

# ANNUAL REPORT OF PROCEEDINGS

2019-2020





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YOUNG ENDEAVOUR YOUTH SCHEME

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Sincere thanks to photographers including Imagery Specialists of the Navy Imagery Unit - East, Daniel Tan, and youth crew who have shared their photos.



The Hon Darren Chester MP Minister for Defence Personnel Parliament House Canberra ACT 2600

Dear Mr Chester

I am pleased to present the annual report of proceedings for the Young Endeavour Youth Scheme for the year ended 30 June 2020.

This year has brought unique challenges as the Young Endeavour Youth Scheme responded to the coronavirus pandemic. Notwithstanding these extraordinary circumstances, over the reporting period, 250 young Australians participated in the youth development program, 57 junior Navy Officers participated in a modified maritime skills voyage program, and a further 113 guests joined the national Sail Training Ship *Young Endeavour* for a community day sail.

With the ongoing support of the Australian Government, the Royal Australian Navy, and our many community and corporate partners, the Young Endeavour Youth Scheme remains focused on ensuring that the Young Endeavour Program continues to benefit young Australians well into the future.

Yours sincerely

Marshall E. Baillieu Chairman

Young Endeavour Advisory Board

# A MESSAGE FROM OUR PATRON

I am delighted to serve as Patron of the Young Endeavour Youth Scheme. Since 1988, STS *Young Endeavour* has challenged and inspired Australians. Participants have learnt about themselves, developed leadership skills and had an experience that has shaped their contribution to their communities.

Now, perhaps more than any time in recent memory, our community needs programs like Young Endeavour. This year has brought significant challenges but we should not lose sight of the opportunity the future holds. Our young people should be confident that they have the ability - and thanks to programs like Young Endeavour - the capability, to shape our nation for years to come.

I would like to thank all involved in the Young Endeavour Youth Scheme: you are part of the solution and will make an active contribution in rebuilding our community in the wake of the current challenge.



His Excellency General the Honourable David Hurley AC DSC (Retd)

Governor-General of the Commonwealth of Australia

## ABOUT THE YOUNG ENDEAVOUR YOUTH SCHEME

The Young Endeavour Youth Scheme is a not-for-profit organisation which provides young Australians aged 16 - 23 with a challenging and inspirational experience at sea.

The brigantine *Young Endeavour* was gifted to the people of Australia by the United Kingdom on the occasion of our Bicentenary in 1988. The Hon Bob Hawke MP, AC, GCL, then Prime Minister of Australia, dedicated *Young Endeavour* to "the benefit of the young people of Australia" and the ship has operated with this guiding principle ever since. In more than 30 years of operation, 14,076 youth have participated in the Young Endeavour youth development program.

Voyages in *Young Endeavour* are an immersive adventure at sea. Participants are placed in an unfamiliar environment and encouraged to step out of their comfort zone. During a voyage, participants are immersed in the tall ship environment. The team of professionally trained Royal Australian Navy staff crew guide participants through a self-development program that increases their self-awareness and enhances their leadership, teamwork and communication skills. Many youth discover their potential and gain a sense of community responsibility.

Voyages are typically of eleven days duration, and most are conducted along the Eastern Australian seaboard, departing from ports in Queensland, New South Wales, Victoria, South Australia and Tasmania.

The Young Endeavour Youth Scheme developed and administers the youth development program delivered in *Young Endeavour*. The Scheme is overseen by an Advisory Board comprised of prominent business leaders and representatives from the Royal Australian Navy and the Department of Defence.

The Royal Australian Navy operates and maintains the ship, ensuring that voyages,

while physically and mentally challenging, are conducted with the highest regard to safety. The ship also adheres to a rigorous maintenance schedule to ensure it is fully equipped for ocean sailing.

The majority of participants are selected through a biannual ballot. The Young Endeavour Youth Scheme also partners with community groups and companies that fund scholarships for young people to take part in the program.

#### Aim

The aim of the Young Endeavour Youth Scheme is to provide young Australians with a unique, challenging and inspirational experience at sea that increases their self-awareness, develops their teamwork and leadership skills, and creates a strong sense of community responsibility.

#### **Values**

We are committed to upholding the practice of equitable access to the Young Endeavour Youth Scheme's activities.

We conduct all programs with the highest regard for safety.

We support each youth participant to achieve their goals.

In order to maintain activities and prepare the organisation for the future, we operate the Young Endeavour Youth Scheme as a financially responsible business unit.



- \* 10 youth development voyages
- \* 250 youth crew
- \* 4 Navy seamanship voyages
- \* 57 junior Maritime Warfare Officers
- \* 1 alumni crewed Sydney Hobart Yacht Race
- \* 6,385 nautical miles sailed
- \* 113 guests participated in day sails
- \* 2,130 open day visitors
- \* 16 scholarship berths
- \* 21 financially assisted berths



### **EXECUTIVE DIRECTOR'S REPORT**

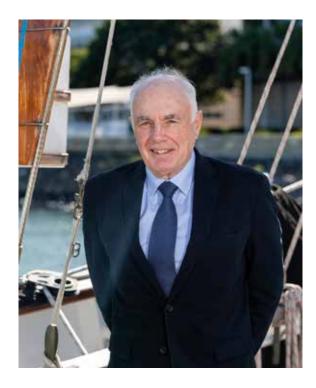
The Young Endeavour Youth Scheme is a Commonwealth program providing youth development opportunities for young Australians through the successful delivery of its structured sail training program. In doing so, the Scheme endeavours to contribute to the development of social capital and inclusiveness and, through this contribution, be a source of pride to the Australian community, the Government and the Royal Australian Navy.

The 2019-2020 period has been challenging, with an initial focus on business analysis and strategy overtaken by the coronavirus pandemic and the subsequent disruption of *Young Endeavour's* voyage program.

