



REFLECTIONS REPORT ON 2024



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EXECUTIVE DIRECTOR'S REPORT

Dear Friends and Supporters,

Our fiftieth year of youth mentorship was a testament to both the challenges and enduring rewards of our mission. The year began with significant logistical hurdles: the necessary replacement of 14 hull planks for Pacific Grace in Port Townsend, and the time-sensitive construction of a new foremast in Victoria. The search for a suitable 94' tall Douglas Fir tree was arduous, leading us to secure two extra logs for future use. During our first sailing in March, Pacific Swift's fuel pump malfunctioned off Cadboro Bay, requiring an escort home by Pacific Grace. As we awaited a new fuel pump, the launch of our Family Connection Program pilot project was delayed by a week. Then in late March we had a norovirus outbreak on Pacific Grace and had to end the trip early. It all made for a challenging start to our sailing season!

Thankfully, the rest of the season went far more smoothly and we had a wonderful spring of sailings that included many school groups (Abbotsford Christian School brought five groups of students on trips!) and a group of sea scouts from Calgary. In our summer program, trainees were invested in the community aspect of the trips with wonderful connections being made. Feedback from trainees was very positive as usual. Our sailings

continued through to October 25th, though there were eight group sailing vacancies which led to substantial losses of program revenue and missed opportunities for youth mentorship. Seven crew-member vacancies needed to be filled prior to our 2025 sailing season, and our team worked immensely hard through the fall and winter to recruit, hire, and train their replacements.

Despite these challenges, we have also had some exciting new developments. The Family Connection Program pilot project launched in March, offering vital support to families seeking stronger relationships. Two registered clinical counsellors helped lead programming and discussions, one of whom is a former SALTS crew-member. The experience was very well received by the families who attended. Building on this innovation, we are piloting several new program types in 2025 to address program vacancies, including two spring break voyages for individuals, Christian discipleship sailings for an adult church group, and a five-day sailing for SALTS members and friends this fall (watch our upcoming [e-newsletters](#) for details). This proactive approach reflects our commitment to adapting and growing.

The financial realities of the post-

EXECUTIVE DIRECTOR'S REPORT

pandemic era continue to impact us. While our program enrollment has steadily recovered—from ~66% capacity in 2022, to ~82% capacity in 2023, and ~87% in 2024—the lost revenue, coupled with inflation, has resulted in significant financial losses since 2020. However, we are optimistic, with a balanced cash-basis budget projected for our general fund in 2025, marking our anticipated financial turnaround.

Amidst these operational and financial challenges, we were deeply moved by the creation of a new bursary endowment in memory of Tom Webster, a former SALTS trainee who passed away at the age of 29. Tom's obituary ends with these words: "SALTS played a strong role in developing Tom's love of all things nautical. He made numerous voyages aboard their sailing vessels and benefited greatly from the excellent programs they offer." This legacy will ensure that future young people can experience the transformative power of our programs.

While the past year presented its hurdles, we enter 2025 with renewed optimism. Our seven enthusiastic new crew-members are ready, program bookings are strengthening, our finances are stabilizing, and innovative new programs are happening. We invite you to continue your invaluable

support through membership renewal, prayers, financial or boat donations, and by spreading the word about our life-changing programs to teachers and students. Join us on a day sail to get a taste of our program, or for the first time in decades, on an overnight sailing for adults this fall. Consider volunteering your time and talents. Thank you for all the ways you've already supported this cause over the decades, allowing us to have much needed impact on the lives of young people. We thank God for his protection and provision for this ministry over the past 50 years, and for inspiring us to be the love of Jesus to our community, to the best of our ability. Finally, I leave you with the heartfelt words of a recent bursary recipient: "I am very thankful for the experiences I got to have on the trip. I kind of wish I could meet the person who made this possible for me and give her or him a hug, but I guess a letter from the heart must be enough." That message is for each of you—thank you for making these transformative experiences a reality for so many young people!



Loren Hagerty
Executive Director since 2006

FROM THE TRAINEES

We love hearing new stories each year from our trainees, volunteers, and crew about the adventures and growth that took place, the friendships that formed, and the fun that was had. Some of 2024's memorable moments shared include:

- Sightings of whales, eagles, seals, puffins, and salmon sharks
- Singing and laughing together late into the evenings
- Visits to unique and meaningful places including an abandoned WW2 military outpost, the Hakai Research Institute, historical village sites in Haida Gwaii, and the Haida Heritage Centre in Skidegate
- Stunning views of waterfalls, colourful sunrises and sunsets, sandy beaches, dense fog, and the northern lights
- Sand sculpture competitions
- The Swift and Grace meeting up for meals, games on the beach, and evening mug-ups
- Quiet moments of internal reflection and meaningful conversations



"My self confidence grew from being surrounded by a very kind and accepting and uplifting group of people, and my listening skills definitely developed as [I] consciously worked on getting to really know everyone that [I] could."

