

2021 ANNUAL REPORT.

# Creating real change.



SPIRIT OF  
ADVENTURE  
TRUST

TE WAKA HIRINGA TANGATA



**'TO EMPOWER YOUNG  
NEW ZEALANDERS  
TO REACH THEIR FULL  
POTENTIAL THROUGH  
THE CHALLENGE  
OF THE SEA.'**

**OUR MISSION**



THESE YOUNG PEOPLE EXPERIENCED

**167,760**



hours of our highly engaged development programme uninterrupted by mobile devices, social media and the demands of home and school life.



SINCE  
**1973**

**81,102**

young people have experienced a voyage of discovery with us.

**Coastal beach cleans** are a part of our programme to help our rangatahi have an understanding of where and what types of things, discarded by humans have made their way through the marine eco-system to end up on a beach. We collect and remove the rubbish, but the most important part of this activity is the learning and recognition of our human impact on the marine environment.



The Spirit Whanau is a forever growing group of passionate people who care deeply about youth development and freely give up their time for the work that we do.

**389**

VOLUNTEERS CONTRIBUTED

**12,392** HOURS  
WITH EQUIVALENT VALUE OF  
**\$309,800**

Our volunteers join us from all over Aotearoa. The youngest volunteer to sail with us was **17 years old** and the oldest volunteer to sail with us was **80 years old**.

Total hours based on a 10 hour day.

Total dollar value based on \$20 hourly rate.

Note: there were less volunteer hours than previous years due to the pandemic and lower number of sailings.



Every year we gather our crew and volunteers to honour and pay tribute to the **outstanding work and dedication of our people**.

This year we awarded the equivalent of **450 years** of service combined!



There's no doubting Spirit of New Zealand is a camera magnet. It is a magnificent vessel that cuts a fine shape on the water. The impactful work that takes place on our voyages means that the ship spends almost all its time out on the water.



THE SHIP TRAVELLED APPROXIMATELY

**7,996**kms  
(4,318 NAUTICAL MILES)

**215**

DAYS AT SEA

In a normal year with no pandemic the ship is at sea ~350 days.

**13,940**  
EGGS

**61kg**  
PIC'S PEANUT BUTTER

On board this year we consumed

**315**  
TINS OF SPAGHETTI

**1,638**  
BRIOCHE BUNS

**40 diverse individuals** nervous and unsure on day one return on day 10 as a team, community, Whanau, full of Aroha, hope, laughter, joy, song and excitement for life.



With youth development at our core, our aim is to run mainly youth voyages.

We supplement our schedule with some other voyage types, this year with the addition of one spectator day at an America's Cup race.

OVERNIGHT VOYAGE

1

5 DAY INSPIRATION VOYAGES

4

5 DAY TROPHY VOYAGES

9

DAY SAILS

11

10 DAY VOYAGES

14

Due to COVID-19 lockdowns we did not sail as many voyages as usual. In a normal year we aim to do at least 22-24 ten day voyages per year.



# Once in a lifetime

**// I think its amazing that I have been able to meet so many lifelong and amazing friends that I would not have been able to meet or experience if it wasn't for the Spirit of New Zealand.**

I have been able to grow and push myself outside of my comfort zone and learn more about myself, others, boats / sailing and leading groups, thank you.

*Trainee - Voyage 808*



## CHAIRMAN'S REPORT

# A WARM WELCOME TO OUR GROWING 'SPIRIT' FAMILY



“ As we come to the end of a challenging year I am reminded that some things will never be the same. It has been, for many, a year of change.

The trust like many organisations has had its challenges in 2020 but we end our year full of gratitude for what we have done and achieved. ”

As we sail toward 2023, we are reminded and enheartened that it will be 50 years since the launching of the “Spirit of Adventure”. Indeed much water has flowed under her, and her successor the “Spirit of New Zealand’s”, hull. Much of what we do has not changed. We remain devoted to youth development and our mission “To empower young New Zealanders to reach their full potential through the challenge of the sea”.

As we evolve and continue to meet the needs of all young New Zealanders we achieve what we do through the outstanding voluntary and professional support of the wider “Spirit” Family.

We honour those that have sailed beyond their horizons in the past year. Founding Trustee, and more latterly Vice Patron, Captain Barry Thompson, will be remembered for being a strong influence in the shaping of the ship and sail of the “Spirit of Adventure”, long serving Trustee Bruce Marler developed the Regional network and Captain Pony Moore who served as the Trust’s first Master, all of whom contributed to the youth development programme which is largely in place today.