Driven by the potential replacement of *Young Endeavour* over the medium term, strategic planning undertaken by the Scheme and the Advisory Board focused on the strengths of the program over the past 32 years, as well as the changes required to respond effectively to the current and future operating environment. This has led to a longitudinal study of the outcomes of the program for our more than 14,000 alumni, as well as substantial work to improve our financial, fundraising and merchandising systems.

Further improvement projects are planned over the forward four years to ensure the Scheme continues to offer a contemporary youth development program to a diverse range of young Australians at price points that maximise participation.

An unforeseen shock to the Young Endeavour Program was the advent of the COVID-19 virus and the impact this had on the delivery of youth development voyages. From the outset, the Scheme has closely monitored the COVID-19 outbreak and the response from local and national authorities. To reduce the risk of exposure and transmission to participants, many of whom travel from communities across Australian states and territories, the Scheme and Navy took the precautionary measure of suspending delivery of the program as the ship was finishing its fifth voyage of 2020 in Melbourne.



Fortunately, no cases of coronavirus or close contact were reported amongst staff or youth crew on that or previous voyages. Following the suspension of voyages, staff crew sailed *Young Endeavour* back to her home port at HMAS *Waterhen*, in Sydney, in March 2020.

The Patron of the Young Endeavour Youth Scheme, His Excellency General the Honourable David Hurley AC DSC (Retd), Governor-General of the Commonwealth of Australia, reached out to the Scheme in March 2020, recognising that the COVID-19 crisis has caused a great deal of stress in our community. This is particularly evident amongst our young people, with the potential for significant impact on mental health and well-being.

His Excellency emphasised the importance of programs such as the Young Endeavour Youth Scheme in rebuilding confidence and resilience in our community, particularly amongst young Australians. As a program which focuses on providing both tools for individual growth and opportunities to build social capital, the Scheme sees itself as part of the solution and will make an active contribution in rebuilding our community in the wake of the crisis.

During the year, several members stood down from the Young Endeavour Advisory Board, all of whom were passionate supporters of the program. Over many years Mrs Suzanne Daniel, Mr John Dixon, and Her Honour Judge Kate Traill each made an immense contribution to the effective operation of the Advisory Board. The Scheme thanks them for their years of valued service, input and commitment.

The Scheme was also saddened to learn of the passing of Colin Mudie, on 11 March 2020, aged 93. Renowned as a yacht designer, author, naval historian, balloonist, and advocate for inclusive sailing, Colin was the architect of *Young Endeavour*, and instrumental in the realisation of the brigantine as a living gift for the youth of

Australia. He leaves a lasting legacy in the tall ships he designed, and in the thousands of youth who have benefited from the programs they deliver around the world.

Young Endeavour continues to attract the highest calibre Navy staff crew and the administration of the Scheme continues to be well run by a small team of enthusiastic and dedicated APS staff. Both at sea and ashore individual staff members demonstrate a strong commitment to the Young Endeavour Youth Scheme's organisational values and take pride in the difference the program makes to the lives of young Australians.

- Junos S

Stephen Moss CSC Executive Director Young Endeavour Youth Scheme



### SHIP OPERATIONS REPORT

The twelve months to June 2020 has been another successful year, though not without challenges. Prior to the operational pause caused by the coronavirus pandemic, *Young Endeavour* completed 10 Youth Development Voyages, sailing along the East Australian Coast from Cairns in the north to Melbourne, Hobart and Adelaide in the south.

Highlights included supporting the 75th Rolex Sydney Hobart Yacht Race, participating in the Geelong Wooden Boat Festival and welcoming the Chilean tall ship *Buque Escuela Esmeralda* to Sydney. Towards the end of the year *Young Endeavour* also provided dedicated voyages to Royal Australian Navy trainees from both HMAS *Cerberus* and HMAS *Watson*.

During the reporting period 250 young Australians, 24 alumni and 57 junior Navy Officers joined *Young Endeavour* for the adventure of a lifetime.

#### **Program**

July 2019 found *Young Endeavour* making her way south from Cairns, with port visits to Airlie Beach, Gladstone and Brisbane, before concluding her northern deployment in Sydney in early August. The final voyage into Sydney saw *Young Endeavour* lead *Esmeralda* through Sydney Heads, in company with HMAS *Melbourne*, *James Craig* and *Soren Larsen*, with the Fleet Commander, Rear Admiral Jonathan Mead AM, and Chairman of the Advisory Board, Mr Marshall Baillieu, embarked.

Young Endeavour then entered a three month major refit from August to November, including coming out of the water in the Captain Cook Dry Dock at Garden Island. Post maintenance the ship successfully completed a Sea Release Assurance Program, followed by a Mariner Skills Evaluation. These activities are essential to ensure the ship, and her crew, are safe and ready in all respects to return to sea for the resumption of the Youth Development Voyage Program.

The three voyages between refit and Christmas saw *Young Endeavour* visit Newcastle and Eden, before returning to Sydney. The final voyage of 2019 was our participation in the 75<sup>th</sup> Sydney Hobart Yacht Race, unique in that the age limit was extended to enable 24 alumni to join the 'youth' crew. These included crew who had recently completed voyages, and some whose *Young Endeavour* experience occurred in the early 90's. The broad range of ages, and excellent square sailing conditions, making for a very enjoyable trip.

Our arrival in Hobart marked the commencement of the ship's southern deployment, with the first voyage being Hobart to Hobart, followed by visits to Melbourne and Adelaide. While in the Melbourne area, *Young Endeavour* embarked two groups of trainees from HMAS *Cerberus* for a three day sea familiarisation, supported the Williamstown Seaport Festival, and conducted a Corporate Day Sail from Williamstown to Geelong. The ship then participated in the Geelong Wooden Boat Festival, hosting a breakfast on board to celebrate International Women's Day.