- 2024 Summer Trainee (not pictured)

"This trip was a refreshing experience, and I feel that being disconnected from the outside world provided me with the opportunity to reflect on life, and what it means to live. I also got to reflect on what I wanted more from my life, and coming forward I hope to incorporate these into my daily routine. Finally, I was able to grow in the sense that I began to think more outside of myself, and recognize and appreciate the beauty in everything around me. In the people around me, I was able to grow closer to them and appreciate our relationships. With nature, I was able to also form a stronger connection and appreciation. With myself, I was able to learn and adapt, and learn my strengths and weaknesses. Additionally, I feel this experience has allowed me to become more optimistic and eager to try new things."

- 2024 Group Trainee (not pictured)

"I love SALTS. It is an incredible organization that is excellent at what they offer. It truly changes lives, therefore I love coming back as a volunteer."

- 2024 Summer Volunteer (not pictured)



"I think God is opening my eyes that he has a much larger grasp on life than I do. Sitting on the sailboat and seeing so much creation go by I continue to learn that God is far more present than I could imagine. He has made creation in such joy to share and [that] I get to be a part of it is so special."

- 2024 Group Trainee (not pictured)



"My favourite thing about the trip was the amazing people I met and all of the beautiful views we saw. I also loved swimming off the boat after a long day and singing at mug up."

- 2024 Summer Trainee (not pictured)

SALTS program participants are sent a post-trip survey about their experience once they return to land. Here are the results from a few of the questions asked in 2024:

100% somewhat or strongly agree "My confidence grew as a result of the voyage."

95% somewhat or strongly agree "I have a stronger sense that I am valuable and worthy of love."

99% somewhat or strongly agree "I was challenged to do things I had never done before."

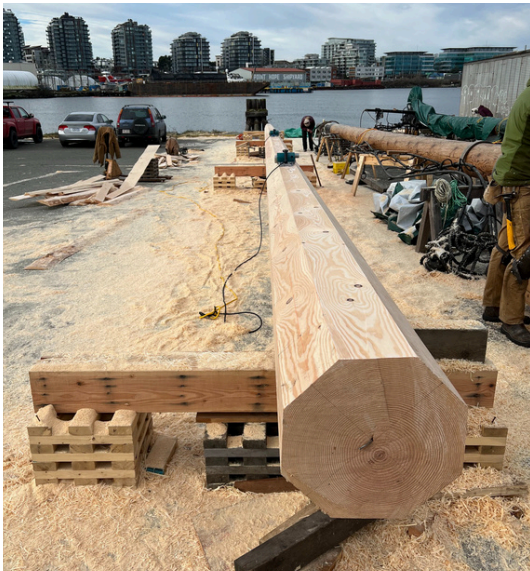
94% somewhat or strongly agree "My mental health and well-being improved on/through the voyage."

96% somewhat or strongly agree "I could be my real true self on board (rather than being fake)."

100% somewhat or strongly agree "I grew closer to other trainees on the voyage."

MAINTAINING THE SHIPS

Behind the scenes, Chris and Patrick from the SALTS shop work year-round with the ships' bosuns and other crew members to make sure both ships are well maintained so they can continue to provide a safe space for youth to climb on board and for our program to take place. When the sailing season ends in October, crew members join Chris and Patrick for dedicated maintenance and shop projects to prepare each ship for the sailing season to begin again in March.



Building the Pacific Grace's new mast



Installing the Pacific Grace's new mast

Maintenance in our shop and on our ships in 2024 involved many small repair projects, the finishing and install of a new mast for the Pacific Grace in January and February, and work throughout the year on a new mast for the Pacific Swift, which was installed at the beginning of 2025.

At the end of the year, our crew members were busy in the shop starting to make new dories for the Pacific Grace and working on maintenance, inspection, and refinishing of the Pacific Swift's spars.

It took many hands and many hours to maintain the ships throughout our sailing season and to prepare them to set sail with trainees again in March 2025 – thank you to everyone who took part in this important work!

