, captains and deckhands.

Whether thriving in maritime roles or pursuing further education and training, their achievements reflect what is possible when opportunity, mentorship, and perseverance come together. These young leaders embody the heart of Endeavour's mission. When young people are given opportunity, encouragement, and the right tools, they thrive.

None of this impact would be possible without the generosity of our donors, partners, and supporters, including our lead founding partner, Orbis Investments. Together, we have expanded our reach, deepened our impact, and empowered thousands of young people with essential life skills, confidence, and a lasting connection to their community and environment.

We also extend heartfelt gratitude to our dedicated team, committed volunteers, and Board of Directors. Your passion and belief in our mission are the foundation of every success story and every young life changed.

Thank you for being part of this journey. Together, let's build on our collective impact and continue to make waves.

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, 2024 to August 31, 2025. 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 2015-2025.
- ▶ 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.



# KEY FINDINGS

Endeavour brings together youth from diverse backgrounds across Bermuda, engaging them in hands-on, experiential learning activities that integrate Science, Technology, Engineering, Arts, and Mathematics (STEAM) through the context of sailing. Feedback from students, educators, and parents consistently highlights the positive impact that Endeavour’s programmes have on young people across Bermuda.

## Findings demonstrate that participation in Endeavour’s programmes has been shown to:

- Increase interest and understanding in STEAM subjects, particularly science and math concepts.
- Develop confidence and essential life skills, including problem-solving, communication, teamwork, and leadership.
- Provide access to sailing experiences for young people of all backgrounds and abilities, with many participants reporting their first-ever sailing experience through Endeavour.
- Raise awareness of maritime careers and better prepare youth for employment by offering skills development, hands-on experience, and connections within the industry.

Through these experiences and opportunities, Endeavour equips young Bermudians with the knowledge, skills, and confidence to succeed academically, professionally, and personally.

ENDEAVOUR PROGRAMME	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	TOTAL
Endeavour STEAM Education through Sailing Programme	633	656	586	652	281	605	570	544	521	546	5,594
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	148	1,636
Endeavour Assistant Instructor Programme	-	-	-	-	23	9	14	6	10	5	67
Endeavour Maritime Career Springboard Programme	-	-	11	10	9	11	14	10	11	8	84
Endeavour No Limits Sailing Programme	-	12	32	34	32	38	28	41	44	50	311
<b>TOTALS</b>	<b>922</b>	<b>944</b>	<b>890</b>	<b>969</b>	<b>695</b>	<b>923</b>	<b>849</b>	<b>830</b>	<b>802</b>	<b>757</b>	<b>8,581</b>

# PARTICIPANT DEMOGRAPHIC



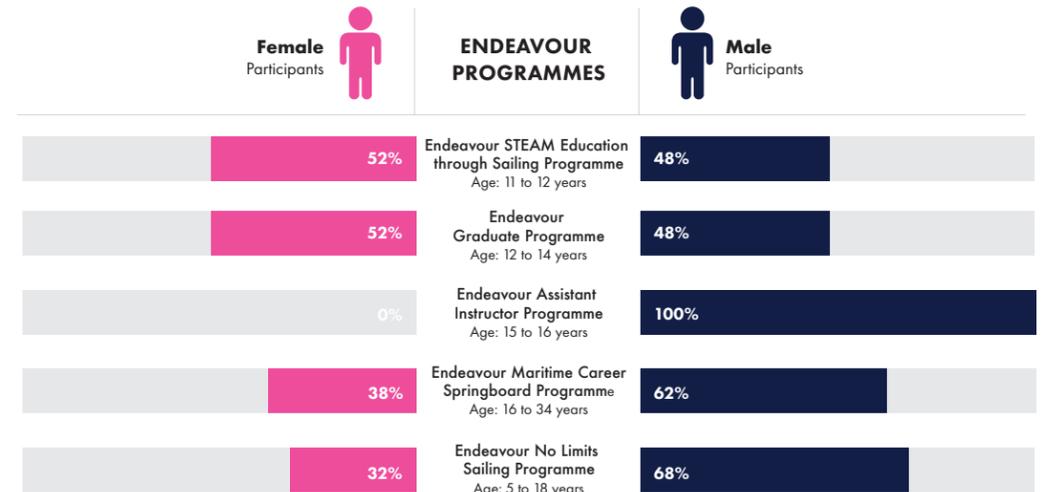
SINCE 2015 ENDEAVOUR HAS ENGAGED

**8,581**  
YOUNG PEOPLE  
FROM DIVERSE BACKGROUNDS ACROSS BERMUDA.



FROM SEPTEMBER 1, 2024, TO AUGUST 31, 2025:

**757**  
YOUNG PEOPLE  
WERE ENGAGED IN ENDEAVOUR’S PROGRAMMES.



**757** students from **21** schools in Bermuda gained access to over **2,400** hours of experiential education during the 2024-2025 year including over **900** hours of academic instruction in math and science.



**148** students aged 12-14 years, from **14** schools, were engaged in the Endeavour Graduate Programme in 2024-2025.



**11** Assistant Instructors volunteered over **600** hours of community service in July and August 2025 to support students learning to sail in the Endeavour Graduate Programme.



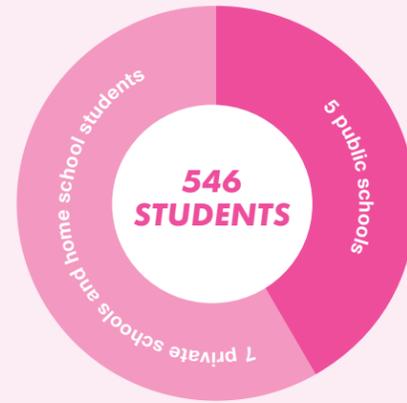
**5** students aged 15-16 years, from **3** schools, completed a week-long training to develop their coaching skills and were successful in achieving their Assistant Instructor certification in July 2025.

# ENROLMENT IN ENDEAVOUR'S PROGRAMMES

See below for school enrolment for students who engaged in Endeavour's programmes during the 2024-2025 school year.

## ENDEAVOUR STEAM EDUCATION THROUGH SAILING PROGRAMME

Enrolment in the Endeavour STEAM Education through Sailing Programme is tied directly to school enrolment as this opportunity is offered to EVERY student 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 2024-2025 Endeavour STEAM Education through Sailing Programme.



