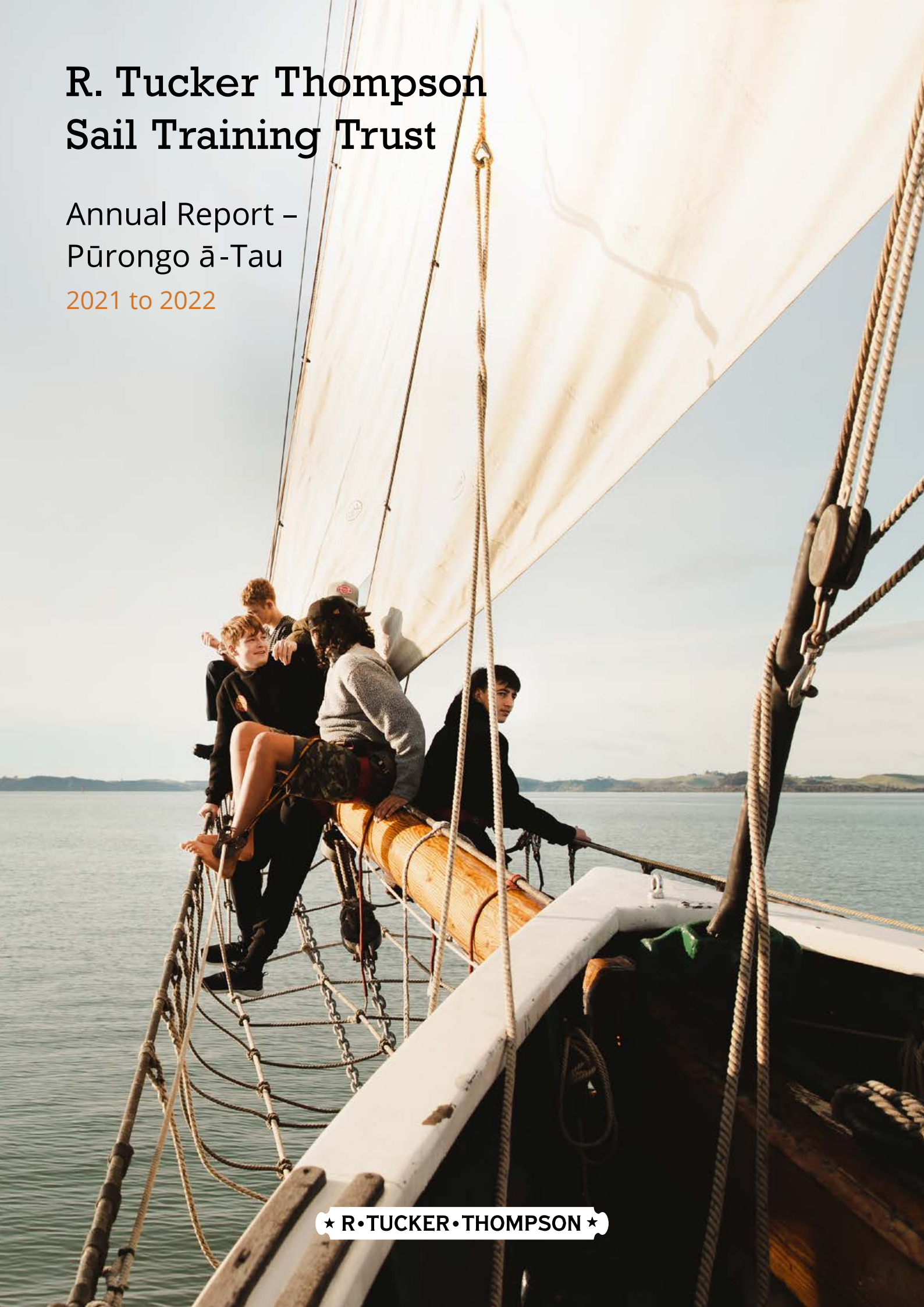


R. Tucker Thompson Sail Training Trust

Annual Report –
Pūrongo ā-Tau
2021 to 2022



Our Vision

Tō mātou tirohanga whakamua

Learning for Life through the Sea

Tangata – People

Make a positive lasting difference to the lives of those who come on board, whether for a day, a week or longer.

Turangawaewae – Place

Allow those who sail on her to learn more about our place, past, present and future.