BURSARIES AND GIVING



Trainees rowing a dory

Each year, generous donors provide thousands of dollars in bursary funds that allow young people—who would not otherwise be able—to participate in a SALTS trip. In 2024, the SALTS bursary program provided a total of \$74,270 in trip funds, which supported 36 individuals in our summer program and 2 individuals in our group program.

In 2024, we also partnered with non-profit Extreme Outreach Society who helped select youth bursary recipients from their programs.

As part of each trainee's acceptance of their bursary, they agree to spend time volunteering at various community organizations to spread the blessing of our bursary program and further their own learning and growth. In 2024, recipients completed a combined ~132 hours of service.

At the end of 2024, we ran a campaign with the goal of raising ~\$45,000 in bursary funds. Following the end of a significant multi-year grant, there was greater need for bursary donations than before and this amount would ensure we could provide a similar amount of bursary funding in 2025 as in the previous year. Thanks to the generosity of our community, we exceeded our goal and raised ~\$46,023 for bursary funding for the 2025 season.

2024 Bursary Recipient Quotes:

"Some of the best memories I have from this trip is the sense of community that we built over the course of all 10 days, swimming in waterfalls, climbing to the top of the rigging and getting to feel the wind on my face as I unfurled the main topsail...Thank you so much for allowing me to go on this life changing trip."

"The trip taught me so much about teamwork and perseverance, and I feel more confident going places and doing things I have never done because of it. I am deeply grateful to all the donors and supporters of SALTS for making this possible. Your generosity gave me and many others the chance to experience something truly special."

Despite surpassing our 2024 fundraising goal, our bursary program is still in need of significant support. We celebrate each of the young people who is able to access life-changing belonging, growth and community on board our ships because of the bursary program, while also hoping to expand the program so more and more youth will have bursary funding available to them in the years to come. We hope to be able to provide fully funded bursary trips to groups of at-risk youth from partner organizations, like we were able to do in 2023. These goals are only possible with the support of our community, who have shown up to support this program time and time again.

Trainees watching a sunset from on board



We are so grateful to those who made donations in 2024 towards new bursary funding through The Tom Webster Memorial Bursary, The William H Cairns Bursary Fund, and The John Russell Cooper Memorial Bursary through the Victoria Foundation, as well as the many individuals who specifically directed their gift towards bursary funding. We are also deeply grateful to those whose endowment donations in past years continue to provide young people with life-changing SALTS trips each year. Gifts towards SALTS' bursary program mean the experiences that SALTS provides will continue to be available to young people, like those quoted above, who would otherwise not have these opportunities.

BOAT DONATIONS AND SALES



In 2024, 12 boats were donated to SALTS at a value of \$611,458.00. There were 14 boats sold, which raised \$435,981.78, helping keep SALTS afloat and ensuring that young people will continue to be impacted on future SALTS trips.

Boat donations and sales included the Hunter 430 (Pictured) and "Passat V", Visit www.salts.ca/buy-a-boat to view all active listings!

Boat Donors:

Thank you to those who generously donated boats to SALTS in 2024.

Jane Owens - Ericson 41

Peter & Anne Milne - Hunter 430

Anonymous - Gala A300H

Anonymous - Tollycraft 34 Sedan

Curtiss Coomber - CS 33

Anonymous - Quanta 28

Karl Otto - Sea Ray 200 Sport & ShoreLand'r trailer

Robert Mondeville - Irwin 31 Citation

The Callidra Development Ltd. - Boston Whaler 11-4 Sport

The Callidra Development Ltd. - CHB Ponderosa 42

Pierre Cote - X-Yachts X-One Ton Mk1

Derek & Marcia Irving - Bristol Channel Cutter 28

GRANT AND ESTATE GIFTS

We are so grateful for the legacy created by the following people and organizations as they support the work of SALTS and invest in the lives of young people.

Charitable Foundations:

The Foster Family Charitable Fund via Strategic Charitable Giving Foundation, Gudrun Lemperg, Jim and Vicki Wilson Family Fund at Calgary Foundation, John Russell Cooper Memorial Bursary Fund through the Victoria Foundation, JRG Family Fund at Calgary Foundation, The Maja Foundation at Calgary Foundation, The Provincial Employees Community Services Fund (PECSF), and The Saint John's Legacy Foundation

Estate Gifts:

The Estate of Colin John Turner

CELEBRATING 50 YEARS



In 2024, SALTS celebrated 50 years of youth mentorship! November 1st marked the 50th anniversary of the incorporation of the Quest Star Life Discovery Society, which later became SALTS.

