

R. Tucker Thompson Sail Training Trust

Annual Report –
Pūrongo ā-Tau
2022 to 2023



Mission

Te Pae Tawhiti

Learning for Life
through the Sea

Vision

Te Arongo

To empower all
Northland youth to
lead rewarding lives

Our values

Ngā Uara

Whānau -
Connection, Belonging

Pono -
To be True, Honest,
Genuine

Tika -
Upright, Authentic,
Integrity

Aroha -
Respect, Inclusive

“Something really good about my experience was meeting new people. I have always been really shy and reluctant to meet new people but on the R. Tucker Thompson I met new people and made some new friends. I will always remember those new friends I made.”



Message from the Chair

He mihi nā te Heamana

The year under review has seen some exciting developments and accomplishments.

The Trust has moved from strength to strength with the recruitment of new members to the board of trustees who have brought new resources and skill sets to complement the team.

A big welcome to new trustees Jon Moore , Lance Edmonds and Karen Gilbert-Smith, whose positive impact is already being felt.

The board has set a 3-year strategic plan for the Trust to ensure that our focus and priority continues to be the delivery of outstanding outcomes for Northland youth and upholding the traditions of tall ship sailing, In accordance with our strategy our first year of partnership with QRC and Skipper Training New Zealand was successfully delivered!

A 10-year strategic plan is in process and will be introduced next year.

The ship has been maintained to an excellent standard under the guidance and supervision of our maintenance manager Rangi Ferris. The focus has been on upgrading systems and procedures and building on the momentum of the major rig and engine work completed last year.

We farewelled our founder and ship builder Mr Russell Harris, who retired from the board at 83 years young! Russell's vision for the Trust and the ship have been at the forefront of our strategy and it has been an absolute pleasure to work with him.

His contribution to the welfare of our Northland youth and the Trust is his legacy and an inspiration to all.

On behalf of the Board of Trustees and all involved in the Trust past and present we wish Russell a great retirement and we thank him for all that he has done.

We also farewelled Bronwyn Bouer Hunt from the board, whose contribution over the years has been immense, and we wish her well and thank her for her service and the work that she continues to do for Northland.


Special thanks to our Chief Executive Jo Lynch and her team, who have done an outstanding job this year and continue to develop and refine the programme for our youth development voyages. I am very pleased to announce that this year we have completed a total of 20 youth voyages!

We continue to seek new funding opportunities and are extremely grateful for the ongoing support of Foundation North.

We look forward to a prosperous tourist season and anticipate full bookings over the peak season to supplement our funding for next year's youth voyages.

— Chair, Timothy Hadar Yeates





4521

Number of people
who sailed with us

112

Number of
tourism sailings

23

Number of
Charters

17

Number of
Schools

51

Maintenance
days

Our Year in Review

Tō mātao tau ki muri

Tēna koutou katoa,

This year the R. Tucker Thompson Sail Training Trust regained stability, grabbed every opportunity, and planned carefully for the future. The Trust is in a solid position following two years of uncertainty, weather events and disruption. A strong team, good systems, sufficient reserves, and consistent Youth Development Voyage results put the organisation in a strong position to plan for both the short- and long-term future. The Trust represents a well-resourced, progressive and professional organisation, equipped to enhance the lives of Northland rangatahi, whanau and community.

The 7-Day Youth Development Voyage continues to deliver consistently outstanding results. A close relationship with Otago University researchers ensures outcomes for youth remain relevant, and this work continues to shape and enhance delivery. Twenty life-enhancing Youth Development Voyages were delivered during this financial year.

Partnering with experts and other high-performing organisations proved to be the winning formula for training, qualifying and placing young people into maritime employment. Fourteen students completed our inaugural QDC (Qualified Deck Crew) training, paving the way for the continued delivery of this programme in the years ahead.

Confidence in tourism was rebuilt and the commercial schedule and delivery were optimised to increase gross profit and efficiency. The success of the youth programme is underpinned by the delivery of a world-class tourism product.