## SKILLS DEVELOPMENT

# 100%

of students reported they **improved their communication, problem-solving skills** and are **more willing to take on new challenges** after participating in the Endeavour Assistant Instructor Programme.

# 100%

of young Bermudians believe that they have **enhanced their teamwork and communication skills** following their completion of the Endeavour Maritime Springboard Programme.

# 100%

of parent respondents indicated their child **increased their ability to focus on instruction and respond** after participating in the Endeavour No Limits Sailing Programme.

# 98%

of students reported they **improved their problem-solving skills** as a result of participating in the Endeavour STEAM Education through Sailing Programme.

# 94%

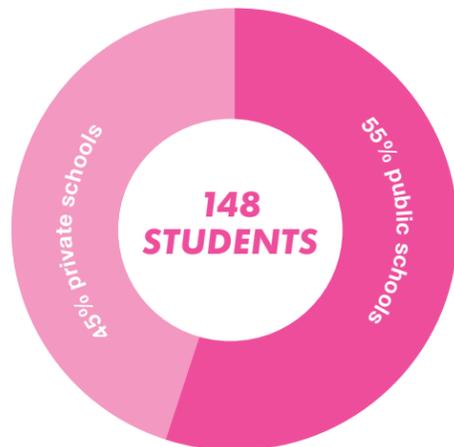
average pass rate achieved by participants in the Endeavour Maritime Career Springboard Programme across **ten** Royal Yachting Association (RYA) qualifications, an impressive result, particularly given that many began the programme with limited or no prior sailing experience.

# 90%

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

## 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.



## ENDEAVOUR NO LIMITS SAILING PROGRAMME

# 50

students from 6 public schools engaged in the 2024-2025 Endeavour No Limits Sailing Programme.

## ENDEAVOUR ASSISTANT INSTRUCTOR PROGRAMME

# 5

students completed the 2025 Assistant Instructor Programme: all were public school students.

## ENDEAVOUR MARITIME CAREER SPRINGBOARD PROGRAMME

# 8

students engaged in the 2025 Endeavour Maritime Career Springboard Programme: including 6 high school students and 2 high school graduates.

546 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.

100% 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.



94% reported an increased interest in learning about engineering, 92% of students reported they were more interested in learning about science and 78% reported an increased interest in mathematics after participating in the Endeavour STEAM Education through Sailing Programme.

76% 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.

66% of students reported they were more aware of STEAM career pathways as a result of participating in the Endeavour STEAM Education through Sailing Programme.

## WHAT IS STEAM EDUCATION?

“STEAM education integrates Science, Technology, Engineering, the Arts, and Mathematics to create a holistic, interdisciplinary learning experience. By blending these disciplines, STEAM encourages hands-on exploration, inquiry, and creative thinking, enabling students to approach complex problems from multiple perspectives. This approach fosters critical thinking, collaboration, and communication skills, enhances engagement through real-world application, and supports creativity and innovation. STEAM also helps develop digital literacy and prepares learners with the adaptable, future-ready skills needed to thrive in a rapidly changing world.”

– TeachThought



## WHAT IS INQUIRY-BASED LEARNING

“Inquiry-based learning is an approach where students explore topics through questions, research, and critical thinking instead of relying on direct instruction. Inquiry-based learning increases student engagement and critical thinking by placing students at the center of learning and motivating them to explore, question, and construct their own understanding of concepts.”

– EdTechRCE, Benefits of Inquiry-Based Learning: Boosting Engagement & Problem-Solving Skills

## BENEFITS OF STEAM EDUCATION & INQUIRY-BASED LEARNING

### STEAM + INQUIRY-BASED LEARNING HELPS STUDENTS:

- Think critically and creatively
- Take ownership of learning
- Learn and apply concepts through hands-on exploration
- Collaborate with peers
- Make interdisciplinary, real-world connections
- Build confidence and resilience
- Cultivate curiosity and innovation

– TeachThought & Edutopia

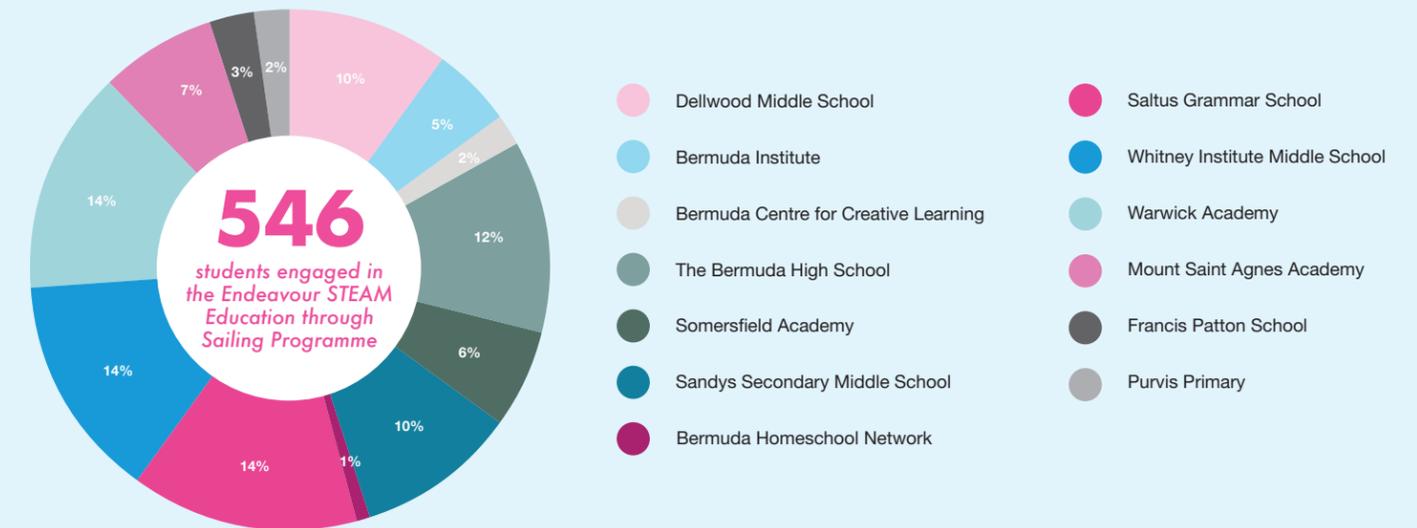


# ENDEAVOUR PROGRAMMES & STAKEHOLDER FEEDBACK

## 01. ENDEAVOUR STEAM EDUCATION THROUGH SAILING PROGRAMME

The Endeavour STEAM Education through Sailing Programme offers a 5-day interactive learning experience for all students aged 11-12 from **five** public schools, **seven** private schools, and home schools across the Island.

