

R. Tucker Thompson Sail Training Trust

ANNUAL REPORT
PŪRONGO Ā-TAU





Tim Grant

Message from the Chair

Ngā kōrero o te Heamana



The year in review has been challenging. Ask any small business out there and they will tell you that times have been hard.

While the marked recovery of the tourism industry is welcome, this is not the only

sector to impact the Tucker. As a charity, we are always seeking funding to support delivery of our youth programme and there has been a noticeable decline in available funding, which is challenging for the non-profit sector.

The decline is entirely understandable given rising interest rates and increased costs; there is simply less to go round.

It's incredible that we achieved so much in the 2023-24 season. But it has been necessary to reduce overheads and scale our operation according to the financial climate.

This year we're reporting a deficit in part because of this climate.

Operating expenditure was increased to support growth into the maritime education space, but it became clear that we could not bring enough funding through the door to sustain it, despite the committed support of many generous donors and healthy commercial revenue. Fortunately, we had the financial reserves to absorb the short fall.

What you will see going forward is a return to the traditional Tucker business model, which centres on the preservation of our tall ship traditions. For our youth programme, we will concentrate on quality over quantity, focusing on the value of our impact with each voyage we deliver. Expenditure is under

the microscope as we cut the cloth to suit the Tucker model we know works.

We welcome the appointment of new Chief Executive, Catherine Langford. Catherine has lived in the Bay of Islands since 2007 and learned the ropes of traditional sailing on board the gaff-rigged cutter, Undine – one of the Fullers Brothers earliest local delivery boats, dating from 1887.

Professionally, Catherine brings experience from the public sector (local and central government) as well as the local tourism industry. Personally, she has had a longstanding connection to the Tucker whanau.

Supporting Catherine in her role as Chief Executive, we welcomed new Trustees Ross Blackman and Dr Mark Long.

Ross is the former Team New Zealand Chief Executive and has been a longstanding Director of Far North Holdings. He brings business acumen and a grounded, pragmatic approach to governance. Mark offers a strategic view and adds great value with his understanding of, and passion for, the non-profit youth sector.

It is my pleasure sit on the board with these new members, alongside the current Trustees – Jon Moore and Karen Gilbert-Smith and together steer a course that stays true to our mission: learning for life through the sea.

More than ever before we need the support of our local businesses, community, and funding organisations so we can keep our vessel in top condition and our staff on board to deliver life-changing voyages for young Northlanders and exceptional tall ship sailing experiences for anyone who steps on board.

– *Timothy Hadar Yeates,*
Chair

CEO Report

Ngā kōrero o te Kaiwhakahaere Matua



Kelly Hamilton, Magnus O'Grady, Catherine and Rangi Ferris with the Tucker vehicle, generously sponsored by Northland Toyota.

It's tricky to cast an objective eye across a year of which I had only a brief view. I will let the numbers, photos and stats in this report do most of the talking.

It was certainly a year of incredible achievement, and I look back in awe at the scale of what the team delivered. But also, I set my mind to the challenging climate we're now in and the need to weave a sustainable path true to the intentions of the Trust.

Kia whakatōmuri te haere whakamua

I walk backwards into the future with my eyes fixed on my past

I'll be looking back at the Tucker legacy to draw together the strong threads of our past to create a high-performing present. With an exceptional team in place – both on the ship and the shore – I know we can retain the energy of the new, informed by the deep knowledge of the old so we can thrive.

As we navigate economically sparse times, our relationships with funding partners are more important than ever – so that will be a key focus. Lucky for us that we are a social enterprise, with the capacity to generate good revenue under our own steam. We are ready to grab every commercial opportunity that presents itself to keep our vessel working and the Trust in good shape.

Meanwhile, we will remind everyone of the importance of what we do: the R. Tucker Thompson changes people's lives. No question. The ship is an icon of the Bay of Islands seascape and the Tucker Challenge bracelet is a badge of honour among Northland youth.

I feel privileged to join the Tucker whanau and ready to play my part delivering exemplary youth development, top seamanship, and sharing a love for the Bay of Islands' sailing legacy that draws visitors the world over.

– Catherine Langford
Chief Executive

A snapshot of 2023-24

Statement of Service Performance

Youth programme

- 220 Sail trainees
- 18 7-day voyages
- 33 schools and training organisations

Schools

- 19 school trips
- 631 students and teachers

Commercial activity

- 22 private charters
- 730 charter passengers
- 155 tourism sailings
- 100 tourism sailing days
- 2340 day sail passengers
- 1325 sundowner passengers


Number of people who sailed with us

- 5246


Maintenance

- 62 days maintenance
- One new John Deere engine






"I think the best thing I have gained from the voyage is confidence from being punched out of my comfort zone and completing challenges and activities I never thought I would try. I think my people skills have also improved."