Waka – Ship

Preserve the tradition of tall ship sailing and specifically the R. Tucker Thompson.

Tikanga – Core Value

Fostering a sense of belonging.

“I learnt I could
do more than I
thought I could.”



Message from the Chair

He mihi nā te Heamana

The year under review has been a year of change along with some great accomplishments that, despite challenging conditions with ongoing Covid lockdowns, have shown the depth and resilience of the Trust to take on and navigate our way through uncertain times and continue to accomplish our core objectives.

The scheduled replacement of the ship's rig was a huge achievement and completed to an excellent standard under the guidance of our Maintenance Manager, Rangi Ferris. The unscheduled re-engineering of the ship was achieved which now sees the ship in great shape for the coming years.

We have had generous support from a bequest, donors, sponsors and grants, along with ongoing support from Foundation North, Lottery Grant Board Community Fund and the Oxford Sports Trust. The George Hansen Trust once again supported the maintenance of the ship with a contribution towards her new rig, new engine and support for our youth programme. Support with the Covid Wage Subsidy and Support Payments enabled us to maintain all of our staff and support operational costs.

Our new engine was purchased with the support of the George Hansen Trust, Mike Daniel and others. Pub Charity, a donation from Colin Edwards and the George Hansen Trust contributed towards our major maintenance project.

All of which has made it possible to continue delivering and expanding our youth voyage programme, with a total of 18 youth development voyages this year.

New faces have joined the organisation with the appointment of Jo Lynch as Chief Executive and Rangi Ferris as Maintenance Manager, bringing new energy and skill sets to our organisation. It is evident that they have found their feet and we welcome them on board and look forward to the future working with them.

We farewell our Chairman of 13 years Mike Daniel whose input and guidance have been instrumental in bringing the Trust through these challenging times of the pandemic and whose generosity sees him leaving the ship in the very best condition. It is without question that Mike's experience in corporate and business management amassed over a lifetime has been invaluable and the Trust has grown and benefited hugely from his steady hand at the wheel. The Trust is in a stronger position than ever for the future. On behalf of all the Trustees and people in the organisation we thank you and we hope you are catching the best waves of your life!

With the opening of the borders, and the return of tourism, we anticipate an increased number of commercial sailing days over the summer. We will focus on delivering the best possible experience for our guests, and making a surplus to support next year's youth voyages.



— Tim Yeates



Our Year in Review

Tō mātou tau ki muri

Tēna koutou katoa,

2021 was a year of change; obstacles revealed opportunities and the year was marked by a changing of the guard for the Trust. Lockdowns, downpours and breakdowns required fresh stores of flexibility and patience from our people, and we were thankful to be in the business of building resilience. The ship and Trust have emerged stronger, refreshed, and our kaupapa and focus is renewed.

We were grateful to have delivered 18 voyages and have 207 trainees sail with us this financial year. The results, as tracked by Otago University researchers, continue to show that our trainees experience significant shifts in self-esteem, resilience and confidence having been part of our programme. We were grateful that despite the disruptions, trainees were motivated to attend by a desire to go to new places, meet new people and try new things. Amongst the Covid commotion, our mahi continued to deliver profound results for our young people in the North.

We focused on enhancing our core kaupapa, to create a sense of belonging and to listen carefully to our rangatahi. Connection, whanaungatanga, continued to be our north star. We were rewarded by a deeper understanding of our unique ingredients, and clarity on how we could leverage our core competencies to create lasting change in the lives of our young people. Consistently positive outcomes, and a deep connection with our young people, provide us with the opportunity to influence beyond the seven days on board our waka. In order to capitalise on the sense of capability and possibility, we began building pathways to education and employment for our graduates.

Our waka received two major upgrades, one planned and one unplanned. We undertook a major project to replace her original standing rigging, using traditional tall ship techniques and methods. We were incredibly lucky to have Rangi Ferris, a professional rigger and shipwright and square rig enthusiast, join our whānau to undertake this task. Rangi went on to become our full time Maintenance Manager and was on hand to navigate us through a major engine breakdown that resulted in installing a replacement John Deere, a transmission rebuild and a nine-week unplanned break in our tourism operation. Both projects provided us with ample challenges and in 2021 Covid proved to be the gift that kept on giving when a part got lost in transit, delaying the project by three weeks. With a new heart, and a new skeleton, the Tucker and her team cut the poor tourism season short and got on with delivering youth voyages.