On completion of Voyage 05/20, Adelaide to Melbourne, advice was received of the cancellation of voyages due to COVID-19. Staff crew sailed the ship back to Sydney where *Young Endeavour* assumed extended notice for sea. Immediately on arrival in Sydney the bulk of the staff crew were assigned to support the Australian Defence Force's COVID-19 Task Force, with the few remaining crew managing the ship through the first scheduled maintenance period of the year in April/May.

Post maintenance, with crew returning from the COVID-19 Task Force, the opportunity arose for Young Endeavour to provide support to Navy through the provision of sea familiarisation for Maritime Warfare Officer trainees from HMAS Watson. These newly appointed officers were unable to complete their scheduled sea training earlier in the year. In late June, four groups of 12-15 trainees embarked for three day periods at sea, with the activity proving to be a mutually beneficial undertaking, providing an introduction both to life at sea and to the trainees' future roles and responsibilities, and enabling staff crew to maintain their unique set of skills - sailing a tall ship and delivering a youth development program at sea. On completion Young Endeavour resumed extended notice for sea.

Maintenance

Young Endeavour completed a scheduled major refit and docking period from August to October 2019, during which extensive works were undertaken, with the ship coming out of the water, the hull cleaned and painted, and all three yards removed and inspected. A scheduled five week maintenance period was also conducted during April and May 2020. The continued support of the Mine Warfare and Clearance Diving Systems Program Office and the In-Service Support Contractor Noakes Shipyard, combined with the efforts of ship's staff, has ensured the sound materiel state and reliability of the ship.

#### Administration and Personnel

In what has proven to be a challenging year, the efforts of the small and dedicated staff crew have been of the highest order.

In particular, those who concluded their postings during the year made an outstanding contribution to the continued success of the Youth Development Program, each in their own unique fashion. Numerous young Australians have benefited from the positive influence of these Officers and Sailors who, in turn, leave broadened and enriched by their experiences in *Young Endeavour*.

In addition to new staff crew joining, some for their second posting, *Young Endeavour*, has continued to benefit from the support of former staff crew, both permanent Navy and reserve members, enabling respite, courses and training opportunities, and annual leave for permanent staff. The staff crew have

facilitated the continued success of the Young Endeavour Youth Development Program, and ensured that each and every Youth Crew member leaves the ship better for the experience.

I am honoured to lead a motivated and professional group of men and women. I have every confidence that the ship and crew, working closely with the Young Endeavour Youth Scheme and Advisory Board, will rise to the challenges of these uncertain times, continuing to provide a challenging, inclusive and rewarding sail training experience for young Australians. Carpe Diem.

Yours Aye

Andrew (Kenny) Callander Lieutenant Commander, RAN Commanding Officer STS Young Endeavour







## PROGRAM OF VOYAGES

Youth Development Voyages			
V11/19	Gladstone to Brisbane	09 Jul 19 - 19 Jul 19	
V12/19	Brisbane to Sydney	22 Jul 19 - 01 Aug 19	
V13/19	Sydney to Newcastle	04 Nov 19 - 14 Nov 19	
V14/19	Newcastle to Eden	17 Nov 19 - 27 Nov 19	
V15/19	Eden to Sydney	30 Nov 19 - 10 Dec 19	
V01/20	Hobart to Hobart	04 Jan 20 - 15 Jan 20	
V02/20	Hobart to Melbourne	18 Jan 20 - 28 Jan 20	
V03/20	Melbourne to Adelaide	31 Jan 20 - 10 Feb 20	
V04/20	Adelaide to Melbourne	13 Feb 20 - 23 Feb 20	
V05/20	Geelong to Melbourne	09 Mar 20 - 19 Mar 20	

Alumni V	oyages - Special Events	
V16/19	Sydney to Hobart	26 Dec 19 - 31 Dec 19



## THE YOUNG ENDEAVOUR YOUTH DEVELOPMENT PROGRAM

The Young Endeavour Youth Scheme delivers a world recognised sail training program to young Australians in STS *Young Endeavour*. The 11-day adventure at sea is delivered by specially trained Royal Australian Navy personnel, who teach young people with limited or no sailing experience to sail a square-rigged tall ship safely.

The tall ship environment provides a unique and powerful opportunity to conduct outdoor education. The program aims to provide a unique and challenging personal development opportunity at sea culminating in increased teamwork, leadership and communication skills, as well as an increase in self-confidence, social capital and a willingness to contribute back to society.

During a voyage, youth crew are encouraged to step out of their comfort zones and are given the tools required to overcome the associated challenges. The immersive nature of being at sea encourages participants to quickly develop interpersonal, leadership and teamwork skills (see table below).

The program is structured into three distinct phases, the Crisis Phase, Transition Phase and the Arrival Phase.



#### Crisis Phase

During their first three to four days, the youth crew face unfamiliar circumstances that challenge them. With the support of staff, they discover their inner strength and resilience as they learn to overcome sea sickness, a lack of sleep, living and working with new and unfamiliar people, and learning new skills and sailing terms.

#### **Transition Phase**

During the Transition Phase, the youth crew move from instructor-led to self-led activities. As their ability to sail *Young Endeavour* improves, they take on leadership roles within each watch of eight youth crew members.

#### **Arrival Phase**

Towards the end of the voyage, the Command of *Young Endeavour* is handed over to the youth crew for 24 hours. During this period they put what they have learnt about sailing, as well as their communication, teamwork and leadership skills, into action. On the second last day of each voyage the youth crew host a group of young people with disability for a community day sail, consolidating their experience by sharing the knowledge they have gained on board.