"What I'll remember most is the difference between the first day and the last day. We began as strangers on this trip across the vast unknown ocean but eventually became great friends."



"My experience was absolutely fantastic. I met awesome people and I learnt how to be a skipper for the day. My favourite things about the voyage was making new friends, going to new places, feeling comfortable outside of my comfort zone, and a lot more. I will definitely remember how happy I was on the ship and how thrilling doing the tucker challenge in windy conditions."

Youth Voyages

The Trust delivered 18 youth voyages to 220 young people this year, providing life-changing experiences in bucket loads and nurturing a deep connection to the ocean and our place, the Bay of Islands / Te Pēwhairangi.

The final youth voyage of 2023 was one for the history books: a double voyage that saw R. Tucker Thompson sailing alongside the waka hourua, Hinemoana, which is held in trust by the Te Toki Voyaging Trust. A special experience, creating memories and friendships to treasure.

Next steps

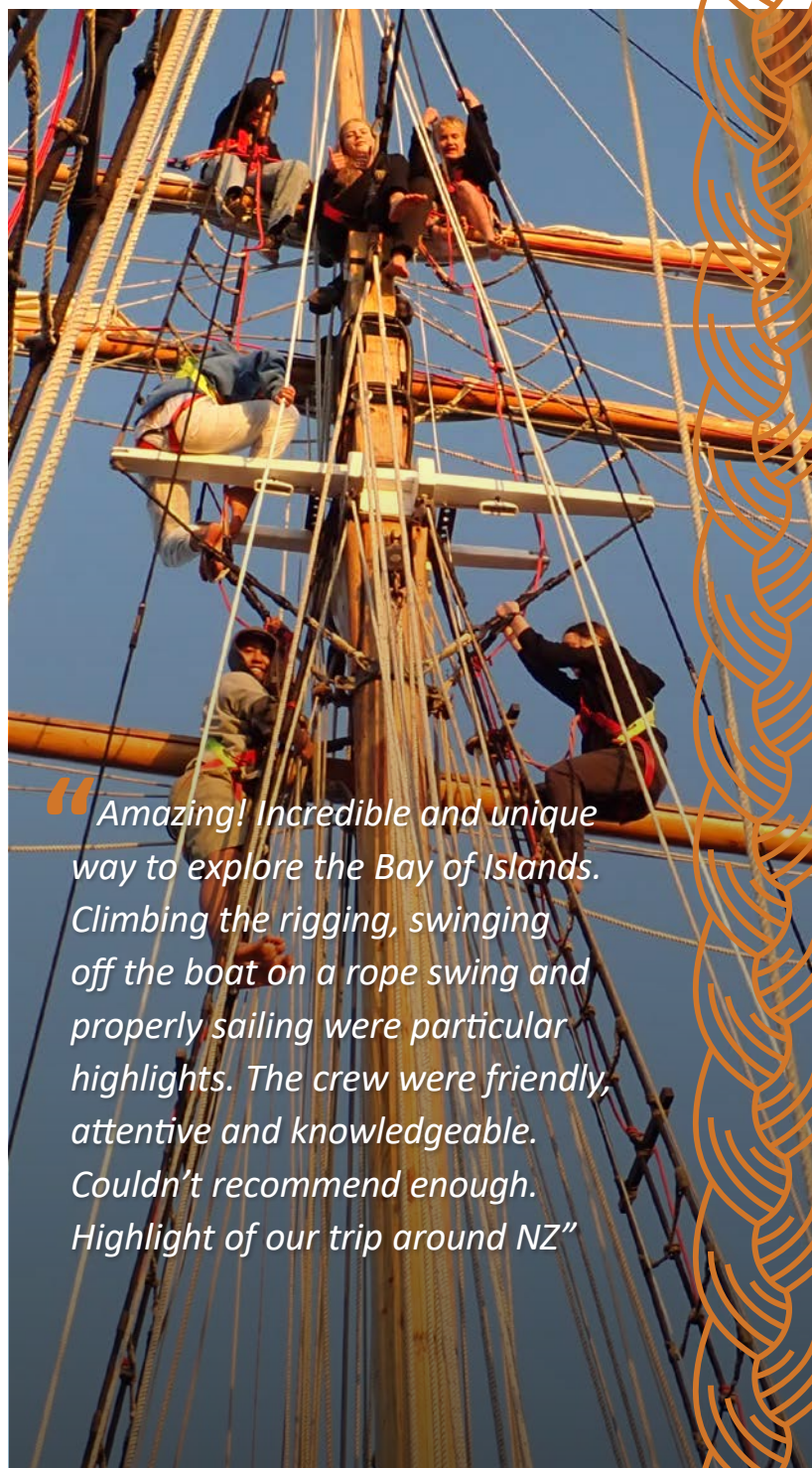
We provided maritime training to 12 young people through our Qualified Deck Crew Certificate, delivered in partnership with Skipper Training NZ and QRC Te Tai Tokerau and with the support of many Bay of Islands businesses. 18 months later, several former students continue to be employed by these local maritime operators.