The financial model has deliberately diverse revenue streams. Grant funding, sponsorships, donations and commercial revenue, all remain important sources of revenue. Increased operational expenses were met by taking advantage of commercial opportunities and seeking and securing new grant funding.

Partnering with high-performing organisations and businesses was a key focus. The Trust's network of supporters is increasing, and relationships are constantly strengthening in depth and breadth across education, conservation, iwi and other Youth Trusts and programmes.

A deliberate approach to deliver quality marketing and communications has strengthened the profile of the brand and the public understanding of the Trust's purpose and focus on youth.

Physical and reputational risk management continue to be at the fore. Proactive and safe maritime operations remain imperative and employee well-being and performance management underpin all operations.

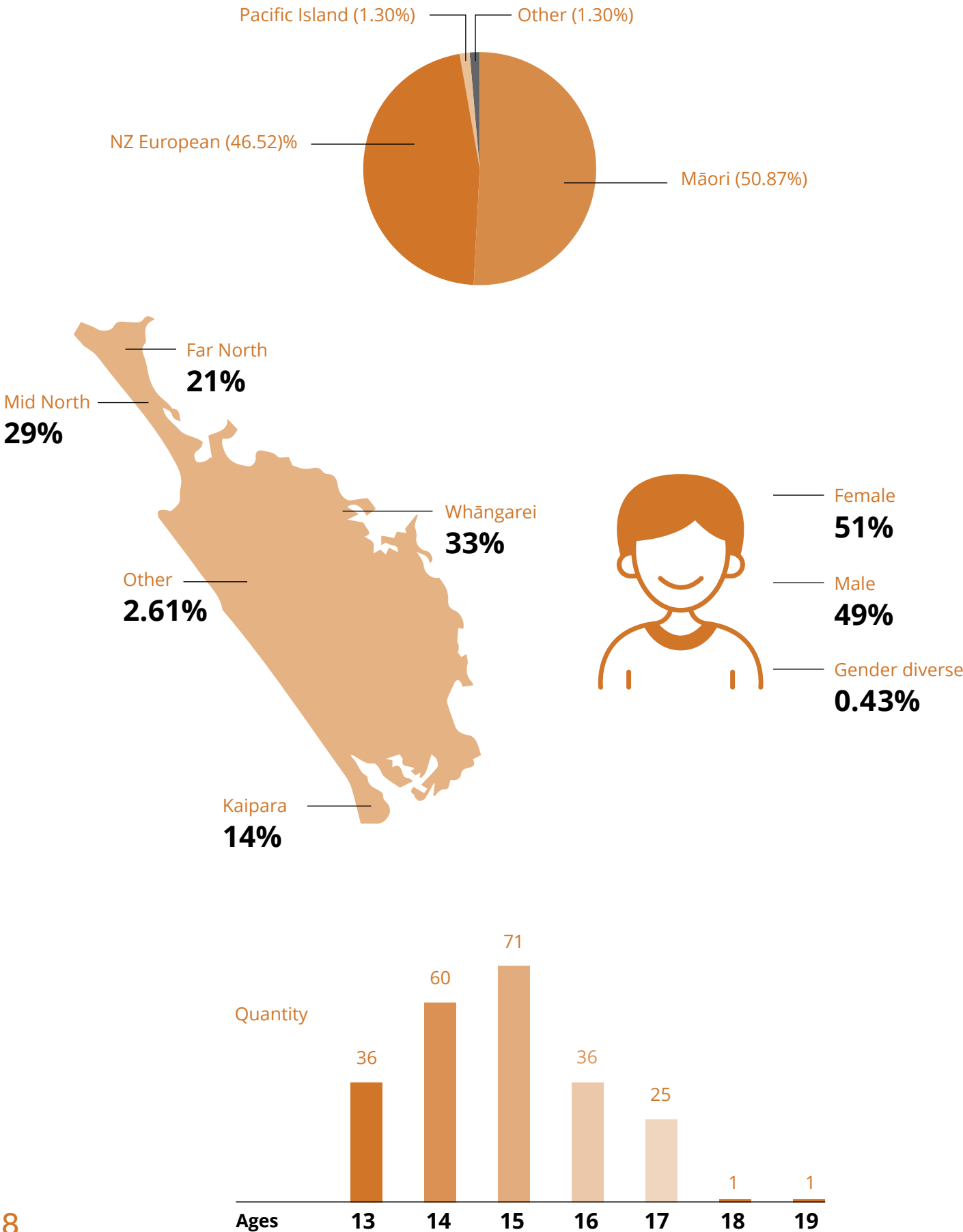
The ship is in good shape following a successful maintenance period, and astute and proactive management from the internal team. A smart, experienced, passionate team of mariners including the Trustees, bosun, operations staff, crew and masters, all take very good care of our waka.

