



SALTS SAIL AND LIFE TRAINING SOCIETY

REFLECTIONS

REPORT ON 2019

Attend our AGM Thursday, March 5, 2020 at 7pm in the main lounge
of the Royal Victoria Yacht Club (3475 Ripon Road, Victoria, BC)



The less relevant SALTS becomes, the more relevant SALTS becomes...

What childhood memories do you have of activities that are not likely common for kids today? My own childhood was the classic 1970s/80s version of roaming freely around town until the street lights came on. We rode bicycles without helmets and launched them off wooden jumps. We played in the forest without adult supervision and sometimes had to run away from bears. We made “throwing stars”, shot BB guns at each other, and blew things up in the backyard. Now that I have three kids of my own, I don’t let them do those things (not that my parents knew all that I was doing). But I do seek to give my kids (and myself) real world experiences and not have us get lost in the virtual world of screens.

As high tech pervades our lives, as the age of wooden tall ships fades from view astern, as involvement

in faith communities and face-to-face communities declines, SALTS feels less in step with today’s Society—and yet all the more relevant and needed! We’re thriving and becoming stronger because people like you understand that need and support our work. We just had our best financial year on record thanks to generous people who believe SALTS should grow, not shrink back, in such a time as this.

In 2019, over 1700 young people spent time at sea together building genuine community and having transformative experiences. For the ways you helped to make that possible, THANK YOU! We are so glad to be on this journey with you.



Loren Hagerty

Loren Hagerty, Executive Director

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TRANSFORMATION



A trainee experienced growth:

"I grew in my confidence, through things like not wearing makeup, being able to do things that scared me, and being reminded of my strengths by the people in my watch. I also think I grew in my ability to be friends with people of different ages. I was reminded that vulnerability brings deeper relationships and growth. Spiritually, the whole trip was a reminder of the beauty of creation and how small we are in the grand scheme of things... every place we went and animal we saw filled me with wonder. Sometimes I felt scared in large ocean swells, and had to trust the ship would keep us safe, in the same way I trust that God carries me through every storm..."

A teacher was encouraged:

"It got them out of their comfort zones in a sense and outside of their normal friend cliques. People were hanging out with other people they [normally] wouldn't, making really strong friendships. I think it was something really fun for them, something they'll remember for the rest of their lives."



A crew member was impacted:

"I am grateful for the opportunity I've been given to not only know and participate in the lives of trainees, but also to be known and seen by them."

A parent appreciated the opportunity:

"SALTS offered so much...to him during his sail in August 2019. How else would he have the opportunity to see hidden coves, beaches, and hot springs along the west coast of Vancouver Island? He ate fish that was caught fresh, climbed the mast, sang along to new songs, established awesome friendships with teens from all over, and had his self-confidence boosted to levels we couldn't imagine."

PROGRAM



WE ARE THANKFUL FOR:

- Rich community life on board each trip, and connections that last long after disembarking.
- Deepening relationships with indigenous communities along the coast. This year, indigenous participants in our program increased from 10 in 2018 to 25 in 2019, representing 15 different First Nations! We are blessed by the chance to learn from each other in this environment.
- Sail training programs that were 99.99% full, giving around 1700 youth the chance to experience growth on a SALTS adventure.
- Our crew working hard to update our sail training approach to make it even more engaging and bring it in line with current educational methods and trends.
- Improved safety/risk management. We hired two consultants near the start of the year, and thanks to their recommendations have made many updates to our Safety Management System (for example, increasing crew training hours in Wilderness First Aid).
- Overwhelmingly positive responses to our programs. Of trainees surveyed, 93.4% said that their confidence grew, and 94% said they could be their true self on board.

Day Sails *All Ages*

2020 public day sails for all ages will be on **Saturday, June 13th** and **Sunday, September 6th**. Online registration begins at 12 noon, Wednesday, April 1st.

Register at
salts.ca/daysail

Summer Sails *Ages 13 - 25*

Want to explore the Great Bear Rainforest in person, not just on the big screen? Our summer trips visit there, as well as many other beautiful coastal destinations! Register now for Summer 2020!

salts.ca/site/summer-sails



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PEOPLE

We are immensely grateful for:

- The faithful and competent service of Captains Tristan Hedley and Tony Anderson; First Mates Steve Atkinson and Sam Vaale; Bosuns Phoebe Sidwell and Brock McNeill; Watch Officers Cayla Wolever, Chloe Parmentier, Saily Coyne and Van Law; and Cooks Susanna Larsen and Trinda McNeill.
- The leadership of staff members: Loren Hagerty, David Eggert, John Andrachuk, Louise Gardner, Sherilyn Thomson, Glynis Gittens, Patrick Sharman, Chris Barritt, Christa Brunt, Marita Atwood (started in December), and Tina Bergum (started in December). We're grateful to John for 20 years of service at SALTS!
- New 2020 crew members: Gabby Barrett, Gillian Trotter, Robin Scott, and Taylor McDonell.
- A group of committed volunteers who assist us regularly, including several on a weekly basis!
- Our volunteer Board of Directors: Derek Rand (Chairperson), Ryan Smith (Vice-Chairperson), Megan Parrish (Treasurer), Ruth McGee (Secretary), Jim Huzzey, Kerri Morash, Jason Nassichuk, and Dan Cumming.
- Our growing family! Steve and Kate got married, Chris and Rebecca's family expanded with the birth of their son Max, and Sam and Elske's family expanded with the birth of their daughter Freya.



BURSARIES

We were blessed to be able to:

- Provide over \$150,000 in bursary support for 167 trainees.
- Receive a commitment from the Dennis and Phyllis Washington Foundation to fund another three years of bursary grants at \$100,000/year, bringing their total giving to \$800,000 over 8 years (through 2021).
- Provide berths for the Youth with Type 1 Diabetes Bursaries, the Robyn Sheppard Memorial Scholarship, the Linda's Quilt Shoppe Scholarship, and the Martyn J. Clark Seafarer Scholarship.
- Provide 25 Day Sail berths to The Cridge Centre for the Family and the Extreme Outreach Society.

Our 2019 Bursary Partners:

Big Brothers Big Sisters Victoria & Area
The Cridge Centre for the Family
Extreme Outreach Society
The Mustard Seed Calgary
SACY Leadership & Resiliency Program
(a program of Vancouver Coastal Health)
Threshold Housing Society
UKSTO - James Myatt Trust

"It was so amazing for some of our youth to participate this past summer on full scholarships. I have heard that one youth has got a job, and is saving up money to attend another trip next summer. I have also heard a dad say that it was an "experience of a life time" for his daughter and now she has the courage to consider doing an exchange program in France for part of grade 10."

- Danielle Gumbly, Big Brothers Big Sisters

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PACIFIC GRACE HIGHLIGHTS

While there are always many great memories made during our trips, a few in particular stand out for the *Pacific Grace*. Our beach clean-ups continue to be a valuable way to care for the coast we love to sail—Trip 4 trainees managed to haul 7 cubic metres of plastic away from beaches around Haida Gwaii. We also had the chance to do something most of us have never done before—circumnavigate Haida Gwaii! Unusually calm west coast weather made this circumnavigation possible, and we will never forget it.

This year we have had many maintenance highlights on the *Grace*. Much of the hold and fo’c’sle have been refinished; a new anchor chain and main engine injectors have been installed. A new Jumbo sail, rigid hull zodiac, deck pump, and depth sounder have been added and all life jackets and PFD’s have been renewed.

PACIFIC SWIFT HIGHLIGHTS

This season was full of wonderful connections onboard the *Swift* with adventures ranging from lovely and warm Desolation Sound swimming to beach games and big garbage clean-up on Haida Gwaii, Central Coast and our own West Coast of Vancouver Island, to spectacular wildlife encounters and wonderful west coast sailing! Trainees came from all over this summer, some as far as Ireland and Texas to breathe life into the ship and create a wonderful community.

This year, we replaced the wale (black strake on the side of boat) and purchased the remaining wood for replacing the deck, deckhouse and beams. This wood was partially dried at a kiln and we have chosen to delay the project and allow the wood to dry more. We have upgraded the charging system onboard and renewed much of the wiring. New fuel tank gauges are being installed and our staysail is being replaced. Several planks as well as part of the transom have been replaced this winter and the wheel has received a full re-finish and is ready for the trainees this year!

SHORESIDE HIGHLIGHTS

Changes around the office included replacing lighting, updating employee policy books, moving all crew roles to be year-round, increasing salaries for entry-level crew roles, and creating a plan to overhaul our document management system. These updates will help us continue supporting the transformative change that happens on our sail training voyages!

This year our program was the cover story in both Light Magazine and YOUR Community and Lifestyle magazine, and also had feature articles in Faith Today magazine, the Times Colonist, Lookout newspaper, Victoria News, and Heartpress.ca.