We also offered summer work experience, in the form of our trainee volunteer programme, to around 10 young people, five of whom have come back for more in the summer of 2024-25.

Commercial activity

The 2023-24 summer tourism season showed a continuation of the recovery of the tourism industry, with 155 tourism sailings, including a number of cruise ship charters. Our day sail and sundowner cruises consistently received five-star reviews. Throughout the year we hosted well over 5000 people, from local schools through to international tourists.

We started 2024 with two impactful voyages. First, the facilitated Parent-to-Parent 'Sib Voyage' designed for siblings of young people with disabilities, giving them the opportunity to bond with others who relate to their lived experience. Soon after this we held our annual Far North Holdings Leadership voyage. A real joy of this week is the opportunity for trainees to host athletes from the Special Olympics and to test the skills they have been honing to help them be future leaders.



“Amazing! Incredible and unique way to explore the Bay of Islands. Climbing the rigging, swinging off the boat on a rope swing and properly sailing were particular highlights. The crew were friendly, attentive and knowledgeable. Couldn't recommend enough. Highlight of our trip around NZ”

Words from our young people

Dear Sponsor, thank you for giving me friendships with people that understand my not "normal" circumstance. Being someone with a disabled sibling can feel so isolating, like no one will truly understand. This voyage has made my own isolation a community of people who were stuck in their isolation. There was always a fear that I wouldn't click with those I was sailing with but it is safe to say I am far closer with these people than I ever thought I would be. This voyage has made me realise my fears & challenge them, which is something I never thought I could do. This has grown me as a person & shaped my point of view of the world. So thank you, & the lovely Don for making my isolation & fears a community & lifelong memories. I will forever be grateful.

Dear Sponser:

Thankyou very much for allowing me to go on a once in a lifetime voyage. This sailing trip has been one of the most extravagant things I have done in my life.

The friends and experiences that I have gained on this trip is a very brilliant thing.

Things I enjoyed:

- Meeting new people
- The food
- The things we saw
- The places we went
- The experience I have gained
- More communication skills.

Sadly our campfire got destroyed by a big huge wave.

→ But thankfully we had a big sing along and we camped on deck.

Dear Sponsor,

I would like to say thank you from the bottom of my heart for the Sponsor. The Trip was amazing. Some of my highlights are going for hikes, playing by the beach, looking how to let the sails up and down, making new friends and all the food. A special memory for me is stargazing in the middle of the night looking up at the stars. The night. A challenge for me is driving the chicken tender through the boat. Flying not to crash it and doing all the drills and other stuff I have learnt that a week on the R Tucker Thompson is not long enough. Maybe another course. Love! This trip so thank you so much.

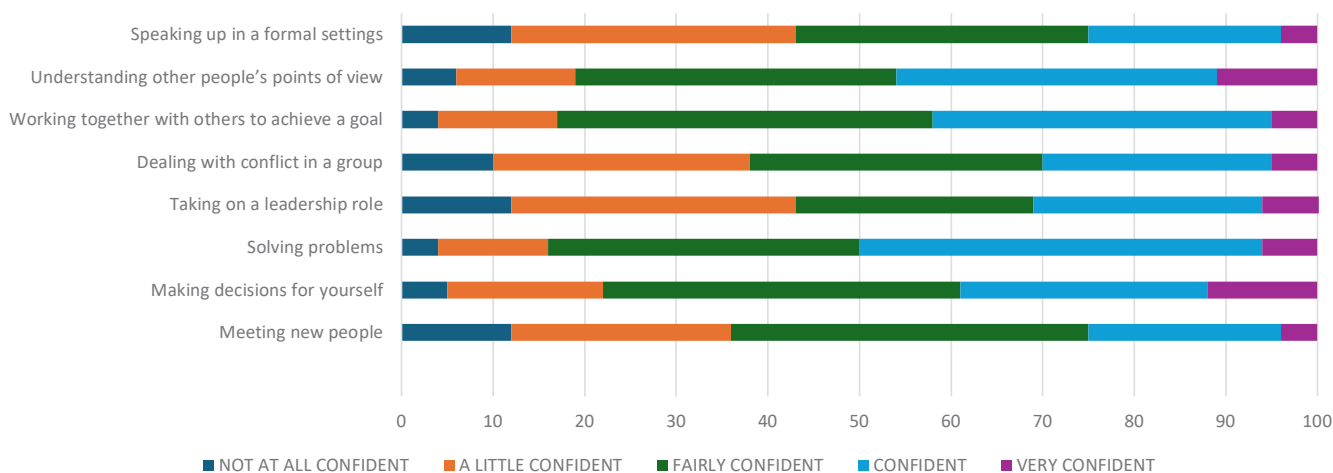
Dear Sponsor,

thank you for helping me get the experience to go on the R. Tucker Thompson. We did so much cool stuff like diving, playing games, learning how to sail on our own without any help. My favourite thing we did was driving the ship at night being able to look up at the stars while talking to my new friends. A special memory for me was seeing the massive pod of dolphins. Something I found very challenging was doing the tucker challenge because of how high it is. I liked how every night we said what we are grateful for. That's something I will be taking home with me by just being more grateful. I am just overly grateful that you sponsored me and help me have this experience.