BELOW REPRESENTS STUDENT PARTICIPATION FROM EACH OF THE SCHOOLS IN THE 2024 - 2025 PROGRAMME.



### ENDEAVOUR'S INQUIRY-BASED STEAM EDUCATION CURRICULUM

Endeavour's inquiry-based curriculum integrates hands-on STEAM learning with practical sailing sessions, complementing and enhancing what students learn in the classroom. By connecting on-the-water experiences with academic concepts, students become more engaged in learning and strengthen their understanding of mathematics and science.

Endeavour's STEAM through Sailing curriculum includes modules on:

- Sailing geometry
- Buoyancy and stability
- Wind power and measurement
- Simple machines and mechanical advantage
- Sailing fundamentals
- Weather patterns
- Ocean conservation
- Bermuda's maritime heritage

Through this approach, students not only develop academic knowledge but also apply it in real-world contexts, fostering curiosity, critical thinking, and a deeper appreciation for both STEAM subjects and maritime learning.

Endeavour's learning modules are aligned with the Cambridge curriculum for mathematics and science, reflecting the learning objectives taught in Bermuda's public schools. Students report increased interest in STEAM subjects as a direct result of participating in the programme.

In addition to academic growth, students develop essential life skills, including self-confidence, teamwork, communication, critical thinking and problem-solving. Participation also fosters a deeper appreciation for environmental stewardship and Bermuda's maritime heritage.

Student engagement is made possible through Endeavour's longstanding collaboration with the Bermuda Ministry of Education and local schools. These partnerships ensure that programme lessons are relevant, complement classroom learning, and provide meaningful hands-on experiences that reinforce and extend what students are learning in school.



### 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?

# 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

## PROGRAMME OVERVIEW AND STUDENT ENGAGEMENT

Endeavour's lessons engage students through hands-on activities that integrate STEAM concepts with practical applications in sailing. The programme is designed to inspire enthusiasm for both STEAM and sailing, while introducing students to STEAM-related career pathways.

Each week, two groups of students and teachers participate in activities from Monday to Thursday, 9:00am to 3:30pm, at Endeavour East in St. George's and Endeavour West in Dockyard. On Friday, both groups come together at Dockyard for shared learning experiences.

Endeavour partners with the Bermuda Cancer and Health Centre SunSmart Programme, with Azuree Williams dedicating time each week to teach students and teachers about the importance of sun safety and healthy habits.

Aligned with Endeavour's commitment to sustainability and the elimination of single-use plastics, all participants receive a reusable water bottle. Students and teachers also join

weekly beach clean-ups, collecting thousands of pieces of plastic and other debris, followed by discussions on sustainable living practices.

To enrich cultural and historical learning, Endeavour partners with the National Museum of Bermuda to provide an interactive scavenger hunt exploring Bermuda's maritime heritage. Students also have the opportunity to apply physics concepts in an exciting, experiential way through Blo'Karts (land sailing vessels), exploring principles such as sailing mechanics and apparent wind.

Endeavour is committed to providing enriching, hands-on learning experiences for all programme participants. Through inquiry-based activities, students explore concepts, solve problems, and connect knowledge to real-world contexts, fostering critical thinking and equipping Bermuda's youth with the skills needed to succeed in a rapidly changing world. Lessons are continuously refined, and Endeavour works closely with educational partners to ensure engaging, high-quality instruction that maximizes positive outcomes.

**113** teachers from **14** schools contributed **1,500** hours of support for the Endeavour STEAM Education through Sailing Programme during the 2024-2025 school year.

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

## ENDEAVOUR STEAM EDUCATION THROUGH SAILING PROGRAMME: TEACHER FEEDBACK

*"I believe everything that the Endeavour STEAM Education through Sailing Programme encourages gives students an overall understanding of sailing and good development of peer rapport and team effort. The knowledge about the Bermuda rig is something students can hugely take away and take pride of. I love getting to know my students in a different setting. I get to be around them doing different activities and get to know them better. The students get to know one another better as well. They are also able to discover their own learning capabilities as a result of the programme."*

- Rhona Pedro, Science Teacher, Sandys Secondary Middle School

*"Students connected classroom learning to hands-on sailing through maritime research, boat building, and Hobie sailing. They studied wind, knots, simple machines, teamwork, and problem-solving, applying these skills on the water. By the final day, students rigged Hobies in under 10 minutes and showed significant growth in sailing skills over four days. It gave the students the opportunity to delve into the core academics in a hands-on way. Students engaged in a maritime scavenger hunt, which was a highlight for most of them. The students were well engaged whereas usually this can be challenging with core academics. As the approach is so different, they are more willing to participate. They were willing to take risks and make mistakes and to challenge themselves more."*

- Zalika Millet, Teacher, Home School Network

*"Having the ability to build relationships with my students in an 'out of classroom' experience, especially when I was suddenly no longer the person with a lot of knowledge or experience. The students were the teachers!"*