It was a year to recalibrate, rebalance and prepare for the future. The results of the financial year set the Trust up to plan and achieve lofty goals in the next decade. Our Trustees and team are focused on achieving a long-term impact for the youth of Northland. The love of our ship, our connection to our place, and whanaungatanga drive our ship. Being part of this special kaupapa remains a privilege and the future is looking bright.

— Chief Executive, Jo Lynch

Youth Results at a Glance

Hua i te titiro



20 Voyages delivered

230 Youth on board



84

Net Promoter Score

Youth Results at a Glance

Hua i te titiro

Outcomes of the voyages

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

Memories / Stories to tell	98.13%
Learned new / More sailing skills	91.59%
More confident trying new things	85.98%
More confident meeting new people	85.05%
More interest in water-related activities	65.42%
More self-confident	77.57%
Leadership skills / Take on responsibility	69.16%
More positive / Happy / Relaxed	73.83%
Better able to tackle problems	57.01%
Better understanding of people	68.22%
A chance to be involved in decision making	57.01%
Like myself better	52.34%
Sailing could be a career	39.25%
Spiritual changes	31.78%

How happy were you with the experience?

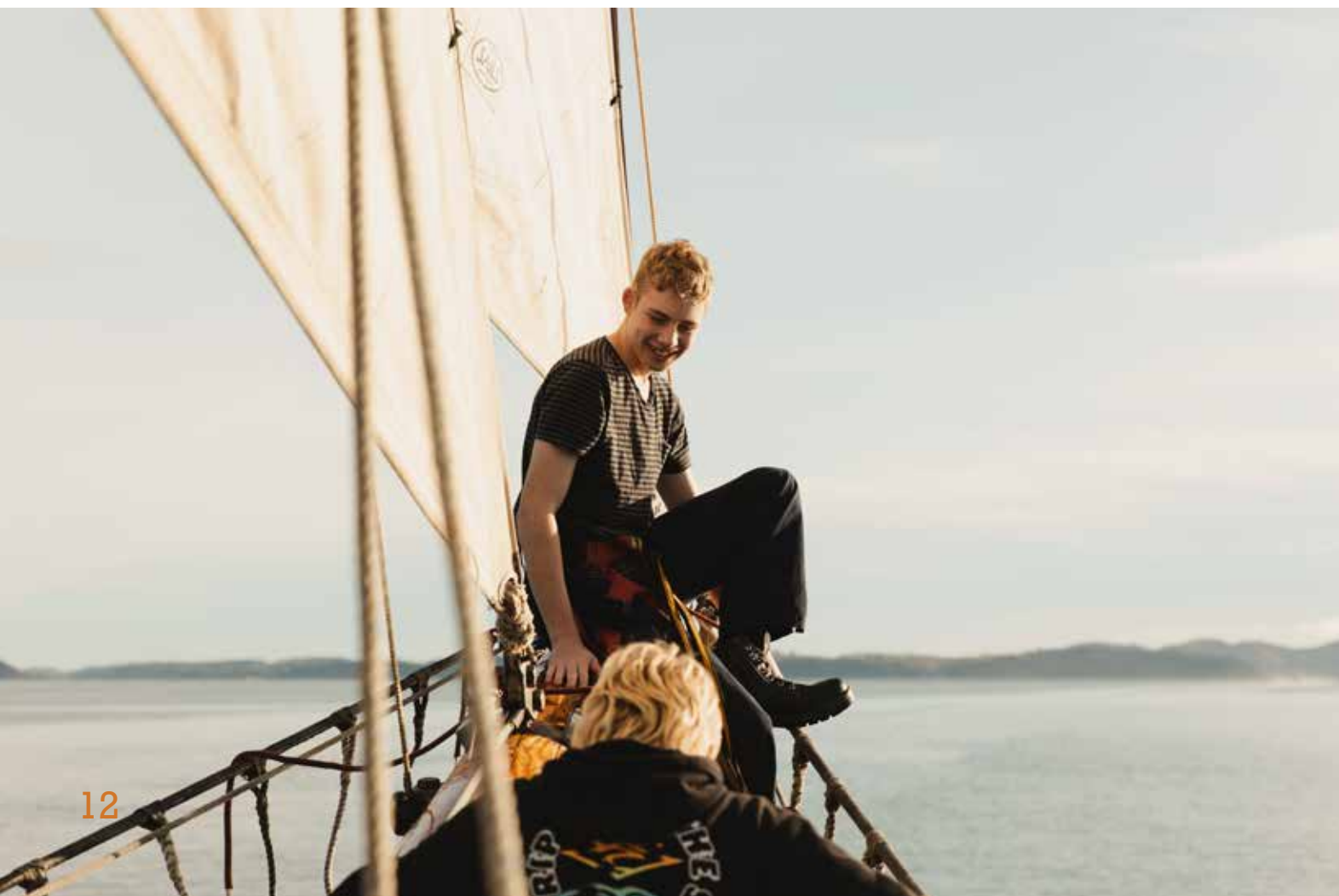
Very happy	91%
Happy	7.41%
Net Promotor Score	84.26