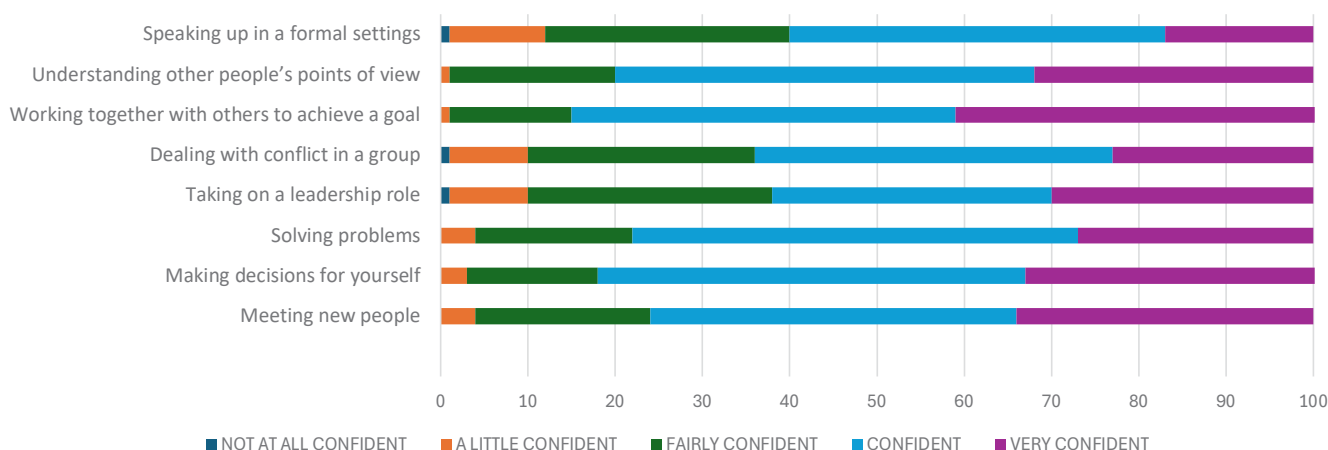
Our youth at a glance

Voyage outcomes

% Confidence PRE Voyage

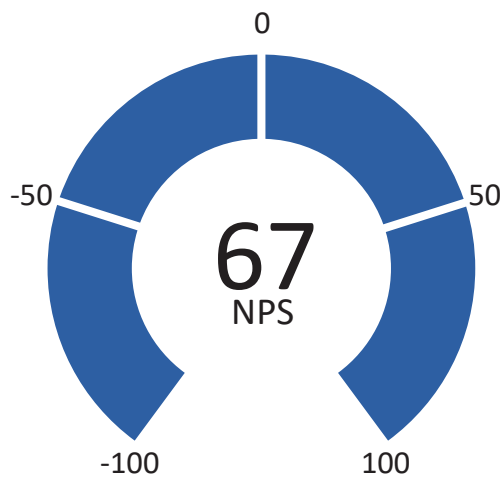


% Confidence POST Voyage



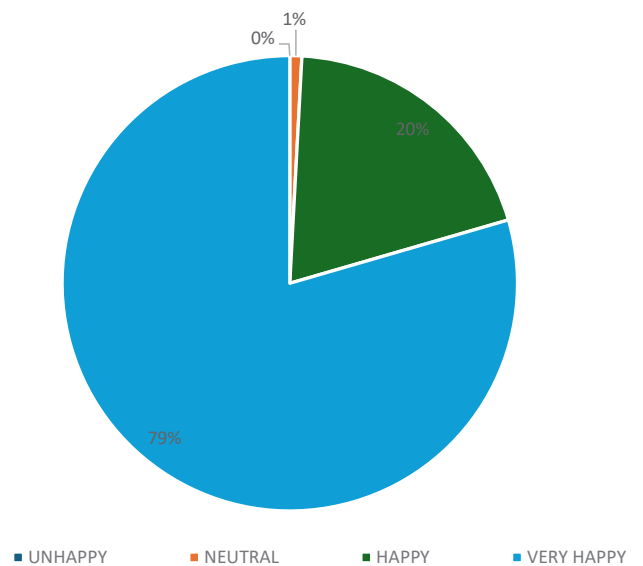


Net Promoter Score (benchmarking)