The summer season could be described as a fizzer. Bad weather, a major breakdown, pesky lockdowns, and poor visitor numbers were a recipe for resilience and made for a brutally challenging juggle of resources, finances and people. Historically, commercial activity during this period would consistently set the Trust up to financially support the youth season; after ducking and diving challenges for four months we cut it short and began delivering our youth voyages early. With chins up, government support, generous sponsors and aroha, we were happy to see our beloved teenagers again and set sail in the bay!

2021 saw the departure of several of the core figures in the Trust. Executive Trustee Jane Hindle retired after 25 years at the helm. Her contribution to the organisation was immense, and along with Russell Harris, she built the Trust from the ground up, influencing many lives along the way. The Trust recognised her involvement and commitment with an evening sail on The Good Ship.

Mike Daniel stepped down as the Trust's Chair after 13 years guiding the evolution of the organisation to what it is today. Mike lent a steady hand and a watchful eye during his reign, connecting the Trust to the wider corporate community and funders. His expertise in governance, financial management and practical risk management provided stability and consistency through the years. Tim Yeates stepped into the role as Chair when Mike Daniel retired in early 2022.

We also bid farewell to Wayne Karauria, who spent a decade with the Trust. Having worked his way up the ranks, he spent three years as the ship's Master and was a treasured kaitiaki of our ship and kaupapa. We pay tribute to Wayne's and Jane's work in this report.

Incredible support from our donors helped us take care of our ship and our people through this financial year. We are grateful to Foundation North, Pub Charity, Lottery Grant Board, Far North District Community Boards, Oxford Sports Trust, and Sport Northland for supporting our maintenance and youth programmes. We are thankful for the support from the George Hansen Trust and the ongoing support of Top Energy and Far North Holdings Ltd for funding our youth programme.

Thank you to the Mayor's Taskforce for Jobs fund for supporting our training initiative. To our individual sponsors, thank you for being both our financial support as well as part of our whanau; your financial contribution is appreciated but your ongoing encouragement and backing of our kaupapa is something special, we are deeply grateful for this kindness.

A big thank you to our volunteers. We have a wonderful team of trainee volunteers that come back as crew in the summer to deliver with our summer guests on board. Liz Greening joins us on the last day of every single youth voyage to wash, dry, and perfectly fold the ship's laundry. Liz, we appreciate your commitment and mahi.

We would like to acknowledge the incredible work of our team, our sailors, our support staff and youth managers. Thank you for gracefully working through another year of uncertainty, and through the journey keeping our youth at the heart of everything you do. Thank you for your commitment, hard work, and love for our ship.