Youth Results at a Glance

Hua i te titiro

Words from our young people

“ I learnt quite a lot of things on the boat about my self-confidence. I learnt how to steer the boat, making new friends along the way, and a lot more things that will be carried with me forever. My favourite thing would probably be climbing the mast, getting over my fear of heights and the thing I will remember the most would definitely be the people on board (including the crew): they were the most kind, caring and funniest people. ”



“ I learnt how important working as a team [is], making decisions as a group to suit most if not all. I learnt knots, how to meet new people, how to sail a ship and become more confident in myself. My favourite thing was sailing the ship by ourselves and snorkelling at Deep Water Cove with all the fish. I will remember the memories I created on the voyage and the awesome places we went; I will also remember the friends I made on this trip. ”

Maritime training and employment

Creating positive futures for Northland's young people

Here at the R. Tucker Thompson Sail Training Trust connection is our cornerstone. With our young people at the heart of the project, we connected an incredible group of people to create a new maritime training programme.

The R. Tucker Thompson Sail Training Trust teamed up with Queenstown Resort College Tai Tokerau (QRC) and Skipper Training NZ to deliver a Maritime and Tourism Operations training programme based in Paihia. The collaborative initiative was developed to create a formal training pathway to education and employment for qualified deckhand positions on commercial vessels operating in the Bay of Islands.

The programme delivered the QRC Tourism Operations programme and training towards Maritime NZ's Qualified Deckhand Crew certification. This combination made up the Maritime Tourism Operations course. Students focused on achieving two certificate qualifications shaped to suit the current local job market. We had 14 students complete the course and pass their Maritime NZ Qualified Deck Crew certification. Six students went on to work in maritime tourism, tourism and other local industries.

Tourism Operations provided an introduction to the dynamic tourism industry. The programme focused on the concepts of Manaakitanga (the process of showing respect, generosity and care for others) and Whanaungatanga (a relationship through shared experiences and working together that provides people with a sense of belonging), and how these are applied in a professional tourism and hospitality context. Graduates learnt the importance of customer service and interpretation in delivering a unique visitor experience.

The Maritime Operations part of the course was delivered by Skipper Training NZ. They delivered industry training to prepare candidates to sit the Maritime NZ Qualified Deck Crew certification. Students spent time on boats in the Bay completing their Qualified Deck Crew Training Record Book to prepare for the Maritime NZ oral exam.