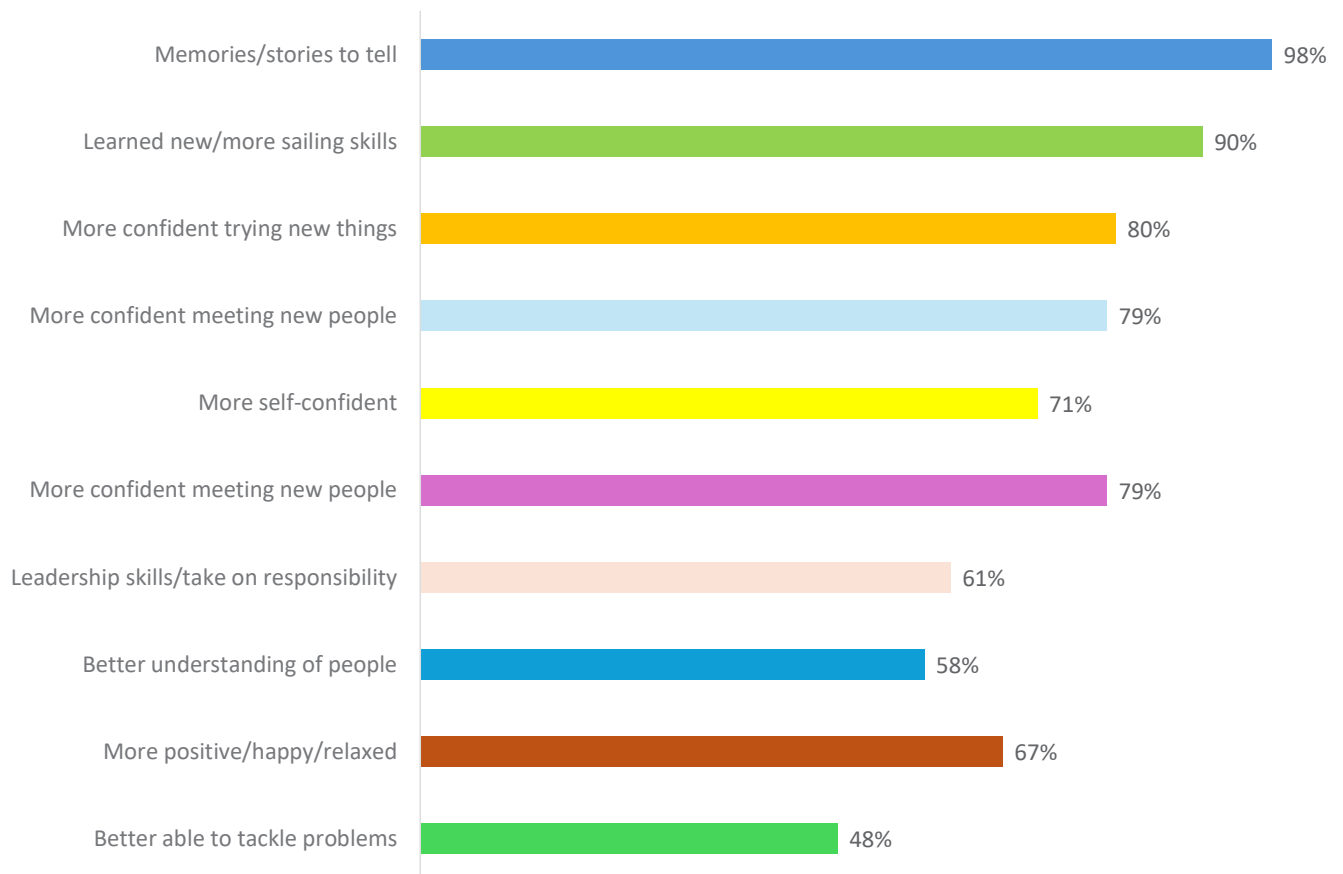


For comparison, NPS in 2024 for Education was 25 and Not-For-Profit was 46.