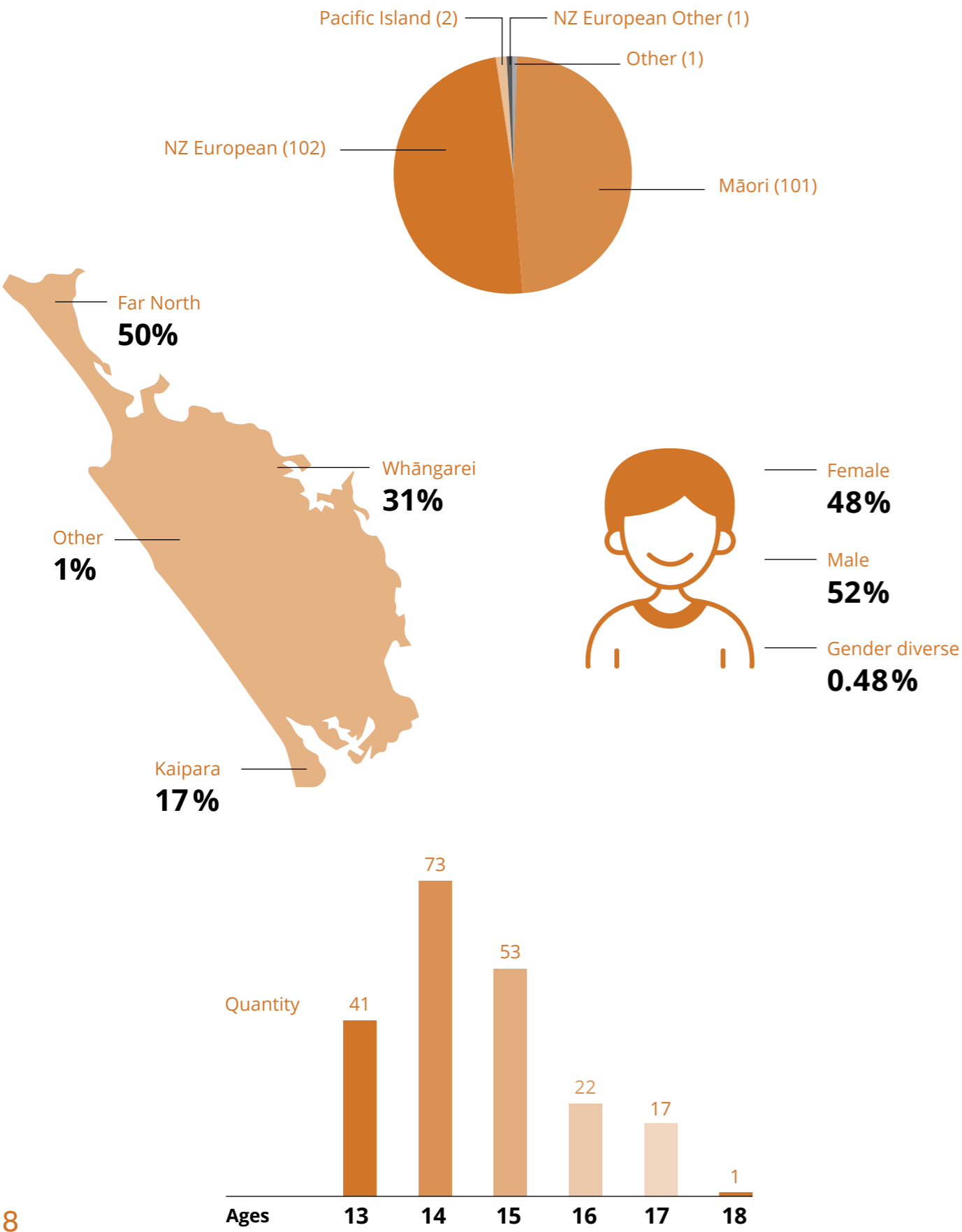
Amidst all these changes we remain energised, positive and excited about the future. The year provided reflections that only crystallised our purpose. The unusual environment affirmed that the goodwill to support our kaupapa is immeasurable, and as whānau we feel privileged to do this special work on The Good Ship. The future looks bright as we move ahead with new people, a refreshed vessel and a solid strategy to enhance the lives of all those who sail on her.



— Chief Executive, Jo Lynch

Youth Results at a Glance

He tirohanga hua rangatahi



18
Voyages delivered

207
Youth on board





80

Net Promoter Score

Youth Results at a Glance

He tirohanga hua rangatahi

Outcomes of the voyage

We sent out a survey and asked what our trainees gained most from their experience.

Memories / Stories to tell	95.29%
Learned new / More sailing skills	94.12%
More confident trying new things	84.71%
More confident meeting new people	83.53%
More interest in water-related activities	69.41%
More self-confident	64.71%
Leadership skills / Take on responsibility	68.24
More positive / Happy / Relaxed	72.94%
Better able to tackle problems	57.65%
Better understanding of people	58.82%
A chance to be involved in decision making	48.24%
Like self better	41.18%
Sailing could be a career	40%
Spiritual changes	37.65%

How happy were you with the experience?

Very happy	86 %
Happy	14 %
Net Promoter Score	80

Youth Results at a Glance

He tirohanga hua rangatahi

Words from our young people

“ I loved the challenges that we were given and the activities we did. I thought sailing by ourselves was an awesome challenge that really showed how much we had improved in team work and leadership as well as our sailing skills and knowledge. I liked that everyone got a chance to be a leader at some point throughout the voyage and how included everyone felt in our group. I will remember these challenges the most and hope that I stay in contact with the awesome new friends I made. ”



“ The crew and the other students are my highlight. Every day we were laughing our heads off no matter what happened. We learnt so much not only about each other but of the boat and the Bay of Islands it was so cool. The thing I will remember the most is when we all would stay up just talking and laughing it was a really life changing experience. I have my own little family. ”



Wayne Karauria

Sailor and Master 2012 to 2022

There is no one in the world like Wayne Thompson-Karauria.