On November 3rd, SALTS' current and past trainees, crew, staff, volunteers, members, donors, and friends gathered to celebrate and reflect on the impact our program has had on tens of thousands of young people. Displays for each decade, including logbooks, relics, and a hand carved canoe from an offshore voyage lined the room.

The evening was full of stories and speeches that shared of the impact of SALTS from the perspective of staff, crew, trainees, volunteers, and group trip chaperones.

Captain Martyn Clark, former Executive Director of SALTS, and Margaret Clark, who has held many roles within SALTS, shared about their involvement and memories, including offshore voyages, from the early 1970s to 2006.

Educators Mike Richardson, Cayla Wolever, and Bruce Johnson joined us virtually to share how SALTS has shaped their teaching and changed the lives of their students through meaningful interactions, deep conversations, challenges, shared experiences, community, and care shown by the crew.

Senior Captain Tony Anderson shared about the countless relationships he has formed and watched form since he joined SALTS as a crew member in 1983.

Loren Hagerty, SALTS' current Executive Director, shared the impact of the SALTS bursary program, expanding summer trip routes, SALTS' survival through a global pandemic, and the introduction of new program avenues as highlights since he joined the SALTS team.

We are so grateful many in the SALTS community could gather to celebrate the relationships formed, the memories made, and the growth that's occurred over the last 50 years. We look forward to continued transformation the lives of young people!



In a recent letter, one SALTS alumnus shared reflections about his early offshore voyage with us in honour of the 50th anniversary, and he summed up the lasting impact of SALTS beautifully: *"It has been a process of learning how deeply the Swift affected me over the following decades. As I re-write this story today, cozy and safe at home in my fifties, it is a pleasure to reflect on those times, the ship and the places we went. Indeed, the blessings I received from that trip are unsearchable. SALTS instilled things in me which I had no idea were present until later on in life. And sometimes, as new challenges present themselves, those things from SALTS open in my heart, like a present. They are then used, like a tool, so I can gracefully right the chaos around me. The worldly generosity of SALTS, which hides the spiritual mission, not only lead me to be a better person, they lead me to Jesus. And that is the most unsearchable, richest present of all. All I can say is "thank you" from the deepest I got, and pick up the mission to grow the next generation."*

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 2024. We also want to say a special thank you to those who served as:

Staff, Crew, and Volunteers

Captains and Crew Members: Tony Anderson, David Eggert, Tristan Hedley, Sam Vaale, Theodore Fenske, Julia Hood, Annika Lassen, Becky Lubbers, Janae McDonell, Taylor McDonell, Brock McNeill, Trinda McNeill, Vanessa McRae, Annika Rebel, Daphne Vegter, and Hannah Durkovic (relief crew)

Staff Members: John Andrachuk, Marita Atwood, Chris Barritt, Tina Bergum, David Eggert, Amanda Fisher, Glynis Gittens, Loren Hagerty, Takayo Kono, Patrick Sharman, Sherilyn Thomson, Sam Vaale, and Dana Way

Our Volunteer Board of Directors: Krista Chase, Dan Cumming (Board Secretary), Sarah Krzymowski (Board Treasurer), Sarah Meyer (Board Vice-Chairperson), Lisa Monteiro, Jason Nassichuk, Derek Rand (Board Chairperson), Cayla Welle, and Chris Yue

Volunteer Crew: Jacob A, Ben B, Brittany B, Zadin B, D'Leen B, Rory B, Rachel B, Holly B, Trinity C, Sienna C, Elizabeth C, Saidy C, Ian C, Zachary E, Gillian E, Nicholas E, Tom F, Hannah F, Catherine G, Alison G, Leah G, Kate H, Rachel H, Julia H, David H, David J, Kathleen K, Mia M, Janae M, Sarah M, Kieran M, Julia M, Sarah M, Gabrielle O, Cade P, Talia P, Alexander S, Devon S, Jayne S, Jakob S, William S, Iris T, Isaiah T, Samuel V, Katelyn W, MacKye W, and Mia W

Shoreside Volunteers: David B, Dorothy J, and Drake M

Thank you to each person who lent a hand in 2024 to help with events, logistics, and everything else that needs to happen to accomplish the work of SALTS.
We couldn't do this without you!

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

Photos by: Chris Barritt, David Blacoe, Amanda Fisher, Lynden Knodel, Sam W and anonymous SALTS staff, crew, and program participants