I am enheartened that we see a generation of past trainees take their place in society, business, communities, on the sports field and varying roles aboard our ship and seats at the Board room table. We are part of positive change in the lives of our trainees and seeing the influence they have in their respective worlds encourages us to continue this legacy.

We acknowledge and thank retiring Trustee Andrew Spencer for his longevity and contribution to the finance and investment sector of the Trust’s work and welcome newly appointed Aaron Bethune.

We recognise the support of Government and other key supporters who have allowed us to repurpose funding to enable a continuance of operations during the unprecedented Covid era.

Some 3 years ago we undertook a consultive and robust Strategic Review which has repositioned us for the foreseeable future. This has opened up a more market driven organisation that continues to be relevant on the diverse need of the youth of the day. Recently retired CEO Dean Lawrence has loyally led a great decade of operational excellence and instilled robust disciplines, particularly in the fields of Health and Safety and the annual refit and survey. Dean passed on the batten late in 2020 to recently appointed CEO Bruce Pilbrow who brings with him a great understanding of the market and a deep passion for youth development The Board is enjoying working with Bruce and we are excited to see where this leads for the next decade.

Most recently we have seen the appointment of the formative Youth Engagement Panel (YEP) with direct involvement with the Board which constantly seeks ways to hear the voice of young people in New Zealand.

I close with deep thanks to the Trust Board, the CEO and his sea and shore team and congratulate the award winners for the past season.

Yours in Spirit | Kia pai to Wairua

Stephen B Fisher QSO





## CEO'S REPORT

# YOUTH DEVELOPMENT IS AT THE CENTRE OF EVERYTHING WE DO



“ More than ever 2020 has reminded us that the youth development work we do is so imperative and the life changing experiences we foster aboard Spirit of New Zealand need to reach more, be more available to our rangatahi (young people) who can really benefit from what we do and ensure our programme represents the cultural, diversity and expectations of our young people today. ”

The 2020/21 financial year has been a year like no other. We have all been challenged to reshape, rethink, pivot, and get creative around how we maintain our culture, mission and financial sustainability. A summary of our financial year is further on in this report.

As Stephen Fisher has mentioned a strategic overview was carried out three years ago and I am pleased that the role of CEO has come up. It was agreed that a strong marketing driven mission focus was needed in the new CEO and I am humbled to be given that opportunity for this season. Starting on the 5<sup>th</sup> of October 2020 I am well aware that the legacy to build on is incredible. We are almost 50 years old, we have a strategic and engaged board, a strong brand with a proven track record for creating real change and Dean Lawrence, who stood down as CEO in October 2020, has left the organisation operationally in a very good place indeed.

Like any CEO it is important to experience the work we do. What better way than going on a 10 day voyage (the core of our youth development work) as a Trainee Watch Assistant walking alongside trainees as they experience this life changing opportunity.

Voyage 808 will remain a pivotal moment in time for me. I sailed with a diverse snapshot of 16-18 year olds who reminded me that the investment in our next generation (rangatahi) will only pay dividends to them, their communities and our country. A huge highlight for me was a young 16 year old who was related to Sir Hector Busby (also known as Heke-nuku-mai-nga-iwi Puhipi) taking it on herself to teach us all about traditional Polynesian navigation and ocean voyaging. For two hours, as we sailed from the Poor Knights Islands to Great Barrier Island she had us enthralled.

As a team we continue to focus on building on our 47 year legacy. Research completed by Otago University tells us that our trainees grow significantly in self resilience, self-efficacy and self-esteem. Coming together as a team of 40 fully diverse individuals nervous and

unsure on day one and returning as a team, community, Whanau, on day 10 is a sight to see. Full of aroha, hope, laughter, joy, song and excitement for life. It feels after the year we have had this is needed so much more.

For our 2021 year and beyond we continue our focus on how we can best represent our rangatahi in New Zealand making sure we are delivering not only this life changing experience but also taking responsibility around our environment, our culture, diversity, and our LGBTIQ+ community.

Everything we do has to be intentional and deliver measurable results. We have an incredible brand and legacy to build on but it has to remain effective, relevant and sustainable. We will have our challenges this year but we also know we have the team to meet these challenges.