Wayne recently hung up his hat as the Senior Master of the R. Tucker Thompson. To say it has been a pleasure to work alongside this young man is an understatement: Wayne is a true character and has been the heart and soul of the R. Tucker Thompson for the past decade. Nothing, and I mean nothing, is ever a problem with Wayne. He approaches everything with a sense of calm, a sense of humour, and a plan to sort it out. He works hard, is keen to do his best, and attacks absolutely everything with a little bit of his own style. And that's what we love about him.

The impact Wayne has had on the lives of our young people is profound. He connects in his own way; he is a natural kaiako, a teacher, a storyteller, and a rangatira; he is a true leader. He has made an enormous difference to thousands of rangatahi who have sailed with us and we are extremely grateful for his work with our taitamariki.

Wayne has delighted guests from all over the world with dolphin facts, the history of the bay and his warm and genuine Northland welcome to The Good Ship. Often Wayne is the thing our guests remember most distinctly about their trip.

Wayne has a special way with words: wise reflective musings, accentuated with colourful language. He is as honest as the day is long and he boldly speaks the truth; he calls this mana-enhancing korero. Wayne knows our ship inside out; he has taken good care of her for 10 years. He is able to fix things, work things out and solve problems. He is a creative thinker when it comes to repairs: as he likes to say, "We hold it together with aroha".

Not only is Wayne a teacher, but he is also an avid learner, who is curious and mindful of his own progression. And this is why we get to wish Wayne well on his next chapter, off to learn his next trade, hone his carving skills and head towards building his own home. We feel really lucky to have worked alongside this young man; he makes us laugh every day and supports everyone around him. We appreciate you Wayne. Thank you for your mahi. It has been an honour to sail with you. Arohanui.





Next Steps

A Focus on Education and Employment

When developing our strategic direction, we listen to our stories. In conversations with whānau – sometimes several years after the voyages – parents often credit the Tucker for sparking motivation in their child to join the navy, go to university or embark on a particular career path. These breadcrumbs became the foundation of the focus on employment and education, as a pathway to create lasting and positive change for our young people.

The Trust's focus is to influence beyond the 7-day voyage and to capitalise on the evoked sense of self-belief and possibility, by connecting graduates to employment or education. To ensure we keep our eyes on our core deliveries, we looked to others doing excellent work in this space in Northland and connected with them to create a pathway to new opportunities.

The initiative connects our graduate rangatahi to existing services in the North to assist in careers guidance, employment and education. We aimed to offer connections to Te Pūkenga through North Tec, Queenstown Resort College (QRC) in Paihia, and Tai Poutini Polytechnic on the West Coast of the South Island. Pathways to employment and apprenticeships will be offered through partnership programmes with Queenstown Resort College, Smart Trade Solutions (apprenticeships), and Defence Careers, the recruitment organisation for the Army, Air Force and Navy.

Working to develop opportunities in the marine industry was firmly in our wheelhouse. We partnered with Queenstown Resort College and Skipper Training NZ to deliver training towards the Maritime NZ Qualified Deckhand Certification, funded by the Mayors Taskforce for Jobs. The course was developed in discussion with maritime operators in the Bay of Islands with deckhand roles available, with the intention of providing graduates ready for jobs in the local maritime industry.

We are at the starting line and committed to shaping opportunities for our rangatahi beyond their time on board. We teach that a career is a jungle gym, not a ladder, and we facilitate discussions to help trainees reflect and understand what they are interested in, what they are good at, and the natural skills and attributes others see in them.

Jane Hindle

Executive Trustee 2006 to 2021

When Jane Hindle saw the ship taking part in the iconic Bay of Islands Tall Ships Race 25 years ago, she knew immediately that the Tucker would be perfect for her dream wedding. However, little did she know that this was the start of a lifetime commitment to the ship, her crew and the R. Tucker Thompson family. Shortly after her wedding, Jane became a part-time business mentor and eventually took up a permanent role, as an integral part of the Trust's formation and the development of the youth and tourism programme for the future.

Jane joined the boat for part of the USA Tall Ship Festival in 2002 and again in 2005. She was in charge of logistics – it is no small feat to ensure a ship is adequately equipped with everything it needs, has rite of passage, and a berth in every in port!

In the mid 2000s it became clear that irregular income was not sustainable and in order to meet the goal of supporting local youth development, in 2006 the R. Tucker Thompson Sail Training Trust was established.

