



REFLECTIONS REPORT ON 2022



451 Herald Street, Victoria BC, V8W 3N8 | www.salts.ca | 250-383-6811 | info@salts.ca

EXECUTIVE DIRECTOR'S REPORT

For decades, our programs were full each year with significant waiting lists. Then our sailings were cancelled during most of 2020 and 2021. In 2022, we were blessed and thrilled to be able to welcome young people aboard again, and we had a wonderful year overall with a full summer program.

However, our spring and fall group program, which is mainly made up of school groups, had many vacancies, and those vacancies are persisting into spring 2023. Group trips make up about 75% of our sailings (and program revenue), so SALTS is continuing to lose a lot of money while we slowly build our group program back to full capacity. Fortunately, we still have a strong cash position due to some incredible financial years just prior to the pandemic, and I marvel at how God provided then for needs we didn't know we were about to have.

Why the current group program vacancies? Teachers and school administrators have been swamped getting their schools back to normal and field trips have been further down their priority list. Some schools are also reporting that after a few years of staying home more, their students are less inclined to sign up for adventures that bring them out of their comfort zones. The more counter-cultural our programs become, the more they are needed! I'm confident that our ships will fill back up to full capacity—we provide a phenomenal experience that has great value and is deeply transformative in the lives of many young people. It's just a question of how long it will take, how well

we can sustain the financial losses in the meantime, and what promotion efforts we need to engage in to help refill the program (we are actively working on that). I'm on the edge of my seat to see how God will continue to provide for our community as we move forward in faithfulness.

Our decision to end the new schooner project in 2022 was a sad but necessary one, resulting from project costs escalating from an original estimate of \$3.5M to approaching \$10M. Donors to the project have been very understanding. We are grateful that the anonymous donor behind almost \$1.5M supports the redirection of those funds to other capital projects. That will include replacement of fifteen hull planks on Pacific Grace next winter, and the replacement of the Pacific Swift's foredeck. The aft-deck and deck beams of Pacific Swift were already replaced from June 2021-March 2022 in the largest construction project SALTS had undertaken in two decades. We were blessed to receive a handful of major gifts during 2022, notification of two upcoming estate gifts, and grass-roots support from our many donors and members. God has provided what we need, through the generosity of others.

Other notable events:

- The rapidly changing COVID regulations were a challenge last year, but in the end, all 23 group voyages and eight of ten summer trips in 2022 had no issues; of all

EXECUTIVE DIRECTOR'S REPORT

33 trips, two summer trips were impacted by COVID and ended a day or two early because of cases on board

- We've been pleased to add two new shoreside staff members to our team—Booking Manager Dana Way, and Finance Clerk Ruth Pinlac—to help ease the burden on some very overloaded team members
- We're investing in digital transformation, and have rolled out new human resources management software, new ship management software, and new task/project management software
- We were able to hold ship tours for the public again last September, which were well attended, and we look forward to restarting day sails in 2023!

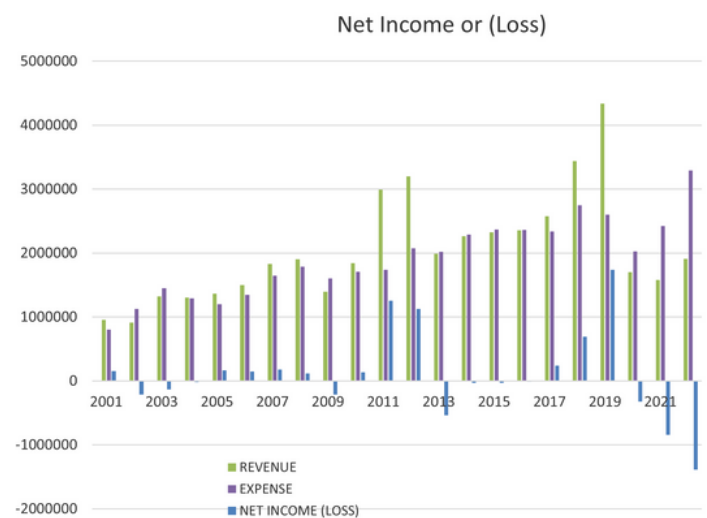
In closing, a summer 2022 trainee wrote to us: ***"I feel that this was one of the most inclusive environments I have ever been in, everyone was unique and everyone was accepted. Never once did I feel out of place for not being religious and never once did I see someone not being treated in an inclusive way. I'm glad that you were able to provide this space and experience for me and everyone on the trip and I hope that in the future you can provide this same experience to anyone who wants it and that they can have as good a time as I had on this trip. Thank you again for this opportunity and experience."***

Thanks to each of you for helping us make these incredible experiences possible!