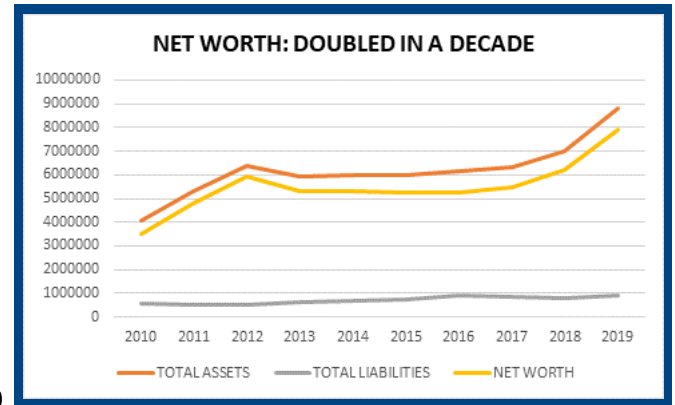
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FINANCES

Miracles Continued

We've long known that it would take some financial miracles to raise the funds needed to build a new schooner. After seeing such miracles in 2018 (namely, a boathouse donation we immediately sold for net proceeds of \$444K), in 2019 we received about twice the cash donations we'd normally expect. This included a \$300K donation to the new schooner project and a \$40K donation to the Type 1 Diabetes bursary fund—total cash donations of around \$650K. We aim for \$500K in boat donations annually, but by November we had reached ~\$800K, and the year wasn't over. In December we received a 60' power yacht appraised at ~\$1,000,000.



So are we awash in cash? Not at all. Our operating cash leaves us with just a couple of months of operating expenses above our short-term liabilities. Most of our cash—\$3,000,000 of it—sits in separate accounts allocated for the new schooner project, and that's less than half what is needed for the project. We also have about \$1,500,000 worth of boats to sell (net proceeds after expenses will be less than that). We're in decent enough financial shape to dare growing our organization by 50% through the construction of a third schooner. Many more financial miracles will be needed, but we're on a good path. Our audited financial statements will be posted by Feb. 28, 2020 at www.salts.ca/site/about-us/annual-reports.html. All 2019 financial numbers and charts in this report are unaudited estimates.



LEONORA PROJECT

We have not yet launched the public phase of our fundraising campaign and have focused on major gifts thus far. With the \$300K donation mentioned in the finances section above, we have \$3,000,000 in our new schooner bank accounts after all project expenses to date. Though we have millions of dollars left to raise, we have strong momentum. We chose a name for the schooner (*Leonora*), a process which was quite difficult since most good name options are already taken and everyone has different taste in names. We had hoped to begin construction in 2019 but encountered more delays as Transport Canada reconsidered their earlier rulings, but that specific issue has now been resolved. We are resuming detailed engineering of the hull, and once that is complete, we will select a shipyard, update our project cost estimate, and launch the public phase of our fundraising, aiming to begin construction of the steel hull as soon as possible.

BOAT DONATION PROGRAM

In 2019, 29 boats were donated at a value of \$1,842,802! There were 23 boats sold, which raised \$414K, helping ensure that young people will continue to be impacted through SALTS.

Boat donations included this Little Harbor Black Watch Jet 36 (pictured, \$155,000).

Visit www.salts.ca/site/buy-a-boat to view all active listings!



THANK YOU!

We are exceedingly grateful to the following people:

2019 Boat Donors: John Watterson, Dominic Spooner, Michael Howes, Cheryl Chapple, Anthony Gray, Lionel Laviolette, Chris Flint, David Hooper, George Manners, Robert Miller, the Estate of Bruce Arbo, William Watts, Herbert Korsch, Reinhard Baildon, Rodger Doner, Ralph Huenemann

We also want to acknowledge and extend our sincere thanks to the boat donors from this past year who wished to remain anonymous.

2019 Volunteer Crew Members:

Arwen Anderson, Jacob Anderson, Simon Anderson, Kate Atkinson, Gabby Barrett, Maya Baylis, Cayla Coleman, Zachary Eggert, Aly Engelsjord, Tom Fedenczuk, Theodore Fenske, Bethany Flanders, Grace Giesbrecht, Ali Gourley, Sarah Gray, Fran Heisler, Mikaela Holthuis, David Hosie, Andrew Huggill, Olivia Krawczynski, Finn Leupold, Everest Masselink, Taylor McDonell, Hannah Richards, Robin Scott, Juliana Silva Madrigal, Judah Specht, Michelle Taekema, Gillian Trotter, Luke Wahl, Ian Welle, Brinton Wolever, Emma Woodland

2019 Shoreside Volunteers:

Stan and Paula Ball, Tom Barritt, Liam Scott-Moncreiff, Rick Schnurr, Peter Gerber, Phil Large, Philip Clark, Phillip Harmuth, Lloyd Hildebrand, Ralph Huenemann, Kerry Kelbert

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Photos by Taylor McDonell, Milo Barnard, Alex Liu, Julia Hood, Mike Ross, Judah Specht, Mikaela Holthuis, Christa Brunt, Susanna Larsen, Will Krzymowski, and Aly Engelsjord