This business model still exists today with the goal of balancing social needs and sustainability. But it has not always been smooth sailing. Shortly after the Trust was set up, the 2007 Global Financial Crisis hit. With not much of a reputation at that point, the Trust struggled to get the financial support it needed and finding funding became very hard. By 2009 the Trust was in serious financial difficulty, and it was largely due to Jane's passion to keep the ship sailing that it survived. Jane successfully persuaded Mike Daniels to sponsor a trip, which in turn led to more support. By 2012 the worst was over.



Jane Hindle getting married
on the Good Ship

When asked about her best memories, Jane does not hesitate to say the Tucker has offered her the opportunity to experience something she could never have dreamed of. She says that the best part of her job has been about changing lives for the better – especially those youths who completely turn their lives around after spending just a week on board the Tucker. And, of course, working with an amazing team and the crew! Jane's passion and love for the ship have been fundamental to its current success.

Jane is a firm believer in doing what interests you and after 25 years of fun (and hard work) she retired in January 2022. The Trust thanks Jane for her commitment to the ship, her family and crew, and wishes her all the best in her next ventures!

Our Finances

Ā mātou pūtea

The Financial Statements have been prepared and audited for the year end 31 May 2022.

The following financial information has been extracted from the full financial statements as prepared by Bennett and Associates and a full copy of the statements can be found on our website.

Statement of Financial Performance

Tauākī Pūtea

For the year ended 31 May 2022

How it was funded, and what it costs.

	2022	2021
Revenue		
Donations, fundraising and other similar revenue	608,690	277,162
Revenue from providing goods or services	240,188	395,469
Interest, dividends and other investment revenue	2,020	4,365
Other revenue	6,177	7,882
Total Revenue	857,076	684,878
Expenses		
Volunteer and employee related costs	49,343	54,131
Costs related to providing goods or service	415,325	441,368
Other expenses	331,776	216,354
Total Expenses	796,444	711,854
Surplus/(Deficit) for the Year	60,632	(26,976)

Statement of Financial Position

Tūranga Pūtea

As at 31 May 2022

What the entity owns, and what the entity owes.



	2022	2021
Assets		
Total Current Assets	507,820	479,974
Total Non-Current Assets	966,834	955,726
Total Assets	1,474,654	1,435,699
Liabilities		
Total Current Liabilities	162,277	166,404
Total Non-Current Liabilities	67,894	85,444
Total Liabilities	230,171	251,848
Total Assets less Total Liabilities (Net Assets)	1,244,483	1,183,851
Accumulated Funds		
Accumulated surpluses or (deficits)	449,979	389,347
Reserves	794,494	794,494
Total Accumulated Funds	1,244,483	1,183,851

Our Tucker Whānau

Te whānau Tucker

Trustees

Mike Daniel – Chair until April 2021
Tim Yeates – Chair from April 2021
Joachim Borgstrom
Russell Harris
Bronwyn Hunt
Michael Simm
Suz Te Tai