#### During each voyage members of the youth crew

- Engage with new people
- Form new teams
- Accomplish individual and team goals
- Identify team processes
- Identify different types of teams
- Understand what makes an effective team

- Experience a leadership role
- Identify different leadership styles
- Compare and contrast different leadership styles
- Understand what makes an effective leader

- Experience different forms of communication in different contexts
- Understand what is effective communication
- Identify and use different forms of communication
- Push their personal limits
- Develop skills to face future challenges
- Understand their own personal strengths
- Identify tools and techniques to maintain confidence
- Become more self-reliant

- Develop skills in expanding social networks
- Develop an understanding of the importance of social networks
- Learn to identify network opportunities
- Develop a desire to contribute to a social network
- Articulate the strengths diversity brings

and are able to relate the lessons learned back to their daily lives



### SAIL IN YOUNG ENDEAVOUR

A voyage in *Young Endeavour* is an opportunity for a young person to discover what they are capable of. The exhilarating adventure at sea is designed to challenge a young person to find new limits of endurance and personal strength as they learn to sail a square-rigged tall ship along the Australian coast.



During each voyage up to 27 youth from around the country are selected by ballot to form a youth crew. Once on board, the specially designed sail training program teaches them all of the skills required to sail *Young Endeavour*, including taking the helm, climbing the 30-metre mast to set and furl sails, keeping a 24-hour watch rotation, cooking in the galley and learning to navigate. For the final leg of each voyage, the youth crew elect a Captain and command team and are responsible for sailing *Young Endeavour* to her final destination.

Over the course of an 11-day voyage, participants take part in activities designed to elicit attributes of teamwork, leadership and communication. In doing so, youth often increase their self-confidence and develop an appreciation and desire to contribute back to their community.

Specially selected full-time Navy and reserve personnel deliver the program. During each voyage, the youth crew is split into three watches and dedicated Navy Watch Leaders teach and support participants. Regular debriefs are held to consolidate lessons learnt, and targeted questions, reviews, guided discussion and personal reflection prompt youth crew to realise how their experience can be translated into everyday life.

Most young people selected for a voyage apply via the biannual public ballot. Applications are open to Australian citizens or permanent residents aged 16-23 years of age, who meet the minimum health and fitness requirements.

The Young Endeavour Youth Scheme is committed to providing equitable access to *Young Endeavour* for a diverse range of young people. Financially assisted berths are made available each year to applicants who meet specific criteria. Our corporate and community partners also offer voyage scholarships directly to young people in the community each year.

During 32 years of operation, 14,076 young Australians have completed the Young Endeavour youth development program during 587 voyages. In the last financial year, 250 youth crew joined *Young Endeavour* on 10 youth development voyages. 16 were sponsored by corporate and community partners, 21 received financial assistance, and one was a British citizen nominated by the Jubilee Sailing Trust as part of the Tall Ship Exchange.

Applications are accepted at www.youngendeavour.gov.au

### THE VOYAGE THAT CHANGED ME

By Jithmal Ranasinghe

If you've ever wanted to try something that challenges you, boosts your confidence, improves your skills as a leader, allows you to meet like-minded people from varying backgrounds who later become lifelong friends - all while having the time of your life - then a voyage in STS *Young Endeavour* is exactly what you're looking for.

I sailed in *Young Endeavour* from Newcastle to Brisbane in May 2019, as part of my Duke of Edinburgh Gold award. The voyage was full of amazing experiences from the very first day. Dolphins started following our ship just as we came out of the harbour. When night fell the Milky Way and the stars came out clearer than I had ever seen before. I got to climb up to the highest yard and look far across the turquoise waters of Nelson Bay.

As a team, I and the other youth crew members braced for the task of commanding the ship on our own for 24 hours. We learnt to apply everything we learnt aboard-setting and furling sails, navigating, working efficiently under pressure as a team. These experiences changed all of us. It fortified us from any self-doubt that we may have previously had and allowed us to grow as individuals. We proved to ourselves that we are capable of so much more than we initially thought.

We had so much fun with our activities. Playing deck games and even exploring a shipwreck to name just a few. We entertained ourselves at the café and shared many great memories and jokes over, often multiple, cups of cold milo.

Every day of the voyage was great, but one of the most memorable experiences during the voyage had to have been taking children and their families from Brisbane Hospital down the Brisbane River and giving them a tour of the ship. In pairs, we showed them around.

I remember asking one of the children, "So what would you like to do when you grow up?"

His response, with a smile, "I want to sail here," he ran off shortly after to join his brother to check out the nay room.

His mum went on to fondly tell me and my partner that he's counting down the days until he turns 16 so he can apply.

I remember looking over at my partner and seeing that she'd also been moved to hear many of them express their aspirations and dreams to us. Seeing the way we could help bring hope and make a difference in people's lives, made me wonder what else I could do to continue doing so when the voyage was over.



Now more than a year later our crew is still very close, and after getting to know most of them over this time I realised that their experience in *Young Endeavour* changed them. I saw them go onto improve their lives for the better and feel empowered to contribute to society in many positive ways.



One of our shipmates went onto join the Navy, another progressed as an Air Force cadet, and one even went to Asia to work in human trafficking prevention!

As for me, the voyage couldn't have come at a better time. I wasn't in a particularly good place when I applied, I struggled to stay motivated and concentrate on my ambitions and easily became stressed. My experiences aboard *Young Endeavour* and the many things I've learnt from my crewmates since then have changed me for the better. I took the culture of leadership and comradery to calmly and effectively handle any task handed to me, at work and at university.

The discipline I learnt allowed me to go onto excel academically and improve my overall health and fitness. They also played a large part in motivating me to apply for the Black Dog Institute as a volunteer research assistant for their Future Proofing Project where I'll contribute to research that will help prevent and treat mental illness among young people.