The R. Tucker Thompson Sail Training Trust sourced funding through the Mayors Task Force for Jobs and support from the MSD Community Recovery Programme to deliver the QDC programme. Our kaupapa is Learning for Life Through the Sea: this initiative stands to extend the benefits of our core youth development programme to offer long-term opportunities for our rangatahi, whanau and communities. To our students, thank you for your hard work, feedback, motivation and commitment. We are proud of each one of you.



Shaping a strategy

Empowering all Northland youth to lead rewarding lives

The R. Tucker Thompson Sail Training Trust has evolved since its establishment in 2006. The organisation consistently delivers profound results for Northland rangatahi (youth) on the 7-day youth development programme. Building on a strong foundation, the emerging strategic focus is to provide long-term positive outcomes for our youth, beyond the 7-day voyage.

The previous strategy (2019 to 2022) produced consistent results and a strong foundation has informed this most recent shift in direction. Our strategy development is underpinned by anecdotal evidence (listening carefully to the stories, identifying themes), as well as quantifiable evidence from our Otago University research and ongoing surveys.

Development and review of strategy have evolved over the last two years, in line with operational and environmental changes, both internal and external. The employment of a new Chief Executive, recovery from Covid, emerging challenges and opportunities for youth, and increased weather events have informed the new strategy. To drive our strategy forward we have regenerated our Board of Trustees to gain diverse thinking, strengthened governance experience and include identified skills in the skills matrix. The new strategy outlined above signals a deliberate and strategic shift from 50% tourism and 50% youth to deliver more youth voyages and spend 75% of our time on this kaupapa (project).

Focus on connection and belonging with rangatahi results in the forming of close bonds, and a deep sense of whānau, which provides a unique opportunity to influence and steer our youth beyond the 7-day voyage. The increase in confidence, self-esteem, resilience and positive attitudes towards the future is consistently expressed by our rangatahi as “I can do more than I thought I could do”. The next strategic phase for the Trust will capitalise on this sense of capability, and the deep connections we have made, to empower our youth to lead rewarding lives.

Our waka, our people and our place have the power to change lives, whānau and communities in the North. This strategic step will optimise the use of our waka, propel our people, regenerate our environment and enhance mana in every action we take.

The strategic priorities are built on the foundation of effective financial management, innovative leadership, and a high level of legal, health and safety, and employment compliance. Risk and reputation management continue to be at the fore, and people and performance management underpin all operations. Smart and safe maritime operations continue to be imperative. Consistent high-quality delivery of our 7-day voyages will continue as our core service.

Our Purpose (Why)

By empowering all Northland youth to lead rewarding lives we will drive positive outcomes for all rangatahi, whānau and communities in Te Tai Tokerau.

Strategic Priorities (What)

This strategic phase will optimise the use of our waka and maritime knowledge, propel our youth and people, regenerate our environment and enhance mana for the benefit of Northland rangatahi. To empower all Northland youth to lead rewarding lives we will focus on four Strategic Priorities:

- Wayfinding – navigating our people
- Kaitiaki – aspirational by nature
- Wānanga – drive maritime education
- Waka – preserve our ship and tall ship traditions

Outcomes

Our strategic priorities return clear outcomes for Northland youth.

Strategic Priority	Outcomes for Youth
Wayfinding – navigating our people	Longer-term connection will return sustained and stronger outcomes for our youth. Education and employment provide a foundation for a rewarding life
Kaitiaki – aspirational by nature	Legacy conservation programme designed to inspire lifelong interest in conservation and awareness of the world around our youth
Wānanga – drive maritime education	Using our maritime expertise to provide education, qualifications, and employment in maritime careers for our youth in the North
Waka – preserve our ship and tall ship traditions	Our waka and the tall ship environment are essential to the delivery of our youth development and world-class tourism products

Russell Harris

An extraordinary man

In 2022, after 42 years being at the helm of the R. Tucker Thompson - the ship and her Trust - Russell Harris resigned from his role as Trustee. This marked the end of an era in terms of Russell's formal role; however, he remains an important member of day-to-day operations and a long-term inspiration for our kaupapa (project) and people.