I have gratitude for the dedication of our board and the commitment and passion of our team they got us all through 2020. Our Spirit whanau also includes the 300+ volunteers who give up their time freely for the work we do, it is exceptionally humbling. It is important to recognise also our supporters, sponsors, pro-bono partners, community and government partners. They enable us to do what we do and contribute to dropping the barrier to entry, mostly financial, for our rangatahi. Thank you.

Please enjoy our story, watch us move forward and hold us accountable. We love what we do and will continue to always put youth development at the centre of everything.

Ina te Mahi he Rangatira. (By deeds is a leader known)

Yours in Spirit | Kia pai to Wairua

Bruce Pilbrow





MEET OUR BOARD

# REPRESENTATION FROM A RANGE OF EXPERIENCE

Spirit of Adventure Trust Board was founded in June 1972 and has always maintained a focus on ensuring representation from a range of experience. The board meet in Auckland on a monthly basis and are closely involved with CEO Bruce Pilbrow on a more regular basis.



**STEPHEN B FISHER**

Chairman, QSO,  
Company Director



**BROOKE ARCHBOLD**

Deputy Chair,  
Company Director



**AARON BETHUNE**

Chairperson Finance and Investment  
task group (from November 2020),  
Chartered Accountant



**SUE BLAKELY**

School Principal



**JEFF MORRISON**

Lawyer



**JERRY NORMAN**

Pouherenga Matauranga



**CATHERINE MASON**

Chairperson of Health and Safety  
task group BA/LLB (Hons),  
Master Mariner



**BEN FISHER**

Advisory Trustee



**ANDREW SPENCER**

(Retired 31st March 2021)

Chairperson Finance and Investment  
task group (retired November 2020),  
Chartered Accountant



## FINANCIAL SUMMARY

# 2020 HAS BEEN A YEAR LIKE NO OTHER



As for many organisations, 2020 has been a year like no other. COVID-19 has challenged our programme, income, people and delivery. We would like to acknowledge Dean Lawrence (CEO until October 2020) for his management of our trust through this tricky time. We also acknowledge our auditors PriceWaterhouseCoopers led by Troy Florence for their continued support and robust approach to our audit.

“Our challenge for 2021/22 is the financial size of our refit (deferred due to COVID-19 in 2020) being close to \$1million. We are required by survey requirements as well as general maintenance to meet these needs.”

### OPERATIONAL RESULT



The year was certainly helped by the support of the wage subsidy (\$93,728) as well as the team taking a 20% reduction in their pay. We are very thankful for their personal commitment to the work that we do. This enabled us to be ready for when the lockdown lifted but also that our team around New Zealand can remain employed. The youth development work cannot be achieved without our key asset, our people.

Joining as the new CEO in October 2020, more changes were made to secure our future. We recognised a drop in income and tightened our operational belts to suit. When we had the lockdown in February 2021 we were thankful that some of our financial supporters were open to adjusting their funding accountabilities to help with operational costs or loss of revenue.

Whilst this all means we finished the year in good shape there have been a number of large costs deferred to the 2021/22 year. Namely in the annual maintenance/refit of the ship. In a normal year it is expected to spend \$500,000 - \$700,000 at refit to maintain survey and the overall condition of the ship. In 2020 we only spent \$110k. We can defer aspects year to year, however the cost of work that needs to be done, the nature of ships, does accumulate. This will mean that our challenge for 2021/22 is the financial size of our refit being close to \$1 million. We are required by survey requirements as well as general maintenance to meet these needs.

Bruce Pilbow - CEO

# I made so many amazing friends



// **I made countless incredible memories that I will never forget, and I would do it all over again in a heartbeat!**

I have gained so much strength and resilience after dealing with multiple challenges and facing my fears. I'm so grateful for the experience because it helped me grow so much as a person.

*Trainee - Voyage 803*



## OUR TOP AWARDS

# CELEBRATING OUR PEOPLE

Our awards for service to the Spirit of Adventure Trust, promoting the principles of sail training for young people through the challenge of the sea.

## TOP SAIL AWARD

Our award for consistent and outstanding service for a minimum two year period. The winner of this award must also have been a past Trainee.



### JEMINA KING

This is a person who absolutely lives and breathes our Spirit way. She has an endless passion and energy for the work we do and not only does what's asked of her, but often goes above and beyond. She is always popular with the trainees and does it for nothing!