Happiness with voyage experience

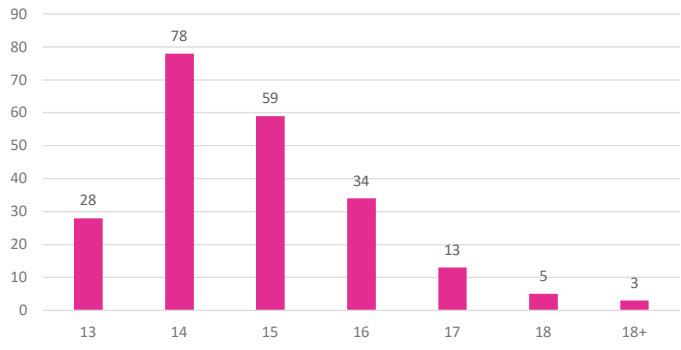


How trainees benefitted from the experience

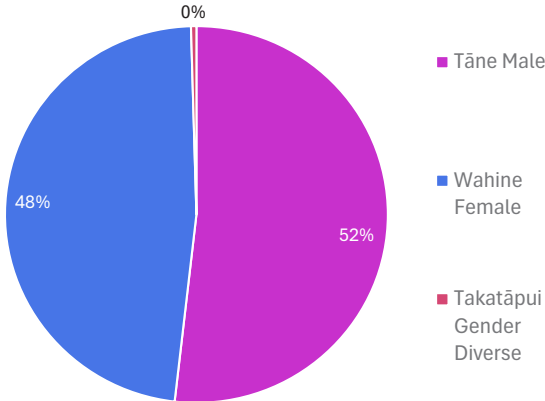


Our youth demographic

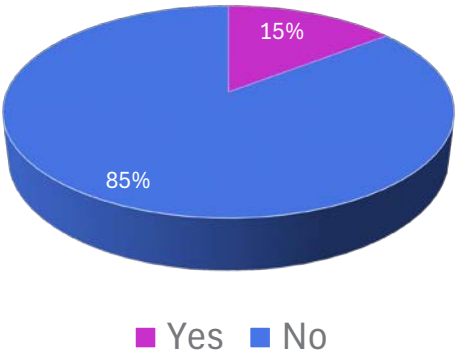
Trainees by age



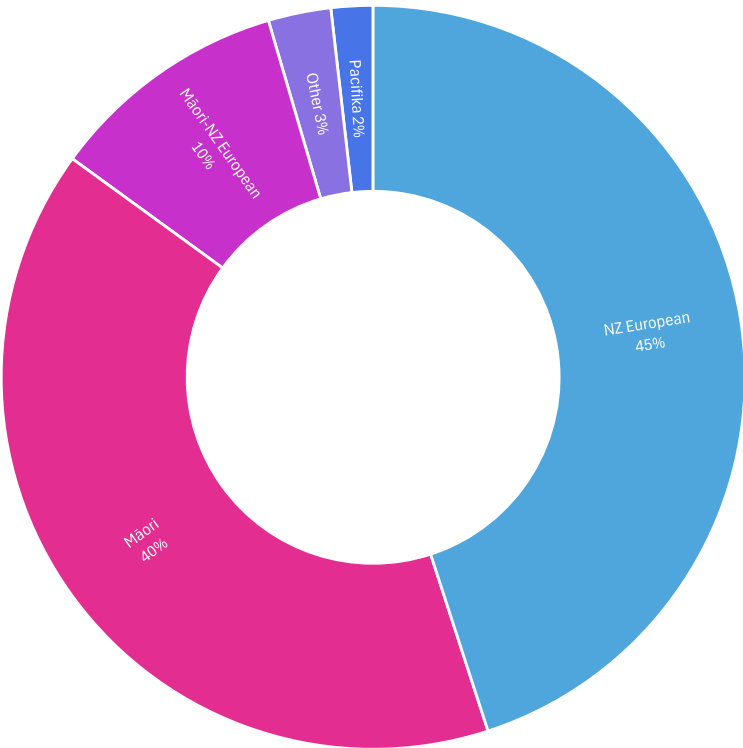
Gender of trainees



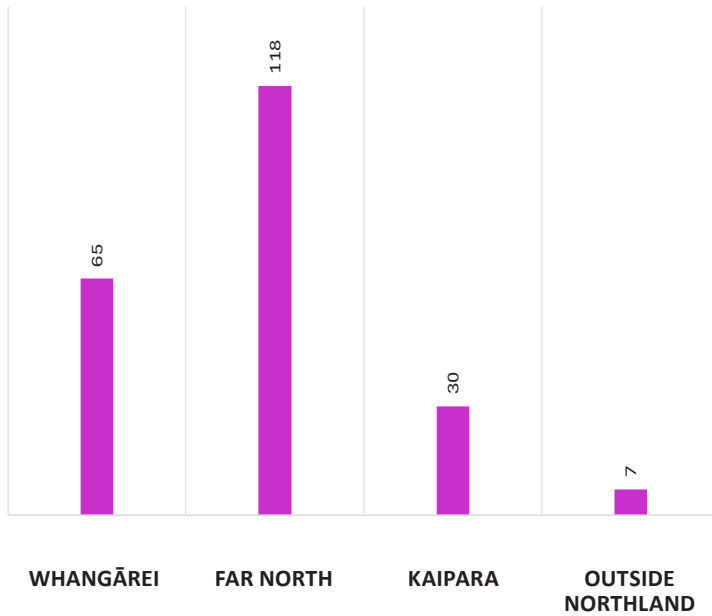
Trainees reporting mental health challenges or neurodiversity



Ethnicity



Trainees by region



Our finances

Ngā kōrero pūtea

The following financial information is an extract from the full financial statement as prepared by Bennett and Associates. A full copy is available on our website.