These experiences still continue to have a compounding effect on my life and I'm sure it's the same for anyone else who has sailed in STS *Young Endeavour*.



### THE ADVENTURE OF A LIFETIME

By Rachel Lee

I can confidently say that my adventure on board *Young Endeavour* has been one of the most fulfilling experiences of my life and will be an 11 days that I will cherish forever.

Don't get me wrong, it was no walk in the park and was in fact the most physically and mentally challenging few days I've ever experienced. It's hard to make the most out of being woken up in the middle of the night for watch duty, feeling sea sick for days on end and copping daily bruises from being thrown about by rough seas, but it's certainly possible in *Young Endeavour*.

Sure, it was tough and I was pushed to my absolute limits on several occasions, but that's what made this experience so great! As a wise Staff Crew member once said, it's often the greatest challenges in life that reap the greatest rewards.

But that's enough of the bad, now onto the endless list of amazing memories! There's something extremely special about the friendships you make when living on a tall ship with complete strangers for 11 days. The close confines, shared struggles and delirium from a constant lack of sleep creates a bond like no other. Despite the many challenges we were faced with, we never once failed to provide endless encouragement and support to one another in achieving every one of our goals, and that to me was so heartening and uplifting to see.

And then there were the many other magical experiences on board. From daily sightings of wildlife which included whales, dolphins, seals and dugongs, to watching the most breathtaking and colourful of sunrises and sunsets from 30 metres aloft, or seeing shooting stars fly by our eyes on beautifully clear nights, and of course...the amazing food thanks to Chef Zac!

In addition to these unforgettable memories, I was able to learn so much about myself - the

good, the bad and the ugly. It's easy to forget to self-reflect in our busy lives, so having the chance to do so for 11 days was really eye opening. I certainly valued this time and saw it as an important aspect of the journey which provided me with some great takeaways for life, and helped me identify strengths previously unknown to me, as well as points of improvement to build on.

Most importantly, I would like to take the time acknowledge the incredible Staff Crew - if I had the space, I'd write a 10 page essay on how much I appreciate you all! I have never met a group of people more passionate and dedicated to their work and I can't thank you enough for all that you did for us on this trip. Thank you for your enduring encouragement and support, and for inspiring us to do better and be better people.

I would strongly recommend anyone and everyone to take on the challenge that the Young Endeavour program provides. It is an incredible youth development program that will teach you so much about yourself and reveal strengths to you that you never knew you had. Make the most out of every opportunity and enjoy the ride. Carpe diem!



### FROM THE BUSH TO THE SEA

By Charlee Masters

As soon as I stepped on board *Young Endeavour* in Sydney, I knew the next eleven days were going to be the best days of my life. They definitely were.



The Young Endeavour Youth Scheme is open to all young Australians from the coast to the outback. I live on a farm in western NSW - a far cry from the sea. I never thought it would be possible for me to experience such a dream as to go from drought-stricken farm life to an amazing life-changing experience at sea. The voyage changed my everyday life dramatically.

The eleven days that I spent on board were nothing that I imagined. I don't think anyone can understand the great and magical feeling that I got until they sail in *Young Endeavour*.

This experience was the most physically and mentally challenging thing that I have done, from the 12:00am wake ups to seasickness and being in an environment I had not been in before, these factors though made the voyage ten times better! Being pushed to the limit and still being able to get through to the end is so rewarding. I accomplished so many amazing things that I never thought I would be able to - including climbing up the 30-metre mast, taking on leadership positions in activities and learning how to sail this magnificent vessel.

In such a small environment the friendships you make are very special. Going through the same struggles and achievements creates a bond that you wouldn't have with anyone else. As a watch group and as a whole crew, we were able to overcome every challenge that was thrown at us either at anchor or in the middle of the sea, Youth Crew came together and achieved amazing things with plenty of encouragement so we could achieve team and personal goals.

On board I learned so much more about myself, the good and the bad! I believe I found my true identity on board through self-reflecting activities. I discovered so many strengths along with some weaknesses that I am going to improve on and overall I have plenty of takeaways for life.

Watching the spectacular sunrises and sunsets from aloft, setting and furling sails, taking the helm under a milky way night, sitting on the bowsprit with dolphins dancing at your feet, trips ashore, command day, hearing inspiring stories from the Staff Crew, enjoying amazing meals every day and the freedom you feel when sitting 30 metres aloft are memories I will cherish for life.

I would like to thank the amazing Staff Crew that did so much for us during our Voyage. You are all truly inspiring, amazing people. You provided so much encouragement and support when the going got tough, while also sharing many laughs and great memories along the way! You guys are awesome!!

Young Endeavour is definitely a voyage of a lifetime and I can't recommend it enough to other young Australians who love a challenge and adventure while making lifelong friends!

### SCHOLARSHIP PARTNERS

The Young Endeavour Youth Scheme partners with corporate, community and not-for-profit organisations to provide berths to young Australians who may not otherwise be able to sail in *Young Endeavour*.

During the reporting period, 16 young Australians received scholarships to join a voyage in *Young Endeavour*, funded by our corporate and community partners.

Young Endeavour scholarships offer a practical way for organisations to invest in Australian youth - the leaders of tomorrow. Our partners

are able to select young people from their company or local community to take part in the program.

The Young Endeavour Youth Scheme thanks our Scholarship Partners, who provide opportunities for young Australians to participate in the program.