Not afraid of new challenges and mucking in to get the job done, in her relatively short time with us, she has made a huge impact. Having achieved her 5 year service award this year, Jemina started as a trainee in 2014 and has since attended over 60 types of voyages and training days. She returned in 2016 as a Leading Hand, completing 7 voyages before promotion to Watch Assistant in 2018. In recent times, she has trained as a relief cook and has also completed her first voyage as the solo cook in 2020.

## TOP GALLANT AWARD

Our award for long and distinguished voluntary service.



### KATHY PERREAU

The standout part of the nomination put forward for Kathy was that she gives her everything for the sake of our trainees.

Kathy is described as an incredibly empathetic, positive and dedicated crew member throughout her 13 years with the Trust. Completing at least 3-4 sailings per year across all voyage types she is a great example of someone passionate about the outcomes of our work.



### JEFF MORRISON

Jeff is passionate about our work and focus on youth development. His attention to detail especially in matters of legal expertise or managing our risk profile are invaluable especially at the board table. He is quick to engage and be involved in all aspects of our work and approaches all topics with wisdom and integrity. He is encouraging, honest and deeply loyal to the mission. Jeff commenced with the Trust in August 2008, receiving his 10-year service award in 2018. Jeff is also a sometime recreational sailor and keen 'runabout' fisherman.





APRIL 2020 – MARCH 2021

## OUR SPIRIT FAMILY

Spirit of Adventure Trust greatly appreciates all of the support received from staff, individuals and organisations who contribute in so many ways to the work we do.

Thank you for being part of our Spirit family.

### PATRON

**Right Honourable Dame Patsy Reddy**, GNZM, QSO,  
Governor-General of New Zealand

### TRUST BOARD

**Stephen B. Fisher** QSO / Chairman, Company Director

**Brooke Archbold** / Deputy Chair, Company Director

**Sue Blakely** / School Principal

**Jeff Morrison** / Lawyer

**Jerry Norman** / Pouherenga Mātauranga

**Catherine Mason** / Trustee

**Aaron Bethune** / Trustee

**Ben Fisher** / Advisory Trustee

### HONORARY ADVISORS

**Spencers Chartered Accountants** / Financial Services

**PriceWaterhouseCoopers** / Auditors

**Russell McVeagh** / Solicitors

**Dr Marcus Stone** / Medical

**Hudson Gavin Martin** / Technology and IP Lawyers

**JMIW** / Investment

**Dr Jenny Te Paa** / Cultural

**Otago University** / Programme Evaluation and Research

**Sheffield** / Human Resources

**Sonia Thursby** / Disabilities

**Dr Stuart Middleton** / Education Advisor

**Caryn Zinn** / Nutrition





TO OUR 2020/21 SPIRIT SUPPORTERS

# THANK YOU

PRINCIPAL CORPORATE SPONSOR



## KEY CONTRIBUTORS



## SUPPORTING CONTRIBUTORS



Four Winds Foundation

Caroma Plumbing

Grassroots Trust Central

Muriel E Bull Trust

Kiwi Self Storage

Lions Club NZ

## SUPPORTING SUPPLIERS

Altex Coatings

Novico NZ

BP New Zealand

New Zealand Diving & Salvage

Burnsco Marine

Palmer Canvas

Doyle Sails

Heron Ship Repair NZ

General Marine Services

Simms Diesel & Turbo Charger

Kaiwaka Clothing Company

Survitec – RFD New Zealand

Lancer Industries

Tradeline Builders & Marine Ltd

Mitre 10 Mega

Wilson Hellaby New Zealand



**Resilience**



**Friendship**

**Empowering**



**Equality**



**Unlocking potential**

**Wairua**



Love

**Community**



**Leadership**

Motivating

Inspiring



**Life**

**Aroha**



**Fun**



Thrill  
Culture



Belief

**Humanity**



Excitement

**Diversity**

**Adventure**

**Teamwork**



Understanding

Learning

Curiosity

**Hope**



**Moana**



**Discovery**

**Confidence**

Challenge

**Passion**



**Life-changing**



# Take an adventure with us



SPIRIT OF  
ADVENTURE  
TRUST

TE WAKA HIRINGA TANGATA

**0800 472 454**

**[spiritofadventure.org.nz](http://spiritofadventure.org.nz)**