- Sara Campbell, Music Teacher, Saltus

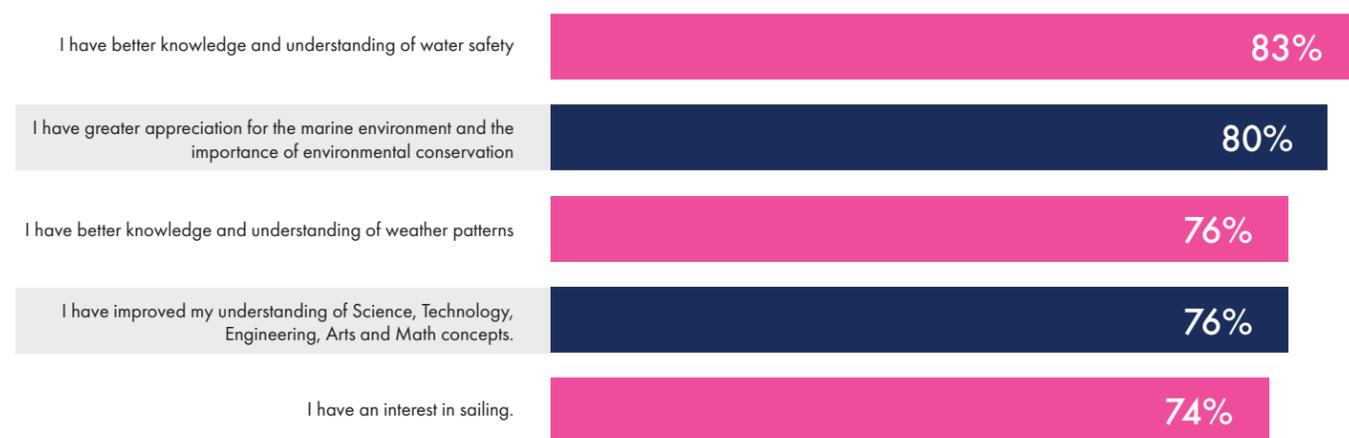
# ENDEAVOUR STEAM EDUCATION THROUGH SAILING PROGRAMME: STUDENT FEEDBACK

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

**99%** agreed they benefited from participating in the Endeavour STEAM Education through Sailing Programme.

All students who participated in the Endeavour STEAM Education through Sailing Programme were invited to share their feedback regarding their experience, of which **513** or **94% completed the survey**.

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



“ I now have a greater interest in learning about STEAM than before. I loved the STEAM activities. ”

- Nashae, Whitney Institute Middle School student

“ I enjoyed the engineering piece of the STEAM lessons. ”

- Harlo, Saltus student

“ I enjoyed learning how to sail and teamwork which helps me in the sports that I play. ”

- Isaiah, Whitney Institute Middle School



“ I learned how important teamwork and communication are when it comes to sailing, also I learned about topics such as buoyancy and wind. I loved sailing into the open ocean where waves are huge and confidence and awareness is crucial along with teamwork to operate in these conditions. ”

- Allan, Mount Saint Agnes Academy

“ I liked the science classes and sailing because it helped improve my understanding and learn new things. ”

- Ava, Saltus

“ I enjoyed learning new things and doing activities that are fun and that help me learn. ”

- James, Somersfield Academy

“ I mostly enjoyed EVERYTHING but I really liked learning new things because I’ve never sailed before. ”

- Isabella, The Bermuda High School

“ I learned how to tell where the wind is coming from. I really enjoyed sailing because it was so fun and interesting. ”

- Brooklyn, Sandys Secondary Middle School

“ I learned that there were different types of sails in different time periods and they were used for different purposes. I enjoyed the math part of the STEAM because math is my favourite subject. ”

- Jesdin, Home School Network student



## 02. ENDEAVOUR GRADUATE PROGRAMME

The Endeavour Graduate Programme offers a pathway for students ages 12-14 years who have completed the Endeavour STEAM Education through Sailing Programme to continue to develop their 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 STEAM Education through Sailing Programme.

Those 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 fosters diversity while developing skills on and off the water, representing one of Endeavour's goals which is to integrate youth from different backgrounds from across Bermuda. Some students and their families have reported that their sailors have formed new friendships they wouldn't otherwise have made.

**62** students took part in the Endeavour Graduate Programme during the fall 2024 and spring 2025 terms, and **86** students were engaged during the 2025 summer programme. In total, **148** students from **14** schools took part in the Endeavour Graduate 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 enjoyed learning how to sail and getting to experience sailing in the best way with Endeavour! But my favourite part was getting to work with my classmates and learn together. And why? Because I learned more about my classmates that I never knew before! ”

- Kayuni, Sandys Secondary Middle School

“ I really enjoyed sailing because you get to go explore Bermuda and its wonderful islands and sail around St. George's Harbour. ”

- Samaya, Francis Patton School student

“ I feel like I'm better at sailing and it is something I enjoy. ”

- Aurora, Somersfield Academy student, Endeavour Grad

“ I would recommend the Endeavour Graduate Programme to other students because they will have lots of fun and learn new skills every day. And the coaches are very fun! ”

- KeYahna, Whitney Institute Middle School student, Endeavour Grad

“ I would 100% recommend the Graduate Programme because it was the funnest camp I've even been to in my LIFE! It's sooo fun and I made some good lifetime friendships. ”

- Nyah, Somersfield Academy student, Endeavour Grad

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

**99%** of students feel that they benefited from their participation in the Endeavour Grad Programme

## ENDEAVOUR GRADUATE PROGRAMME: PARENT FEEDBACK

“As his mother, I can see he has improved his confidence. He increasingly is more interested in boating as he has always been a water person. I can tell my son about the potential opportunities that Endeavour can provide if he stays engaged in the programme. Endeavour shows what different avenues students can take and what maritime opportunities Bermudians can have.”

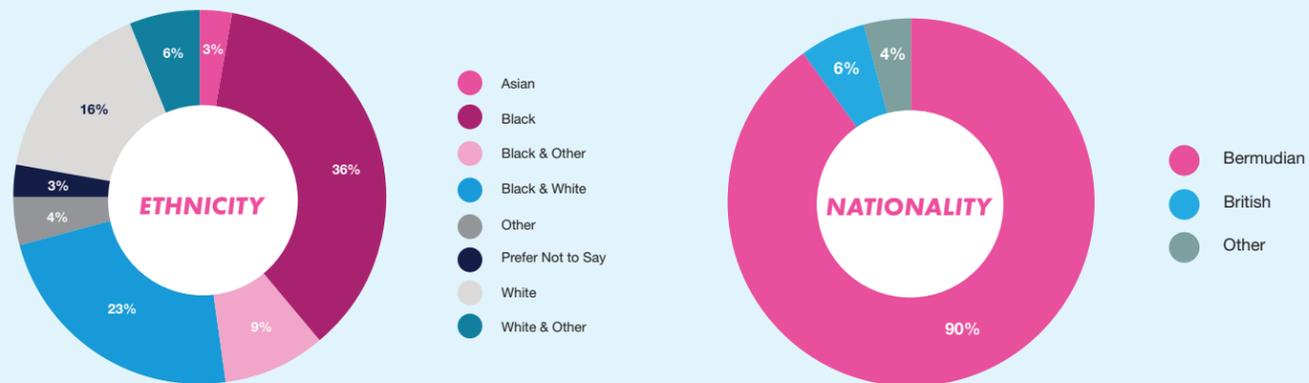
- Donnika Butterfield, parent of Endeavour Grad

“The stories she had told me about the programme and everything she has learned helped increase her confidence. She’s become more confident in herself on the ocean and she has more confidence in herself outside of the water as well.”