Loren Hagerty

Loren Hagerty, Executive Director since 2006



[View our 2022 Audited Financial Statements for details](#)

TRANSFORMATION

"This was the most positive experience that I've ever had, and I met many interesting people, some of whom will be longtime friends...I feel that this experience has helped take me out of my comfort zone and prepared me for new challenges in life." - 2022 Bursary Recipient



"Getting off the boat felt wrong, and I must keep reminding myself to bring the lessons I learned onshore and carry my experiences into 'real life'. The trip made me feel safe and loved and taught me lessons about accepting people and loving other people simply for precisely who they are, and the same applies to myself. I can't wait to keep learning and exploring with SALTS when the time comes." - 2022 Trainee

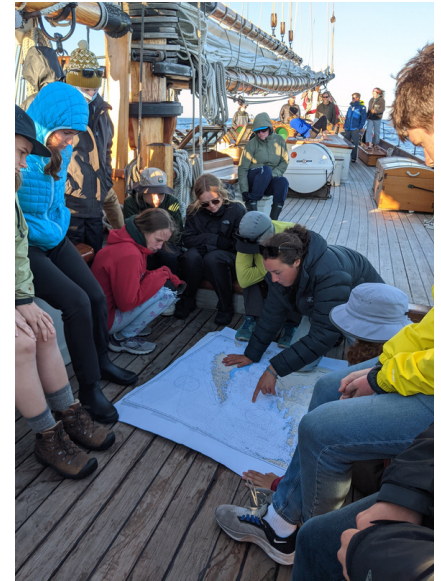
"SALTS made me feel included, important, and gave me the confidence to be who I really am, and to be comfortable with what I believe in. I am so incredibly grateful to have gone on the trip, to learn how to sail, to meet new people from around the world, and make so many friendships in such a short amount of time." - Indigenous Youth Bursary recipient



PROGRAM

We were grateful to get back to providing life-changing voyages in 2022 after two years of shut down due to the pandemic! Those who responded to our 2022 post-trip survey shared that:

- My confidence grew as a result of the voyage: 93% somewhat or strongly agree
- I have a stronger sense that I am valuable and worthy of love: 93% somewhat or strongly agree
- I was challenged to do things I had never done before: 97.7% somewhat or strongly agree
- My mental health and well-being improved on/through the voyage: 94% somewhat or strongly agree
- I could be my real true self on board (rather than being fake): 93% somewhat or strongly agree
- I grew closer to other trainees on the voyage: 100% somewhat or strongly agree



Sail with SALTS this Summer!

There are still female berths available this summer! And even though male berths are nearly full, it's not unusual for those on our waitlist to end up sailing—so register right away for a chance to explore the coast with SALTS this summer!

[Visit our Summer Sails page for more details!](#)

SWIFT STORIES



Watching sea lions at Triangle Island (above), and a zoomed in shot of one watching us too (below)!



The start of the 2022 season saw the much anticipated first sail of the Swift with trainees in over 2 years and the completion of the afterdeck project. Excitement was high as we slipped lines and returned to the sea with a sigh of relief. Being reunited with the beautiful coast after such a long time renewed our sense of wonder and enthusiasm to share it with trainees. Experiences like visiting Triangle Island to see tufted puffins and belching sealions, night sailing with the square sails under a full sky of stars, sailing with the Pacific Grace as humpbacks breached around us, and laughing with trainees till tears streamed down our cheeks were made so much more special as we collectively relearned the joys of living in community.