Russell's involvement with the ship began with a friendship. Russ met Tod Thompson working on building another tall ship, the Bounty. Their paths crossed again in the early 1980s when Tod Thompson and Greta Simmonds approached Russell with the prospect of finishing the construction of The Good Ship. Russ readily agreed and the hull was trucked to Russell's house at Mangawhai Heads where for the next four years the trio and the Mangawhai community set to work completing our ship.

Russell became responsible chiefly for the engineering work, Tod for the rig and Greta did much of the business management, raising bank loans, negotiating with New Zealand television and holding the team together. Little by little, enough materials and money came in to finish the ship and launch her in front of the house at Mangawhai Heads. The launching from the beach on 12 October 1985 was an emotional and iconic local event.

The first job for the Tucker, as she is affectionately known, was to star in the New Zealand-made television series "Adventurer". After a season on the Northland coast, she set off across the world to join the fleet of tall ships gathering near Tower Bridge in London ready to take part in the re-enactment of the first voyage of a fleet of convict ships to Sydney, as part of Australia's bicentenary celebrations.

The Tucker sailed again with some of these ships in the Pacific Islands in the winter and spring of 1989, carrying her full-time professional crew of six and up to ten charterers at a time for cruising among the islands in the ocean passages from and to New Zealand. The Tucker delivered tourism sailings in the Bay of Islands and began work in youth development. In 2006 Russell sold the ship into the not for profit trust for the purpose of helping Northland youth to thrive.

Russell, from the inception of this dream, has brought enormous spirit, energy and optimism. He continues to bring his passion, energy and resounding love for life to our whanau. He tells us stories, reminds us of our core values, and brings his incredible affection for our waka to our team. He never lets us forget that our ship will bring the magic, that she will take care of us, if we take care of her.

If you are lucky enough to have spent time with Russell, or better still sailed with him, you will know him for his charisma, showmanship and all-round magnetism. Russ cares deeply for people, in particular the people of the North. His rural character and innovative mind mean he has many interesting projects to his name: he has built and flown his own plane, acted and directed many plays, but ultimately, Russell is a farmer at heart with a love for both the land and the ocean in equal measure.

In late November 2022 Russell resigned from his role as Trustee but he is still very connected with us. Russ often comes and farewells youth voyages, inspiring our youth, whanau and crew as they set off on their adventures. He visits us often in our office to support our team, provide encouragement and, of course, tell this story often. We are grateful for his enormous and continuing contribution to our kaupapa (project). We love Russell: he is our forever whanau.





Board of Trustees

New faces

Our Trustees play a vital role in the R. Tucker Thompson Sail Training Trust achieving its core purpose: to enhance the lives of Northland youth. We're grateful to welcome them to our Board of Trustees and to the Tucker whanau.

We thank and farewell Russell Harris and Bronwyn Hunt for their contribution to our Trust and future strategy. With some mighty goals in our sights, we recruited additional Trustees to bring new ideas, energy and governance strength to lead us in this next strategic chapter.

We were delighted to welcome to our leadership team Jon Moore, Karen Gilbert-Smith and Lance Edmonds.



Lance Edmonds (left) has been involved in the youth sector for the past 30 years and has a great understanding of pastoral care for young adults. He's a strong advocate for youth and an active member of his community, a keen rugby player and team leader. With a background in coaching and operations for Work Ready NZ, QRC Tai Tokerau and more, he's dedicated to fostering growth. Lance is passionate about his work and will bring his skills of working in education, youth programmes and training to improving outcomes for our youth.

Karen Gilbert-Smith (middle) is the current Principal of Whangarei Boys' High School and CEO to their Board of Trustees. Amongst an impressive range of work, she has led teaching and learning initiatives to improve outcomes for Māori and Pasifika students and built partnerships with local community, hāpu and OBA. Passionate about her community, youth and education, her years of experience in the education system will prove valuable to the Trust to ensure we help all our trainees reach their individual potential.