- Albury Legacy
- Australian Maritime Welfare Society
- Australian Navy Cadets
- Baniyala
- Benalla RSL Sub Branch
- Blacktown RSL Sub Branch
- Brett Scott, Solicitor
- · Cairns RSL Sub Branch
- Canberra Legacy
- Charters Towers Regional Council
- Five Dock RSL Sub Branch
- Galston High School
- Gladstone Council
- Goondir Health Services
- James Cook University
- Landbridge
- Matthew Flinders Anglican College

- Navy Indigenous Development Program
- Newcastle City Council
- Norfolk Island Office of the Administrator
- NSW Rural Fire Service
- Order of Australia Association NSW
- Parcorp
- · Roma RSL Sub Branch
- Rotary Sydney Cove
- Rotary Club of Pennant Hills
- Rotary Club of Pambula and Merimbula
- RSL Sub Branch Newcastle
- RSL NSW
- Rural Youth
- Seaspray Surf Life Saving Club
- Tall Ships Award Australia Britain Society
- University of South Australia
- Upper Hunter Shire Council



### COMMUNITY DAY SAILS

An important part of the Young Endeavour youth development program is our community day sails. On the penultimate day of the program, an organisation that supports disabled youth is invited to join *Young Endeavour* for the morning. This provides an opportunity for members of the community who cannot take part in the regular program to experience time under sail. It also gives the youth crew a chance to interact with disabled youth and share their experiences. This develops participants' appreciation of diversity and instils a desire to contribute when they return to their own communities.

The Young Endeavour Youth Scheme maintains a register of interest for organisations that are interested in applying for the opportunity to bring their clients aboard *Young Endeavour* for a community day sail.

During the reporting period, 113 guests from six community organisations joined *Young Endeavour* for a day sail.

- Down Syndrome Association of NSW
- Tulgeen Disability Services
- Uni2Beyond
- ACD Tasmania
- North Vietnamese Families with Special Needs
- Shepparton Access



## YOUNG ENDEAVOUR AWARD

The Young Endeavour Award is presented to a member of a youth crew who has stood head and shoulders above their fellow youth crew members and demonstrated their commitment to the pursuit of excellence during their voyage.

Recipients demonstrate the ethos of *Young Endeavour*, which is making a considerable effort regardless of success or failure, showing a spirit of friendship, and supporting team members in striving to achieve personal goals through challenging times and conditions.

The Young Endeavour Youth Scheme thanks the Order of Australia Association (NSW Branch) for their support for the Young Endeavour Program, through this award, for close to thirty years, and congratulates all recipients.

V11/19	Angus Small	QLD
V12/19	Caitlin Ryan	NSW
V12/19	James Bigg	NI
V13/19	Emma Lugge	QLD
V14/19	Flynn Sheedy	NSW
V15/19	Campbell Hillock	SA
V02/20	Ariana Simons	NSW
V02/20	Connon McInnes	NSW
V03/20	Julian Anderson	WA
V04/20	Annabelle Green	QLD



## YOUNG ENDEAVOUR YOUTH SCHEME GOVERNANCE

In 1988, the Minister for Defence established the Young Endeavour Advisory Board to provide advice and support to the Young Endeavour Youth Scheme regarding the program conducted for young Australians in *Young Endeavour*. Advisory Board members are appointed by the Minister for a term of three years. The Fleet Commander Australia and a Department of Defence senior executive are ex-officio members.

The Advisory Board is responsible through the Chairman to the Minister for Defence Personnel and shall:

- ensure that STS Young Endeavour is operated for the benefit of young Australians;
- b. provide a broad and balanced input of community views on the Young Endeavour Youth Scheme to ensure that appropriate outcomes are planned and performance is monitored and achieved;
- c. provide advice to the Minister for Defence Personnel on the means of achieving the aim of the Young Endeavour Youth Scheme;
- d. review the development of initiatives that advance the aim of the Young Endeavour Youth Scheme for all young Australians, and generate community awareness and funding support for implementing those initiatives;
- e. be accountable for the disbursement of funds held in the Young Endeavour Youth Scheme Public Fund Trust and associated investment accounts, and ensure the Executive Director implements policies that are consistent with the aim of the Young Endeavour Youth Scheme;
- f. review expenditure and revenue estimates and achievement;
- g. review and recommend voyage fees to be levied on youth participants, and pricing policies for other revenue items;

- h. review strategies to publicise and market the Young Endeavour Youth Scheme:
- i. provide advice to the Navy, through the Executive Director, on youth development objectives and on matters related to the ship's activities; and
- j. report annually to the Minister for Defence Personnel on the operation of the Young Endeavour Youth Scheme.



# YOUNG ENDEAVOUR ADVISORY BOARD

#### Chairman

#### Mr Marshall Baillieu

Marshall Baillieu is Co-Head of Rothschild & Co Australia. He specialises in corporate finance advisory and mergers and acquisitions, particularly within the mining and oil and gas sectors, with over 23 years of investment banking experience with the Rothschild & Co group. Marshall holds a Masters of Business Administration from the University of Melbourne and a Bachelor of Engineering (Mechanical). Marshall also attended the World Bank sponsored Executive Development Program at Harvard Business School. His interests include wooden boats and he has extensive yacht racing experience.



#### **Board Member Representing Navy**

#### Rear Admiral Jonathan Mead AM RAN

Rear Admiral Jonathan Mead is the Commander of the Australian Fleet, responsible for all Navy ships, submarines, aircraft squadrons, diving teams and establishments, and for the personnel serving in those units. His naval career spans three decades, including postings in Australia and overseas. Rear Admiral Mead holds a Masters Degree in International Relations, a Masters Degree in Management and a PhD in International Relations. He has published a book on Indian national security.



#### **Executive Director Young Endeavour Youth Scheme**

#### Mr Stephen Moss CSC

Stephen Moss was appointed Executive Director of the Young Endeavour Youth Scheme in 2004. Previously he enjoyed a distinguished Royal Australian Navy Career, and in 2002 was awarded the Conspicuous Service Cross for his contribution to the Australian Defence Force's amphibious and afloat support capabilities. Stephen is actively involved with sail training and is President and International Representative for Tall Ships Australia and New Zealand and a member of the Sail Training International Tall Ships Forum. He is a graduate of the Royal Australian Navy Staff College, and holds a Bachelor of Economics and a Graduate Diploma of Environmental Law.