It has been a busy winter season, as all spars, standing rigging and running rigging were removed from the ship for their 4-year inspection. Unfortunately, a pocket of rot was discovered in the foremast and a new mast needed to be sourced. However, this led to making a new connection for sourcing these hard-to-find logs in the future. We were grateful to have long-time friend of SALTS and experienced shipwright, Pat Woodland, fashion the new foremast. The shoreside support and crew spent many hours over the winter season re-serving standing rigging, oiling, painting, renewing leather, and replacing components as needed. The masts were re-stepped, the rig tensioned, and the steering and hydraulic system received a full overhaul. We are thankful for all the maintenance work that happened in the winter season to prepare the ship for another season of sail training voyages!

NOTES OF GRACE

Life was breathed back into the boats as the wait to sail again was finally over. One of the highlights for the crew was the opportunity to learn alongside as well as teach trainees from a wide variety of backgrounds. That learning stretched throughout the year as the Pacific Grace travelled up to coast of British Columbia to Haida Gwaii, visiting the village sites of Tanu and SGang Gwaay, as well as the serene waters of K'iid Xyangs K'iidaay (Burnaby Narrows). During our time in Haida Gwaii we focussed on trying to understand what "place" means, and how we are connected to each other and the place around us.

Connecting with trainees is why we do what we do, so it was a highlight of everyone's year to be able to do that once again, from sharing moments of listening to orca calls on a hydrophone to eating freshly caught salmon off the barbecue; from watching humpback whales breach to running on the white sands of an untouched beach after several days at sea.

The Grace's transom was replanked by her crew alongside Haven Boatworks, with further hull planking work planned for 2023. Deck boxes were refinished, Patrick and Chris built a new dory, and the Grace got a new jib sail. Now the boat is once again ready to welcome trainees aboard!



BURSARIES AND GIVING

Thanks to generous donors, each year SALTS is able to provide bursaries for individuals on summer trips and for entire organizations during some of our spring/fall group trips. In 2022, SALTS provided \$124K for bursaries to ensure that our programs were accessible to young people from diverse life circumstances. Highlights included sailing with at-risk youth from Take a Hike Foundation, and students from the "Supporting and Connecting Youth Leadership and Resiliency Program (SACY LRP)" from the lower mainland. Other bursary partners included The Cridge Centre for the Family and Extreme Outreach Society. Island Ukelele sailed with kids from 12 local schools. Forty summer trainees had part or all of their trip cost covered by our General Financial Assistance Bursary and Indigenous Youth Bursary programs.

Thank you to those who made donations in 2022 toward new bursary funding: the John Russell Cooper Memorial Bursary Fund through the Victoria Foundation, the Scrappy Jack Pass-Through Fund through the Victoria Foundation, an Anonymous Fund through the Victoria Foundation, the many individuals who gave to the Keith McKeown Bursary Fund, and the many individuals who specifically directed their gift towards bursary funding. Thank you as well to all those whose donations in past years continue to provide life-changing SALTS trips for many young people each year.

We want to extend a special thank you to the Dennis and Phyllis Washington Foundation for their annual donation of \$100K toward bursaries, and their faithful support of the SALTS bursary program for so many years.

**DENNIS & PHYLLIS
WASHINGTON
FOUNDATION**

"The trip was everything I hoped it would be! I had never sailed before, but the crew made me feel at home and comfortable...Beyond the joys of learning a skill I'd always wanted to explore this trip was beneficial in other ways for me. As for everyone the last few years have cause many roadblocks in my life. Being on the Pacific Grace I was forced to leave all the issues I'd been dealing with behind and live without distractions...the environment of sailing with SALTS is a respectful and safe retreat where you can be yourself, even if you don't know a single person on board." - 2022 General Bursary Recipient

"With September being so busy, I ended up writing this letter on Truth and Reconciliation Day. I think that is perfect because the SALTS Indigenous Bursary contributes to reconciliation. It both gives opportunities and training to Indigenous youth and connects Indigenous and non-Indigenous people in meaningful and positive ways. I feel very lucky to be part of that." - 2022 Indigenous Youth Bursary Recipient

Bursary Trips Available!