Patron

Dame Anne Salmond ONZ, DBE

Auditors

Bennett & Associates, Whangārei

Secretary/Treasurer

Jane Hindle until 31 January 2022

Volunteers

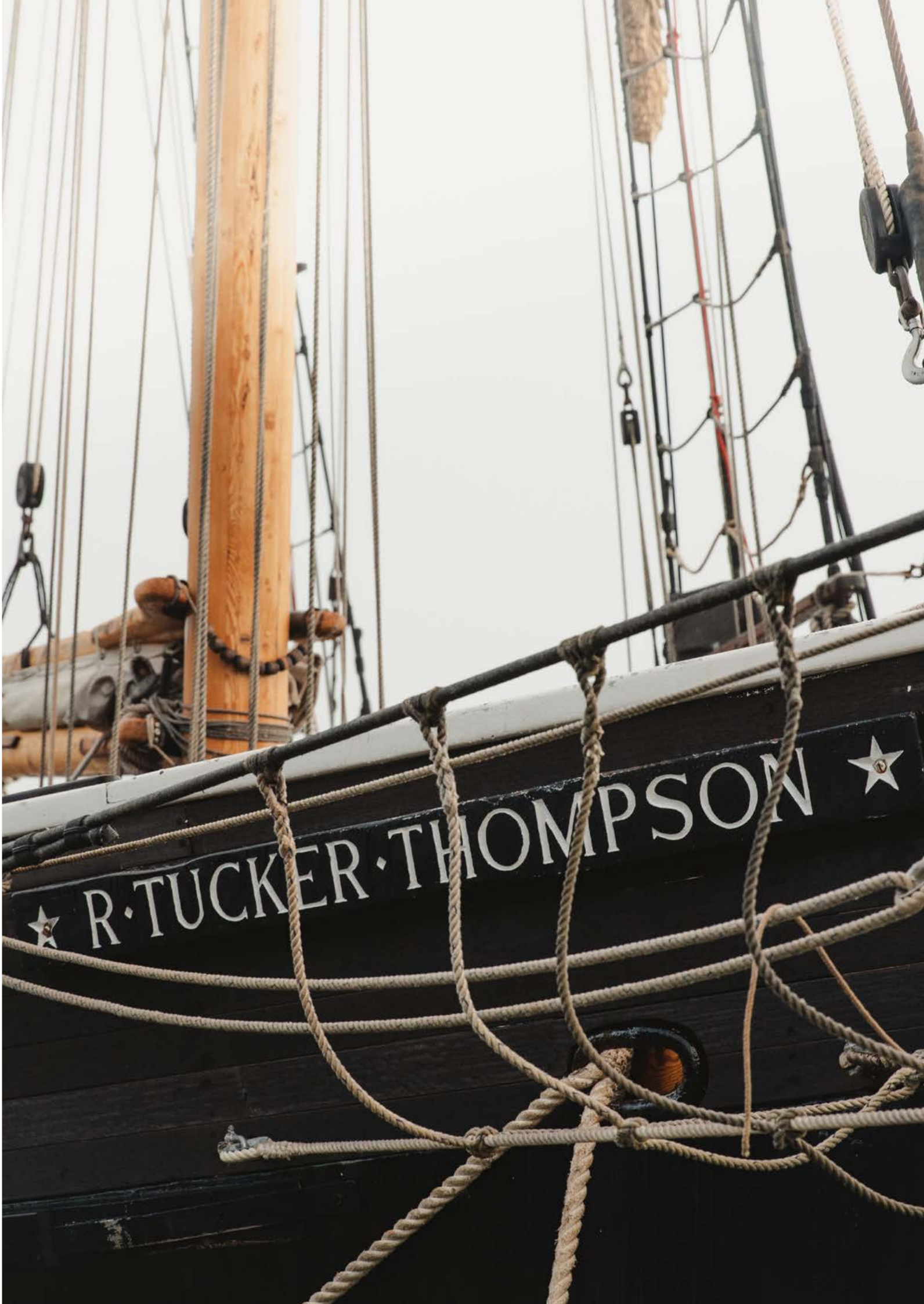
Liz Greening
Andre Aslund
Piper Grant
Jo Ivory
Alice Reade
Tony Lynch

Employees

Jane Hindle – Executive Trustee
Jo Lynch – General Manager/Chief Executive
Sarianna Crook – Operations Assistant
Sophie Camplin – Youth Manager
Pauline Moretti – Youth Manager
Sasja Mazurkiewicz – Sales and Marketing Assistant
Rangi Ferris – Maintenance Manager
Wayne Karauria – Master
Jay Thompson-Milne – Master
Terry Dunn – Master
Frank Allica – Master
Ben Willoughby – Master
Eloise Goodison – First Mate
Abbey Franklin – First Mate
Enes Fraj – Deckhand
Michelle Simperingham – Cadet and Deckhand
Abby Ngan – Casual Crew
Guy Cunningham – Casual Crew
Nic Charrington – Casual Master
Chynna Fahey – Casual Crew
Josh Fitzgerald – Casual Crew
Steve MacKay – Casual Master and Maintenance

Website: tucker.co.nz
Email: info@tucker.co.nz
Charity Registration
CC22076

Address
P O Box 42
Opua 0241
Northland, New Zealand





★ R•TUCKER•THOMPSON ★

Have a question or just looking for information?

info@tucker.co.nz

Interested in our Youth Voyages?

youth@tucker.co.nz

Sponsor a child or make a donation

www.tucker.co.nz/become-a-supporter

R. Tucker Thompson Sail Training Trust

P.O. Box 42, Opua 0241, New Zealand

www.tucker.co.nz

09 402 8430