- Jessica Bailey parent of Endeavour Grad

## ETHNICITY & NATIONALITY

The key findings from the Endeavour Graduate Survey captured ethnicity and nationality of the participants. A total of 78 responses were received and are summarised below:



## ENDEAVOUR GRADUATES HAVE ACCOMPLISHED A LOT!

### HIGHLIGHTS INCLUDE

**9** Endeavour Endeavour Grads took part in the 2024 Bermuda National and Open Optimist Championships for their first regatta experience. They represented **6** schools: Chatmore British International School, Somersfield Academy, Sandy’s Secondary Middle School, the Bermuda High School, Warwick Academy and Whitney Institute Middle School.

**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 2025.

The 2025 Women on the Water event in honour of International Women’s Day brought together **17** female youth sailors **ages 12-18 years** from schools across the Island for a fun-filled day of empowerment and inspiration. They represented **10 schools**:

- Bermuda Institute
- Dellwood Middle School
- Sandys Secondary Middle School
- The Berkeley Institute
- Bermuda Centre for Creative Learning
- Somersfield Academy
- The Bermuda High School
- Warwick Academy
- Whitney Institute Middle School
- Saltus Grammar School

Special thanks to everyone who supported the event including Cassine donating reef-safe sunscreen, and inspiring words from guest speakers including Sundée Faulkner, Sales and Outreach Manager at Dolphin Quest.

“It was a pleasure to share our passion for the ocean as women who experience it daily through our work in marine conservation education, as liveboards and even recreationally. We hope we have inspired the participants to find the courage to explore beyond our shores and seek new adventures.”



### 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.

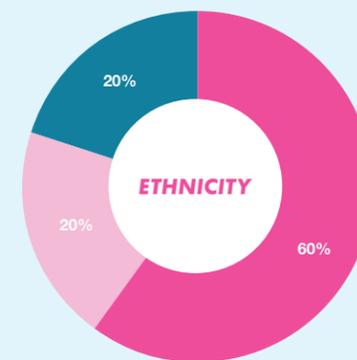
The programme focuses on coaching and advanced sailing skills for high school students interested in becoming sailing coaches. After successfully completing the programme and achieving their Assistant Instructor certificate they are invited to volunteer to assist with the Endeavour Graduate Programme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

In July 2025, **5** students from three schools completed the Endeavour Assistant Instructor Programme, of which **100%** successfully achieved their Assistant Instructor (AI) certification. They joined **6** returning Assistant Instructors volunteers to dedicate **640** hours of community service in July and August 2025.

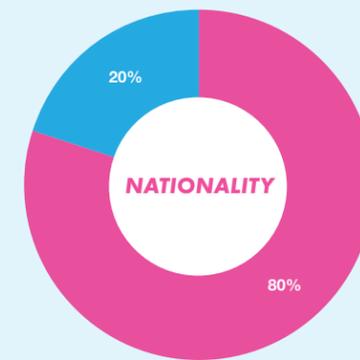
Students represented **3** schools; there were **2** students from The Berkeley Institute, **2** students from The Bermuda Institute and **1** student from Cedarbridge Academy.

### ETHNICITY & 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:



- Black
- Black & White
- Black & other



- Bermudian
- Dual Citizenship Bermudian & Canadian

## ENDEAVOUR ASSISTANT INSTRUCTOR PROGRAMME: PARENT FEEDBACK

“ His problem-solving skills have improved. He is able to think outside the box, better than he could before he started with Endeavour. My son’s friends and their parents are asking me how they can get involved in sailing. When my son talks about Endeavour his friends become interested. Endeavour does a great job in reaching out to the community because it starts within the schools. It gives children the opportunity to get exposed to sailing. ”

- Mikheah Butterfield, mother of Nazri, an Endeavour Assistant Instructor

“ Marcus is now an assistant instructor after completing the school and grad programme. He really enjoyed it, so he kept coming back. Endeavour has improved access to sailing opportunities for Bermuda’s youth; my children would not have been involved otherwise. Endeavour continuously shows a high level of commitment to what they do and they do it well. ”

- Rusheika Furbert, mother of Marcus, an Endeavour Assistant Instructor



## ENDEAVOUR ASSISTANT INSTRUCTOR PROGRAMME: STUDENT FEEDBACK

“ I’ve learned that I’m more confident and responsible than I thought. Helping younger sailors showed me that I can be a good leader and work well as part of a team. I also realized that I really enjoy teaching and being on the water, and it’s something I’d like to keep doing and get even better at. I enjoyed having students on my boat and helping them become more confident on the water. It felt great to see them improve and know that I played a part in making sailing fun and less scary for them. I would definitely recommend the Assistant Instructor Programme to others. It’s a great opportunity to learn leadership skills, build confidence, and gain experience working with younger students. It also helps improve sailing skills while being part of a positive and supportive team. ”

- Nazri, student, The Berkeley Institute

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 more willing to take on new challenges
- Are a stronger leader
- 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.

2025 marks the **eighth** 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:

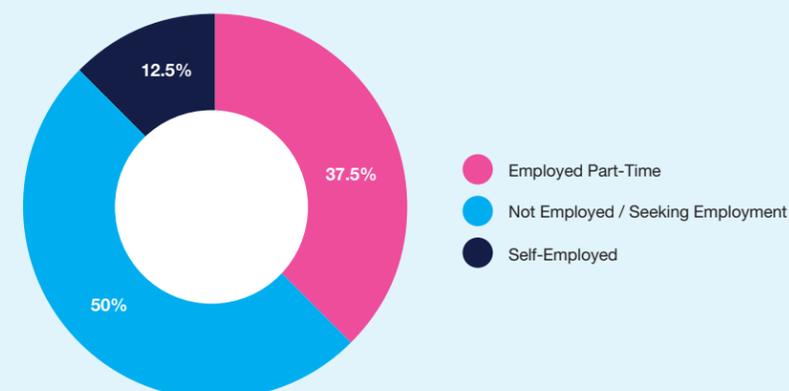
- RYA Sailing Levels 1, 2, 3
- RYA Seamanship
- RYA Powerboat Level 2
- RYA Safety Boat
- RYA First Aid
- RYA Safe & Fun Safeguarding
- RYA VHF Marine Radio - Short Range Certificate (SRC)
- RYA Dinghy Instructor Award

**Eight** Bermudians aged 16-23 years completed the programme from mid-January to the end of February 2025. There were **five** male participants and **three** female participants.