Jon Moore (right) is a motivated businessman, with extensive experience in the maritime and tourism industry. He has managed multiple companies in New Zealand and currently acts as the Chief Executive Officer for Northport Ltd, Marsden Point. A boatie himself, he has spent his life on the water, and understands the industry inside and out. Jon will be a great asset to our business operations, and will provide valuable insight and advice relating to the management and operations of our Trust.

Each of the new Trustees bring their unique insights, experience and backgrounds to the Trust. We are thrilled to have their skills aboard our waka.

A special mention also of Pauline Moretti, who worked as our Youth Manager for 7 years. Pauline showed incredible commitment to the Youth of Northland, our network of teachers and schools and community and to supporting our youth crew to delivering their best work, Pauline has been a kind, hardworking and incredibly committed member of the team. She spent her time here wholeheartedly serving the mission of the Trust and we were sad to wave her goodbye. A big mihi to Pauline for all her work; she has been fundamental in changing the lives of many Northland rangatahi (youth).

Our Commercial work

Wild and wonderful projects!

We have a unique funding model; like sailing a tall ship, it takes teamwork. Over summer, we operate daily sailing trips, and the profits from our tourism activities are used to fund our youth development voyages. We also invite schools, businesses and community groups to come and sail with us, and we charter the ship for weddings, birthdays and many wild and wonderful projects. Here are some of the fun projects we tackled in the summer of 2022 and 2023.

Film work: The Convert – A Lee Tamahori Film

We were thrilled to charter the ship to Lee Tamahori and his incredible film production team and some Hollywood stars. It was all hands on deck as we hosted a 30-strong film, make-up, costume, and sound crew. We sailed to Tutukaka, the stunning backdrop to the story set in early 19th-century New Zealand. The film, *The Convert*, had its world premiere, featured as an Official Selection, in the 2023 Toronto International Film Festival.



History Day - Hohi

Ngāti Torehina hosted a special day at Hohi, Marsden's Cross. Rangatahi, special guests and crew from the R Tucker Thompson joined the festivities. The day was for different groups to come together for a historical and ecological adventure to learn about the vibrant history, geology and unique marine environment of this significant area of Pēwhairangi, Bay of Islands. Speakers included Ngāti Torehina kaumatua, an archaeologist, historians from Heritage NZ, a geologist and marine ecologists. This was an informative and interesting day that will be repeated in 2024.



North Chamber - Business After 5

The Trust hosted the Northland Business Community on board the ship for a North Chamber Business After 5 event. We hosted a ship full of business owners who were able to network, socialise and hear about our kaupapa while sailing the Bay.



Whangarei – a special visit to the town centre

The Good Ship and her crew were lucky to spend a week in Whangārei. We enjoyed 3 days in the beautiful town basin and 3 days sailing, showcasing the R. Tucker Thompson. We met with many different groups and many wonderful people - we loved every minute of it.

We loved hosting the pre-school pirate party, many families and friends, and several school visits, sharing fresh scones with local Whangarei District Council, Northland Inc, the wonderful Northland Lion Clubs, Sea Scouts, Bennett and Associates, and her worship the Mayor, Sheryl Mai. We were also grateful to connect with our special friends from the Spirit of NZ, our extended tall ship family. Nga mihi nui Whangārei, we will be back!

Weddings - The Good Ship, becomes The Love Boat!

We were thrilled to host weddings, for which the Good Ship becomes The Love Boat! This summer we enjoyed hosting the nuptials of two locals, Marcelle and Guy, providing a stunning evening, loads of laughs and something unique to share with their friends and families.

Our Finances

Ā tātou pūtea

The Financial Statements have been prepared and audited for the year end 31 May 2023.

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 2023
How it was funded, and what it costs.