Statement of Financial Performance

R. Tucker Thompson Sail Training Trust
For the year ended 31 May 2024

'How was it funded?' and 'What did it cost?'

	NOTES	2024	2023
Revenue			
Donations, fundraising and other similar revenue	1	487,950	371,258
Revenue from providing goods or services	1	854,220	828,221
Interest, dividends and other investment revenue	1	19,153	11,745
Other revenue	1	46,343	53,874
Total Revenue		1,407,666	1,265,098
Expenses			
Volunteer and employee related costs	2	918,312	795,882
Costs related to providing goods or service	2	246,658	169,305
Other expenses	2	421,478	345,552
Total Expenses		1,586,449	1,310,740
Surplus/(Deficit) for the Year		(178,782)	(45,641)

This statement has been prepared without conducting an audit or review engagement, and should be read in conjunction with the attached Compilation Report.

Statement of Financial Position

R. Tucker Thompson Sail Training Trust As at 31 May 2024

'What the entity owns?' and 'What the entity owes?'

	NOTES	31 MAY 2024	31 MAY 2023
Assets			
Current Assets			
Bank accounts and cash	3	539,980	505,796
Debtors and prepayments	3	3,053	40,430
Inventory	3	11,463	8,074
Total Current Assets		554,496	554,301
Non-Current Assets			
Property, Plant and Equipment	5	1,171,782	1,326,528
Total Non-Current Assets		1,171,782	1,326,528
Total Assets		1,726,278	1,880,828
Liabilities			
Current Liabilities			
Creditors and accrued expenses	4	135,755	89,817
Employee costs payable	4	40,494	44,650
Loans	4	17,550	17,550
Total Current Liabilities		193,799	152,017
Non-Current Liabilities			
Loans	4	32,794	50,344
Total Non-Current Liabilities		32,794	50,344
Total Liabilities		226,593	202,361
Total Assets less Total Liabilities (Net Assets)		1,499,685	1,678,467
Accumulated Funds			
Capital contributed by owners or members	6	10	10
Accumulated surpluses or (deficits)	6	225,554	404,337
Reserves	7	1,274,120	1,274,120
Total Accumulated Funds		1,499,685	1,678,467

This statement has been prepared without conducting an audit or review engagement, and should be read in conjunction with the attached Compilation Report.

Tucker crew

Ngā kaumoana

Alongside the ship, our people – the Tucker whānau – are our biggest asset. We rely on an extraordinary network to deliver our programme.

On the ship we are reaping the rewards of the crew onboarded during this period: Arihi Reihana, formerly New Zealand Defence Forces; Connor De Ardenne and Rachel Lawrence, both outdoor education professionals with international experience; and Nic McGrath, sail training aficionado with time on the Leeuwin and Spirit. Together with Tucker old hand Tom MacFarlane, this crew works magic on board the ship for youth and visitors alike.

Our skippers for the year included Terry Dunn, Rangi Ferris (also our talented Bosun), Peter Murphy and Marcel de Wilde. Operations Manager Magnus O'Grady made great use of this year to transition from shore to ship - we were delighted to welcome him in 2024 as a full time skipper, filling the gap that Marcel left with his return to the Spirit.

In the office we welcomed new Youth Manager, Kelly Hamilton, to the Trust in February. This meant farewelling Sophie Adams to QRC Te Tai Tokerau - mutually beneficial for those future pathways! And never forget our shore-based anchor, Sophie Camplin, who has been with the Tucker for over 15 years - there is little in the organisation that has not benefitted from her touch at some point.

We celebrated 14 years of volunteer service from Liz Greening with a farewell sail in January. Irreplaceable! We miss you, Liz.

And finally, with heavy hearts, we honoured the extraordinary life of Tim Grant in May 2024.





Ko Slieve Donard te māunga
Ko Lagan te awa
Nō Northern Ireland ahau
Kei te noho au ki Te Taitokerau
Ko Kelly Hamilton tōku ingoa

– Kelly Hamilton
Youth Manager

Nau mai haere mai

Kelly grew up in Belfast, Northern Ireland. Her fondest childhood memories all involve immersion in the outside world. Her ‘outside’ career path, with a focus on personal development, took off after a 5-day canoe trip with a group of strangers on the river Liffey aged 15. She remembers it as a time she could truly be herself.

Kelly spent 12 years working for Outward Bound, based in Anakiwa and working her way to Course Design Manager. During that time, she completed a Graduate Diploma in Psychology and introduced two amazing, inspiring and adventurous bundles of joy to the world.