**Six** participants balanced academics during the programme: **two** were from CedarBridge Academy, **one** from The Berkeley Institute, **two** from the Adult Education School, and **one** home school student. **Two** high school graduates working in the maritime sector also participated.

**Five** participants began their journey with Endeavour through the STEAM Education through Sailing Programme. **Four** continued on to complete Endeavour's Graduate Programme, and **three** received leadership training through Endeavour's Assistant Instructor Programme and volunteered their time to support youth in the Graduate Programme.

Endeavour surveyed all participants regarding their employment status, and the majority were unemployed and seeking employment and/or employed part-time at the start of the programme.



# 88 %

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.
- Communicate clearly.
- Solve problems.
- Adapt to new surroundings.
- Identify their strengths and weaknesses.

RYA QUALIFICATION	NUMBER OF STUDENTS COMPLETED	COMPLETION RATE
RYA Sailing Level 1	8	100%
RYA Sailing Level 2	8	100%
RYA Sailing Level 3	8	100%
RYA Seamanship	4	50%
RYA Powerboat Level 2	8	100%
RYA Safety Boat	8	100%
RYA Short Range Certificate Marine Radio	8	100%
RYA Safe and Fun Safeguarding	8	100%
RYA First Aid	7	88%
RYA Dinghy Instructor	4/4	100% of those who took part in the course completed it



“ Before I started the Endeavour programme I was not sure what I wanted to do with my future. I found that Endeavour gave me lots of insight into what I want to do as a career. I discovered that I want to join the Bermuda Coast Guard. My understanding of the maritime industry has grown as I discovered many opportunities I wasn't aware of before the programme. Work shadowing with the Bermuda Coast Guard and Waterstart were unforgettable experiences that shaped my future career plans. Endeavour is a great opportunity for kids to get into, and it makes it easy for students to get involved with sailing. ”

- Aidan De Frias, 2025 Springboard Grad

“ The Springboard experience was the start of a journey that shaped me in ways I never expected. Beyond the certifications, I gained leadership skills, a sense of responsibility, and a love for teaching. Now, as a Programme Instructor Intern with Endeavour, I've developed a deeper respect for the ocean and my role as a mentor. Each day on the water reinforces safety, teamwork, and confidence-skills that apply far beyond sailing. This experience has strengthened my passion for teaching and my commitment to Bermuda's maritime community. All of the coaches will tell you when I started this programme I was very quiet and didn't like talking. I was nervous and could not present anything to anyone. But this programme helped me improve my communication and presentation skills. ”

- Siyon Paynter, 2025 Springboard Grad

“ Endeavour continues to demonstrate how innovative programmes can inspire and empower our young people. Through this initiative, participants have not only gained critical skills and certifications but also discovered a sense of purpose and possibility within the maritime industry. Their success is a testament to the power of collaboration between education, industry, and community partners in building brighter futures for Bermudians. ”

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

A core component of the seven-week programme involves interactive visits to maritime workplaces, giving participants the chance to explore diverse career paths and training opportunities while expanding their professional networks. Industry experts share insights from their own career journeys and offer practical advice to young Bermudians on job searching and strategies for success.





## 05. ENDEAVOUR NO LIMITS SAILING PROGRAMME

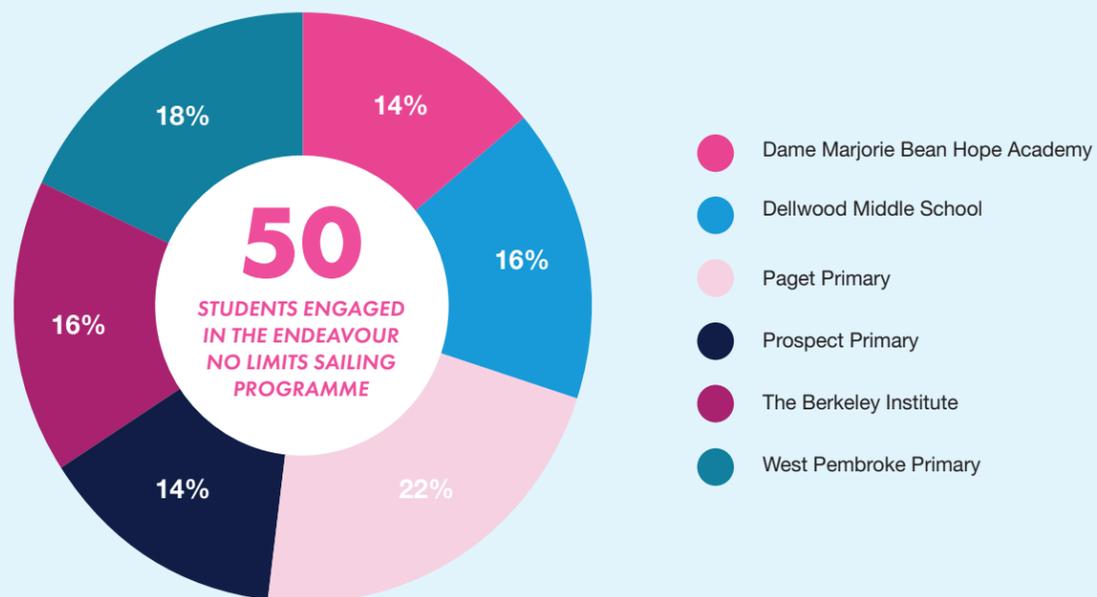
Endeavour facilitates the No Limits Sailing Programme, offering hands-on learning experiences for students on the autism spectrum or with developmental challenges who attend public schools in Bermuda.

Students engage in sensory-based learning activities connecting to sailing that are complimented by practical sessions on the water. Learning modules explore concepts such as wind and weather patterns, buoyancy and sailing fundamentals in a safe, fun and engaging environment.

**50** students between the **ages of 6 to 18 years old** from **3** public primary schools, **1** public middle school, **1** public high school and **1** alternative form of education took part in the No Limits Sailing Programme with Endeavour during the 2024-2025 school year.

**34** teachers contributed **800** Hours of support during the No Limits Sailing Programme.

Below represents student participation from each of the schools in the 2024-2025 programme.