#### **Board Member Representing Defence**

#### Commodore Michele Miller AM RAN

Commodore Michele Miller is the Chief of Staff of the Australian Defence Force Headquarters working to the Chief of Defence Force and Vice Chief of Defence Force. During her seagoing career she has commanded two Navy ships, and was also responsible for the operational training of major fleet units, including *Young Endeavour*. Ashore, she has most recently been responsible for Navy workforce planning. Commodore Miller holds a Master's Degree in Strategic Studies, is a Member of the Australian Institute of Company Directors and is an inaugural member of the Board of Directors of the Australian veteran support charity 'Soldier On'.



#### **Directors**

#### Ms Suzanne Daniel: Board Member

Suzanne Daniel is a journalist, author and communications consultant who has worked for ABC TV, The Sydney Morning Herald, the United Nations, BBC (London) and in crisis management and social services. She was the inaugural Director of Jesuit Social Services in NSW and in 2000 was awarded a Vincent Fairfax Fellowship for Ethics in Leadership. For the past twenty years Suzanne has served on community, philanthropic and public company boards. She holds a Bachelor of Communication and a Masters Degree in Journalism. She is a member of the Australian Institute of Company Directors, has undergone study in Corporate Governance at Harvard Business School and is currently a Board member of Kincoppal-Rose Bay School. She counts sailing the roaring forties off the west coast of Tasmania on board Defiance as one of the most challenging, but ultimately fortifying, experiences of her life.



#### Mr John Dixon: Board Member

John Dixon is a non-executive Director of AustralianSuper, Frontier Advisors and Ai Group. He has more than 35 years' experience within the logistics and services sector including as Executive Director/COO Linfox, Executive Director/COO Skilled Engineering, Managing Director Westgate Logistics, Managing Director Silk Logistics Group and Chair of a privately-owned transport company. John has been involved with community-based awareness programs ranging from hospitals to youth assistance for more than twenty years. He is a Graduate of the Australian Institute of Company Directors. His interests include competitive yachting and restoration of wooden boats



#### Ms Caitlin Stephenson: Board Member

Caitlin is a Project Manager at Phantom Works International, a rapid prototyping and development division of The Boeing Company. A former member of the *Young Endeavour* youth crew, she provides a first-hand insight into the youth development program. Caitlin joined *Young Endeavour* for the 2015 World Voyage, where she represented Boeing Defence Australia, sailing to Gallipoli to take part in the centennial commemoration services on ANZAC Day 2015. Caitlin holds a Masters Degree in Aviation Management from Griffith University and a Bachelor of Engineering, Aerospace Avionics degree with First Class Honours from Queensland University of Technology.



#### Mr Angus Hutchinson: Board Member

Angus Hutchinson is CEO of Thomas Global Systems. Angus joined Thomas Global in 2011 as Vice President, Commercial, focusing on the group's commercial aerospace and business development activities. Prior to joining Thomas Global, Angus worked as a Vice President in the Investment Banking Division of Rothschild Group in Sydney and Washington, D.C., where he focused on mergers and acquisitions and project finance transactions in the natural resources sector. Angus holds a Bachelor of Commerce from the University of Sydney. Angus is a member of the Australian Industry Group's NSW Advisory Council and is a national director of the Australian Industry and Defence Network.



#### Her Honour Judge Catherine Traill: Board Member

Judge Kate Traill was appointed as a District Court judge for New South Wales Courts in August 2015. She has more than 30 years experience, both as a barrister and a crown prosecutor. She served as an independent councillor on Mosman Council from 2004 to 2008 and is a Lieutenant Commander in the Royal Australian Naval Reserves, though she is unable to give legal advice while on the bench. She holds a Bachelor of Arts LLB with Honours in Politics and Fine Arts.



#### Mr Stuart Bryson: Youth Representative

Stuart represents the *Young Endeavour* alumni and provides a current perspective on the program to the Advisory Board. Stuart joined *Young Endeavour* during the 2015 World Voyage, participating in the Tall Ship Races on the North Sea. In 2018, Stuart joined *Young Endeavour* during the Rolex Sydney Hobart Yacht Race. He regularly represents the Scheme at schools, universities, and public events. A graduate of the Australian National University, Stuart practises as a commercial lawyer in Canberra and recently completed a judicial associateship with the ACT Law Courts. For many years, Stuart has volunteered with local and national not-for-profit organisations, particularly those focusing on youth development and leadership.





## YOUNG ENDEAVOUR YOUTH SCHEME ADMINISTRATION

#### **Patron**

The Governor-General of the Commonwealth of Australia, His Excellency General the Honourable David Hurley AC DSC (Retd).

#### **Scheme Administration**

The Young Endeavour Youth Scheme is managed by civilian staff employed under the Public Service Act 1999 (Cwlth) with support from members of the Royal Australian Navy Reserve.



Executive Director
Mr Stephen Moss, CSC

Marketing Manager
Ms Jennifer Reilly

Business Manager Mr George Plellis

Voyage Coordinator Mr Martin Radunz

Assistant Voyage Coordinator Chief Petty Officer Greg Bray Petty Officer Harry Harbach

Office Support
Chief Petty Officer Michael Van Walle

#### **Ship Staff**

Young Endeavour is recognised for the quality of the Royal Australian Navy staff crew who deliver the internationally recognised youth development program offered by the Young Endeavour Youth Scheme. This small group of specially trained, highly motivated and committed people are supplemented by a pool of operational relief permanent Navy and Reserve personnel.