	2023	2022
Revenue		
Donations, fundraising and other similar revenue	371,258	608,690
Revenue from providing goods or services	828,221	240,188
Interest, dividends and other investment revenue	11,745	2,020
Other revenue	53,874	6,177
Total Revenue	1,265,098	857,076
Expenses		
Volunteer and employee related costs	12,961	49,343
Costs related to providing goods or service	505,340	415,325
Other expenses	792,439	331,777
Total Expenses	1,310,741	796,444
Surplus/(Deficit) for the Year	(45,642)	60,632

Statement of Financial Position

Tūnga Pūtea

As at 31 May 2023
What the entity owns, and what the entity owes.



	2023	2022
Assets		
Total Current Assets	550,155	507,820
Total Non-Current Assets	1,326,527	966,833
Total Assets	1,876,682	1,474,653
Liabilities		
Total Current Liabilities	147,871	162,277
Total Non-Current Liabilities	50,344	67,894
Total Liabilities	198,215	230,171
Total Assets less Total Liabilities (Net Assets)	1,678,466	1,244,482
Accumulated Funds		
Capital contributed by owners or members	10	10
Accumulated surpluses or (deficits)	404,366	449,978
Reserves	1,274,120	794,494
Total Accumulated Funds	1,678,466	1,244,482

Our Tucker Whanau

Ko ngā kaimahi

Dame Anne Salmond ONZ, DBE: Patron

Trustees

Tim Yeates: Chair
Joachim Borgstrom
Michael Simm
Suz Te Tai
Russell Harris: Retired October 2022
Bronwyn Hunt: Retired January 2023
Jon Moore: From April 2023
Lance Edmonds: From April 2023
Karen Gilbert Smith: From April 2023

Auditors

Steve Bennett & Associates,
Whangarei

Secretary/Treasurer

Jo Lynch

Address

P O Box 42
Opua 0241
Northland, New Zealand

Website: tucker.co.nz

Email: info@tucker.co.nz

Charity Registration
CC22076

Leadership

Jo Lynch: Chief Executive

Operations

Sarianna Crook: until August 2022
Magnus O'Grady: from October 2022

Youth

Sophie Camplin
Pauline Moretti: until July 2022
Sophie Adams: from June 2022

Sales and Marketing

Sasja Mazurkiewicz:
Sales and Marketing Assistant
Kate Stirling:
Sales and Booking Support

Maintenance

Rangi Ferris:
Maintenance Manager and Master

Masters

Terry Dunn, Frank Allica, Ben Willoughby,
Marcel de Wilde, Peter Murphy, Jay Thompson-
Milne, Rob Algar and Nic Charrington

Crew

Adam Coeper, Kymbali Dender, Tom MacFarlane,
Zhane Harvey, Eloise Goodison, Abbey Franklin,
Arihi Reihana

Casual crew

Piper Grant, Guy Cunningham, Nic Charrington,
Andre Aslund

Volunteers

Liz Greening, Tony Lynch, Steve Bull, Nic McGrath,
James Dufty, Henry Moppel, Lola Doidge, Eliza
McCracken, Alice Reade James Urquhart, Millie
Haughey. Jonathan Beilby

Bequest

George Hansen Trust

Supporters

COGs Far North
COGs Whangarei
Foundation North
Four Winds
Grassroots Foundation
Lottery Grant Board
Oxford Sports Trust
Pub Charities
Sport NZ - EONZ - Aotearoa NZ
Whangarei District Council

Businesses and Groups

Adventure For Good
Zonta Whangarei
Top Energy
Far North Holdings Ltd
RemSoft

Our Partners

Project	Partners and Associates
QDC	Queenstown Resort College Te Tai Tokerau, Skipper Training NZ, Explore Group, Mayors Task Force for Jobs
Conservation	Ngāti Kuta, Patukeha, Fish Forever, Northland Regional District Council, TriOceans, Project Island Song
Youth Programme	Solomon Group, Dingle Foundation, I Have A Dream, Work Ready, Te Hau o Ngāpuhi, Project Island Song, TriOceans, schools, kura, iwi and hāpu
Tourism	Explore Group, agents, IDNZ, Akorn and operators





• 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

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www.tucker.co.nz