## NO LIMITS SAILING PROGRAMME: PARENT FEEDBACK

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

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

# 100%

- Ability to learn new things
- Increase their confidence
- Ability to adapt to a new environment
- Ability to focus on instructions and respond
- Ability to cooperate with peers

“ My foster child is very confident in a lot of things that she does. She likes the sailing programme and it has made an impact on her. Going forward she would like to sail full-time. Sailing has taught her about teamwork and how to get along with others. ”

- Sharon Hensdiek, Guardian of No Limits Sailor



## NO LIMITS SAILING PROGRAMME: TEACHER FEEDBACK

Endeavour invited feedback from teachers via surveys. **10** responses were received from teachers from the Dame Marjorie Bean Hope Academy, 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 believe the No Limits Sailing Programme has helped their students in the following ways:

# 100%

- Enhanced their communication skills
- Increased ability to focus on instructions and respond
- Increased their confidence

“ Endeavour represents inclusion in action. Endeavour allows students to be a part of a broader community experience that celebrates their abilities and potential. Sailing teaches kids teamwork, resilience and confidence. Endeavour is an experience that reaches kids emotionally, socially and academically. Every time I tell the students we are going to Endeavour their faces light up. They feel like they have a sense of belonging at Endeavour. The team has created an environment where they can truly shine. ”

- Monique Richards, ASD Teacher, Paget Primary School





## SAILING ORGANISATION PARTNERSHIPS

Endeavour supports young people who have completed its programmes and wish to further develop their sailing skills, with a focus on those who might not otherwise have access to such opportunities.

Endeavour is proud to collaborate with youth sailing organisations across Bermuda to expand access and exposure to sailing for local youth.

Endeavour is grateful to the Bermuda Optimist Dinghy Association and Bermuda Sailing Association for helping provide scholarships and financial bursaries, enabling youth sailors to participate in local sailing clubs and regattas, further enhancing opportunities 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 six surveys distributed, 6 responses were received. Sailing organisations believed Endeavour:

“ Our relationship with Endeavour has always been a strong one. We support each other with the development of our young people and have the same core values. ”

- Bermuda Sea Cadet Corps

# 100%

Of respondents believe Endeavour helps youth

- Expose them to sailing and increase their interest to pursue sailing.
- Build their confidence
- Develop life skills such as teamwork, communication, problem-solving and critical thinking.
- Increase exposure to maritime career pathways.

## DONOR FEEDBACK

PwC surveyed all organisations that provided financial support to Endeavour during the period. Of 11 donors surveyed, 9 responded. Survey results indicate:

**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.**

## 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 13 organisations of which 11 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:

# 100%

of marine partners believe Endeavour

- Has a positive impact on Bermuda's youth.
- Build participants' confidence.
- Increase exposure to maritime career pathways.

# GRATITUDE

At Endeavour, we believe every young person in Bermuda has untapped potential waiting to be discovered. Through our experiential learning programmes, students don't just learn to navigate the waters, they gain confidence, resilience, and life skills that set them on a path to success.

These experiences wouldn't be possible without the generosity of our community of donors, partners, and supporters. From financial contributions to in-kind support, each act of giving opens doors to new opportunities and unforgettable moments on and off the water.

Every experience, every skill learned, and every moment of growth is a testament to the power of community. Your generosity and collective support equips Bermuda's youth with vital life skills, confidence, and opportunities to thrive. Together, we're shaping futures and brighter horizons.

Thank you to all of our valued supporters for your continued belief in our mission.

We are especially grateful to our lead partner, **Orbis Investments**, whose unwavering commitment has been a cornerstone of Endeavour's mission. We also celebrate the contributions of donors giving **\$25,000 to \$100,000+**, whose support directly empowers Bermuda's youth to dream bigger, aim higher, and thrive.



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:

AXIS Capital Holdings Limited, Bermuda Land Management Corporation, Butterfield & Vallis Ltd., David Howell, One Communications Ltd., XL Foundation

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

Alison Hill, Ark Bermuda, Bermuda Community Foundation, Coralisle Group Ltd., Green Family, Teekay Tankers Ltd.

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

Bermuda Blueprinting Ltd., Bermuda Marine & Supply Services, Cripps Foundation, Crisson Construction Limited, Crystal Doughty, Dynamic Excavating, iRepair, LDS Multimedia Ltd., Lingard Limited, National Museum of Bermuda, Paul & Lesley Wollman, RS Sailing, Rubis, SJD World Ltd., Spar Yard Marine Solutions Ltd., Stayput Mooring & Marine Services, St. George's & West End Mini-Bus Service Ltd., Thomas Miller, Veronica Dunkerley, Wakefield Quin Limited, West Coast Sailing, Wilmot Trucking

## \$500 - \$999:

A.F. Smith, Cassine, Christine Patton, Cosmic, David Schoeder, Dowling's Marine & Auto Solutions, E Lopes, Fourways Catering, Gorham's, Great Sound and Lighting Bermuda, Jarrod Zancanella, Ontru, Pembroke Paint, Ralph Richardson, Robyn Bardgett, Souza Carpets & Flooring

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

## VOLUNTEERS:

Endeavour's Board of Directors, Nolwenn Pugi

## YOUTH VOLUNTEERS:

Aidan Euler, Christopher Raymond, Ciaran Smyth, Desmond Smith Jr., Elisha Edwards, Erin Telford-Brangman, Henrietta Ball, JaVaughn Ible, Khamari Nisbett, Kannen Morris-Dickinson, Keyahnee Burgess, Marcus Furbert, Nazri Butterfield, Noah Astwood, Quinton Russell, Rajun Hart, Siyon Paynter

## 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're thankful for the organisations and professionals who support the Endeavour Maritime Career Springboard Programme.*

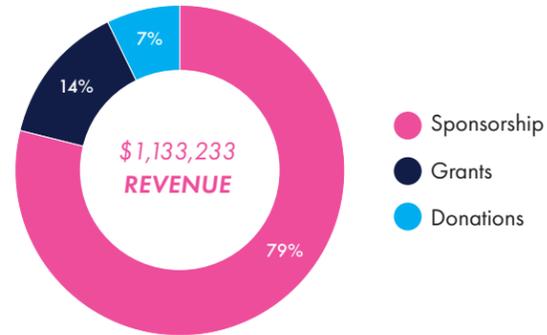


# FINANCIAL HIGHLIGHTS

For the period September 1, 2024 to August 31, 2025.