During the 2019/2020 financial year the staff crew of STS *Young Endeavour* were:

#### **Commanding Officer**

Lieutenant Commander Andrew Callander, RAN

#### **Executive Officer**

Lieutenant Harry Ingham, RAN Lieutenant Darren Watkins, RAN

#### **Operations Officer**

Lieutenant Ivanka Zeko, RAN

#### **Navigating Officer**

Lieutenant Jerome Wong, RAN Lieutenant Darren Watkins, RAN Lieutenant Tracey Magyar, RAN Lieutenant Jemma Dart, RAN

#### **Training Officer**

Lieutenant Jerome Wong, RAN Lieutenant Tracey Magyar, RAN

#### Assistant Training Officer / Watch Leader

Leading Seaman Hydrographic Survey Operator Keith Large

#### Chief Boatswain / Watch Leader

Chief Petty Officer Boatswain Guv Renfrey
Chief Petty Officer Marine Technician Mark Horton
Petty Officer Boatswain Isaac Janes

#### 2nd Boatswain / Watch Leader

Leading Seaman Boatswains Mate Morgan Mitchell

#### Communications Officer / Watch Leader

Chief Petty Officer Communications and Information Systems Blake Walsh

#### Senior Technical Officer

Chief Petty Officer Marine Technician Ross Perrin

#### Second Engineer / Watch Leader

Chief Petty Officer Marine Technician Mark Horton Chief Petty Officer Marine Technician Ben Bryan

#### Senior Chef / Medical Care Provider / Watch Leader

Petty Officer Maritime Logistics - Chef Marcus Lingard

Petty Officer Maritime Logistics - Chef Adam Carey

#### Second Chef / Medical Care Provider / Watch Leader

Leading Seaman Maritime Logistics - Chef Zac Morris

Leading Seaman Maritime Logistics - Chef Keely Slis

#### Stores Coordinator / Watch Leader

Able Seaman Combat Systems Operator - Mine Warfare Karly Beeksma

Leading Seaman Maritime Logistics - Support Phoebe Evans

#### **Shore Administrator**

Leading Seaman Naval Police Coxswain Tom Stewart

## Permanent and Naval Reserve personnel who served as staff crew for individual voyages:

Commander Gav Dawe, OAM, RAN

Lieutenant Commander Adam Farley, RAN

Lieutenant Commander Ian Heldon, RAN

Lieutenant Commander Dion Curtis, RAN

Lieutenant James Bagnato, RAN

Lieutenant Chris Jordan, RAN

Lieutenant Kyle Rensford, RAN

Chief Petty Officer Boatswain Aaron Wilson

Chief Petty Officer Musician Brett Douglas

Petty Officer Marine Technician Darren Smith

Petty Officer Maritime Logistics - Chef Andrew Laundon

Leading Seaman Boatswains Mate Lauren Bailey

## SHIP SPECIFICATIONS

DESIGNER BUILDERS	Colin Mudie FRINA Brooke Yachts Ltd - Lo	westoft UK	NAVIGATION EQUIPMENT	Navigation radar Gyro and magnetic compasses	
SURVEYED TO	Certificate of Survey for a sailing ship issued by Australian Maritime Safety Authority to Uniform Shipping Laws Code Class 1A Passenger			Satellite Navigation System and Global Positioning System (GPS) Depth sounders Weather fax	
CONSTRUCTED Lloyd's 100A1LMC Yacht Class for sail training purposes UK Merchant Shipping load lines, 1968 UK Department of Transport proposed sail training vessel stability requirements, 1987		FIRE FIGHTING EQUIPMENT	Fire Detection system throughout Portable extinguishers and hoses Fixed CO <sub>2</sub> drenching system in engine room Fixed salt water fire main		
			LIFESAVING EQUIPMENT	8 x 10-person inflatable life rafts 2 inflatable boats with outboard motors 8 lifebuoys with markers	
DESIGN SPEED	Under sail Under power	14 knots maximum 10 knots maximum (8 knots cruising)		80 lifejackets 2 portable emergency radios Emergency position indicating radio beacons (EPIRB)	
RIG DIMENSIONS	Brigantine Length overall Length on deck	44 metres 35 metres	ACCOMMODATION		
Beam 7.8 metres Draught 4 metres Displacement 239 tonnes Total sail area 740.6 square m Height above waterline 34 metres Fuel capacity 17 tonnes Fresh water capacity 13 tonnes Ballast 34 tonnes	4 metres 239 tonnes 740.6 square metres 34 metres 17 tonnes 13 tonnes	SAIL AREAS	Course Topsail Topgallant Fore Staysail Mainsail Main Gaff Topsail Main Staysail Main Topgallant Staysail	97.9 m <sup>2</sup> 80.4 m <sup>2</sup> 65.1 m <sup>2</sup> 62.8 m <sup>2</sup> 99.8 m <sup>2</sup> 42.2 m <sup>2</sup> 58.0 m <sup>2</sup>	
MACHINERY Engines  Generators Fresh Water  Sewerage	Engines	2 x 215 turbocharged diesels, twin fixed pitch 0.8m diameter	-	Jib Fisherman Staysail Total Genoa	81.6 m <sup>2</sup> 97.0 m <sup>2</sup> 740.6 m <sup>2</sup> 141.5 m <sup>2</sup>
	Fresh Water Sewerage	propellers 2 x 40 KVA diesels Reverse osmosis desalination plant Holding tank	GENERAL	The ship's hull is steel with a composite plywood and teak laid deck Masts and spars are aluminium alloy Sails are modern polyester sailcloth Standing rigging is stainless steel wire rope Running rigging is stainless steel or synthetic fibre	
RADIO	Satellite Communication VHF Radio Telephone HF Radio Telephone	лі зуѕіені			



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