Do you know of a deserving organization that works with young people in challenging life situations? We have opportunities for partially or fully-funded group trips, and are looking for a few more wonderful organizations to partner with. To suggest an organization, [email info@salts.ca](mailto:info@salts.ca) with the organization's name and a little about them (or a link to their website).

Let's work together to welcome more young people on board!

BOAT DONATIONS AND SALES

In 2022, 11 boats and 4 boat trailers were donated to SALTS at a value of \$183,288.00. There were 14 boats and 3 trailers sold, which raised \$214,850.00, helping keep SALTS afloat and ensuring that young people will continue to be impacted on future SALTS trips.



Boat donations and sales included the Vancouver 27 and Glaspoly Command Bridge, (pictured, SOLD) Visit <https://www.salts.ca/buy-a-boat.html> to view all active listings!

PEOPLE

We are immensely grateful for...

The faithful and skillful service in 2022 of Captains Tony Anderson and Tristan Hedley, and crew members Gabriella Barrett, Saily Coyne, Gillian Ens, Theodore Fenske, Julia Hood, Kari Huizing, Annika Lassen, Taylor McDonell, Brock McNeill, Trinda McNeill, Jessica Morton, and Katelyn Waddell, along with new crew members in 2023 Hannah Durkovic and Vanessa McRae

Dedicated past crew members who took time out of their regular lives to assist on a few 2022 voyages: Beth Cowin, Sarah Gray, Robin Scott, Cayla Welle, and Cayla Wolever

The leadership of staff-members John Andrachuk, Marita Atwood, Chris Barritt, Tina Bergum, David Eggert, Glynis Gittens, Loren Hagerty, Ruth Pinlac, Patrick Sharman, Sherilyn Thomson, Sam Vaale, and Dana Way

Those who served on our volunteer Board of Directors: Krista Chase, Dan Cumming (Board Secretary), Jim Huzzey, Sarah Krzymowski (Board Treasurer), Sarah Meyer, Jason Nassichuk, Derek Rand (Board Chairperson), and Ryan Smith (Vice-Chairperson). Special thanks to Jim and Ryan for 10 and 15 years of service, respectively, and for all you have done to guide SALTS well.

Our regular shoreside volunteers, David Blacoe and Peter Bradford

Each person who lent a hand in 2022 to help with events, trip logistics, and everything else that needs to happen to accomplish the work of SALTS. We couldn't do this without you!

THANK YOU!

The work of SALTS to transform lives would not be possible without the support of so many in our community. Thank you to everyone who donated to, prayed for, spread the word about, and supported SALTS in a myriad of other ways in 2022. In particular, we want to thank the following people and organizations:

We are grateful to be under the Distinguished Patronage of:
The Honourable Janet Austin, OBC
Lieutenant Governor of British Columbia

Volunteer Crew Members:

Alex Bowman, Rachele Deutsch, Hannah Durkovic, Zac Eggert, Nicholas Ens, Tom Fedenczuk, Suzanna Frank, Ali Gourley, Sarah Gray, Emma Hendry, Sarah Savic Kallesoe, Kathleen Kopp, Jenna Leggett, Riley Lindberg, Alli McPherson, Vanessa McRae, Julia Neufeld, Robin Scott, Jay Thompson, Cayla Welle, Mia Wieler, Zoe Wieler

Charitable Foundations:

The Dennis and Phyllis Washington Foundation, The Foster Family Charitable Fund via Strategic Charitable Giving Foundation, JRG Family Fund at Calgary Foundation, Provincial Employees Community Services Fund, R.J. Nelson Family Foundation

Boat Donors:

Anonymous – 27' Aloha
Jennifer and Peter Healey – 30' Rawson
George Burow – 30' Pacific
Pete Murphy – 14' Fletcher and Trailer AND 23' Cougar and Trailer
Barry Clarke – AB ALX 10 and Trailer
Anonymous – 27' Vancouver
Duane Jeffrey – 28' Glasply
Allen Robison – Chesapeake Light Craft Shellback Dinghy
Hugh and Masami Barclay – 30" Newport
Kenneth Butler – 14' Spindrift Whitehall and Trailer

To the entire SALTS community: thank you for training young people, by the sea, for life!