## REVENUE

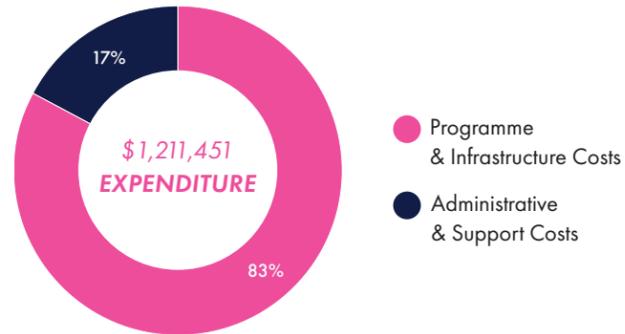
Endeavour raised **\$1,133,233** during the period, 79% from sponsorship income, 14% from grants and 7% from donations and value in kind (VIK) support.



## EXPENDITURE

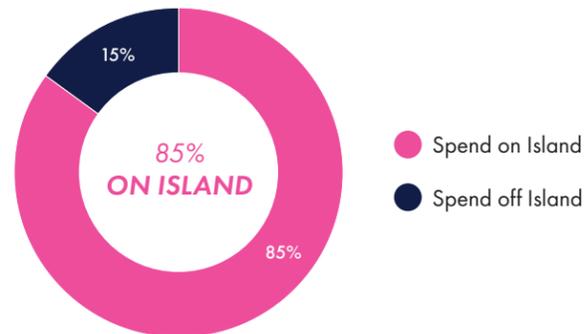
Total expenditure for the period, excluding depreciation was **\$1,211,451** of which 83% relates to direct programme and infrastructure costs including salaries, programme materials, safety equipment, boat repairs and maintenance, and 17% represents administrative and support costs including business support, audit and accounting, marketing, and other staff costs, of which approximately 33% was donated services.

\*Excludes depreciation and capital expenditure.



## ON-ISLAND VERSUS OFF-ISLAND EXPENDITURE

**85%** 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.

## 2024-2025 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                                       | • Alison Hill - Director              |
| • Mario Thompson – Director  | • Sir Russell Coutts – Chair Emeritus |

# 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 programmes 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, 2024 to August 31, 2025.

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

Our Services were performed, and this Report was developed for Endeavour in accordance with the engagement letter dated July 22, 2025 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	2025 Responses Received
Endeavour STEAM Education through Sailing Programme Teachers	20	11	4	4	29	31	30	21
Endeavour STEAM Education through Sailing Programme Participants	511	556	266	480	563	509	502	513
No Limits Sailing Programme Teachers	6	3	3	5	15	19	12	10
No Limits Sailing Programme Parents	6	18	13	9	5	5	4	6
Endeavour Maritime Career Springboard Programme Participants	10	9	9	11	14	10	11	8
Assistant Instructor Programme Participants	-	-	22	9	14	6	9	5
Endeavour Graduate Programme Participants	22	82	84	60	136	148	116	78

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	2025 Responses Received
Local Sailing Clubs	4	5	8	8	7	9	6	6
Donors	8	8	7	10	12	11	11	9
Maritime partners	-	-	-	8	8	8	9	11

### Telephone interviews

PwC conducted telephone interviews with ten individuals to help gather feedback from participants, parents, and teachers of Endeavour’s programmes. Contact information was provided by Endeavour. The questions asked during the interview process are captured within the Report. Other data sources are specifically referenced throughout the Report.

### Glossary of Terms

<b>APACE</b>	Athora Division of Professional and Career Education
<b>PwC</b>	PricewaterhouseCoopers Advisory Limited Washington House, 4th Floor, 16 Church Street, Hamilton HM 11, Bermuda
<b>STEAM</b>	Science, Technology, Engineering, Arts, and Math
<b>VIK</b>	Value in kind

# Celebrating 10 Years

“ Students quickly learned about the basic techniques of sailing as many of them have never sailed before participating in the Programme. They were also interested in using online platforms like Windy.com to check the weather forecast. ”

- Wesley Hall, Language Arts Teacher, Purvis Primary School  
STEAM EDUCATION THROUGH SAILING PROGRAMME

“ Working with those outside of their close friend group, engaging in opportunities they may not have had the confidence to do prior, executive functioning skills such as organizing and planning, fine motor skills when doing knot tying and sailing. ”

- Jennifer Doidge, Language Arts Teacher, Bermuda Centre for Creative Learning

STEAM EDUCATION THROUGH SAILING PROGRAMME

“ I learnt to be more confident in myself. The thing I enjoyed most was building different things and going out to different places to sail. ”

- Olivia, student, Bermuda Institute

STEAM EDUCATION THROUGH SAILING PROGRAMME

“ I learned lots of different things and ways to sail and the weather and more. ”

- Zendin, Whitney Institute Middle School

STEAM EDUCATION THROUGH SAILING PROGRAMME

“ I enjoyed making new friends and learning how to be a better sailor. ”

- Rai' Lyn, student, Sandys Secondary Middle School

GRADUATE PROGRAMME

“ I would recommend the Endeavour Graduate Programme to others because it will get you out of your comfort zone and if you like or have any interest in sailing it would be a great benefit and might lead to a career. ”

- K'ah, Mount Saint Agnes student, Endeavour Grad

GRADUATE PROGRAMME

“ I enjoyed getting to work with new people because it was fun to get to know them and learn together. ”

- Marcus, student, The Berkeley Institute

ASSISTANT INSTRUCTOR PROGRAMME

“ I really enjoyed learning about different career opportunities available. My knowledge of the maritime industry has massively increased because before I only knew about sailing and now I know more about different maritime opportunities. There are so many opportunities out in the world. ”

- Tegan Gannon-Trott, Springboard Grad

MARITIME CAREER SPRINGBOARD PROGRAMME

“ I found the Endeavour Maritime Springboard Programme beneficial because I made connections and found career opportunities that I'm interested in. I had a lot of fun but I also learned a lot. ”

- James Correia, Springboard Grad

MARITIME CAREER SPRINGBOARD PROGRAMME

“ It was an all hands on experience! Awesome team! It was wonderful to see how the staff embraced all the students and demonstrated such patience! ”

- Zola French, West Pembroke Primary ASD Teacher

NO LIMITS SAILING PROGRAMME

“ I loved being on the water and exploring different islands I didn't know about. I also enjoyed seeing how calm this experience made the students. Overall we had a great experience and the students always look forward to returning. ”

- Letasha Tucker, Dellwood Middle School ASD Teacher

NO LIMITS SAILING PROGRAMME





ENDEAVOUR

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