Kelly joined the Tucker whānau as Youth Manager in February 2024. The first thing Kelly did was to join a youth voyage. Kelly’s highlight of that voyage was being part of the growth and development of the 12 rangatahi onboard:

“They started as strangers and finished as whānau, all more aware of their strengths and how their behaviour impacts others. The voyage provides the perfect combination of ingredients for youth development; experiencing ship life, adventure, reflection and most importantly meeting new people with no expectations. The young people are all from Northland and can continue the new relationships they have built here and have deepened their connection to Taitokerau, making the Tucker a true community asset.”

Kelly is endlessly compassionate and curious, traits which are invaluable to her role. Kelly has enjoyed getting to know all the Northland schools and is loving supporting rangatahi and families on their Tucker journey:

“It is a big deal trusting us with their rangatahi for 7-days. For some families this is the first time they have been apart, so the parents need support too and that is what I am here for.”

Thank you to our supporters

Ngā mihi ki ngā kaitautoko



Sincerest thanks to the many individuals, businesses and funding bodies for your ongoing support. You believe in us and we strive to deliver on our shared vision to empower Northland youth to live rewarding lives. Without you we cannot do that.

*Learning for life
through the sea.*

(Left) Colin and Marjorie Edwards, two of our longest-standing donors, on their yacht Harrier in the West Indies in 1969. They sailed into Whangārei Harbour in the 1970s from the UK and never left.

Business partnerships and sponsors



Grants



Local and Central Government funding



The Trust

Patron

Dame Anne Salmond ONZ, DBE

Trustees

Tim Yeates (Chair)

Ross Blackman (from November 2023)

Karen Gilbert-Smith

Mark Long (from May 2024)

Jon Moore

Suz Te Tai (until November 2024)

Auditors

Steve Bennett & Associates, Whangārei

Secretary/Treasurer

Jo Lynch (until April 2024),

Catherine Langford (from May 2024)

Address:

PO Box 42

Ōpua 241

Northland

New Zealand

www.tucker.co.nz

Info@tucker.co.nz

Charity registration:

CC22076

The Team

Chief Executive

Jo Lynch (until April 2024)

Catherine Langford (from May 2024)

Operations

Magnus O'Grady

Maintenance

Rangi Ferris

Youth

Sophie Adams (until December 2023)

Kelly Hamilton (from February 2024)

Business and Accounts

Sophie Camplin

Sales and Marketing

Sasja Mazurkiewicz

Maria Beer

Charlene Jones

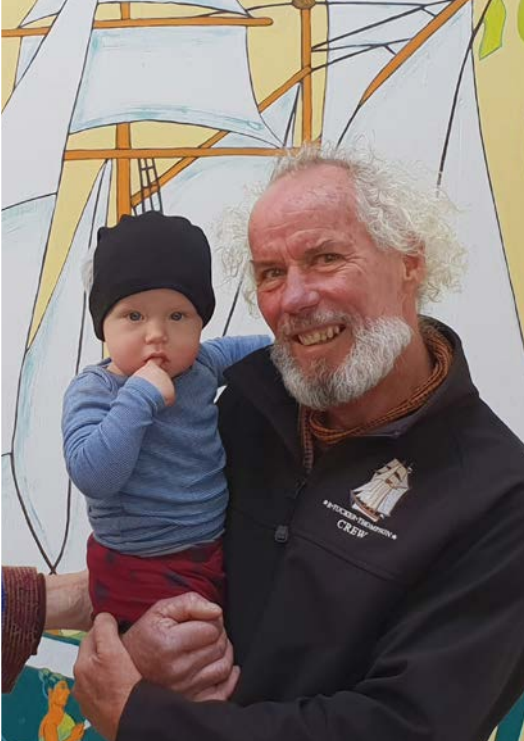
Masters

Marcel de Wilde, Peter Murphy, Rangi Ferris,
Terry Dunn, Frank Allica

Crew

Adam Coerper, Andre Aslund, Arihi Reihana,
Connor De Ardenne, Eloise Goodison, Kymbali Dender,
Lola Doidge, Luca Colace, Maia Baillie,
Marcel de Wilde, Nicholas McGrath, Rachel Lawrence,
Thomas MacFarlane, Zhane O'Neill-Harvey





★ Tim • Sticke • Grant • 1960 - 2024 ★



★ R•TUCKER•THOMPSON ★

Looking for information?

info@tucker.co.nz

Interested in youth voyages?

youth@tucker.co.nz

Keen to support us?

tucker.co.nz/become-a-supporter

R. Tucker Thompson Sail Training Trust

P.O.Box 42, 0241 Ōpua, New Zealand

tucker.co.nz



Cover photo: *Alex Ough Dealy*