

# Programme Summary



FUTURE  
**LEADERS**  
PROGRAMME

**2017 INAUGURAL SUMMER SESSION REPORT**



**BY PROGRAMME DIRECTOR**  
Ryan Robinson Perinchief

**RELEASED**  
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# MESSAGE FROM THE DIRECTOR



Ryan Robinson Perinchief  
Programme Founder & Director



Alandra Swan  
Head Teacher, 2017

Our official closing ceremony and programme showcase was held just under one month ago, and we are still seeing the positive impact of the first-ever Future Leaders Programme session. Many of those who were in attendance were impressed by the students' development and the sheer amount of information and concepts they were able to grasp in such a short, three week period.

It is said that even the journey of a thousand miles begins with a single step. Often times, we underestimate our young people - we impose imaginary limits on what they can achieve, whether due to circumstance, personal experience, or poor expectation.

My vision in creating the Future Leaders Programme was to show our young people - and Bermuda - that although we live in a world filled with fear, inequality and uncertainty, there is no limit to what we can accomplish if we adopt the right mindset. As this report will show, we are on the right path to achieving that goal with the Future Leaders Programme.

From day one, many of the 20 kids in the programme did not see themselves as "high flyers" or particularly outstanding students; in their minds, they were the *average* or typical students who will be living, working, voting, and leading amongst us in a few years time. Some of them even vocalised their view that they were surrounded by peers who were smarter, better, and "more advanced" than they were. Simply put, many felt *mediocre*.

But by the end of the three weeks, they were all ready to take on the world. Having developed a new outlook on life and their own capabilities, they were in a prime position to make a difference in their own lives and in their communities. From grasping complex subjects such as racism and wealth inequality over a span of just a few days, to discovering new models of leadership and social enterprise through college-level study, our future leaders impressed both themselves and the community, demonstrating that, indeed, our future is very bright.

Despite its few challenges, the programme's success was a testament to the endless possibilities that arise when various cross-sections of the community come together. It is important to appreciate and value these accomplishments and our collective legacy, and build on them toward a productive future. This programme is only the beginning - and the successes highlighted in this report would not have been possible without the generosity of our local sponsors and community partners. We must all work together to create a generation that is inspired to believe in their own possibilities and empowered to make a difference, wherever they may go.

Overall, I am grateful for your support and hope to continue working with all of you, so that we may strive together to achieve our vision and create new opportunities for the next generation. Thank you for believing in the future.

Thank you for believing in me. It is my sincere hope that the Future Leaders Programme is something that can grow year-on-year, so that in a few years time, it can be something every parent and student looks forward to being a part of.

Best Regards,

**Ryan Robinson Perinchief**  
futureleadersbda@gmail.com

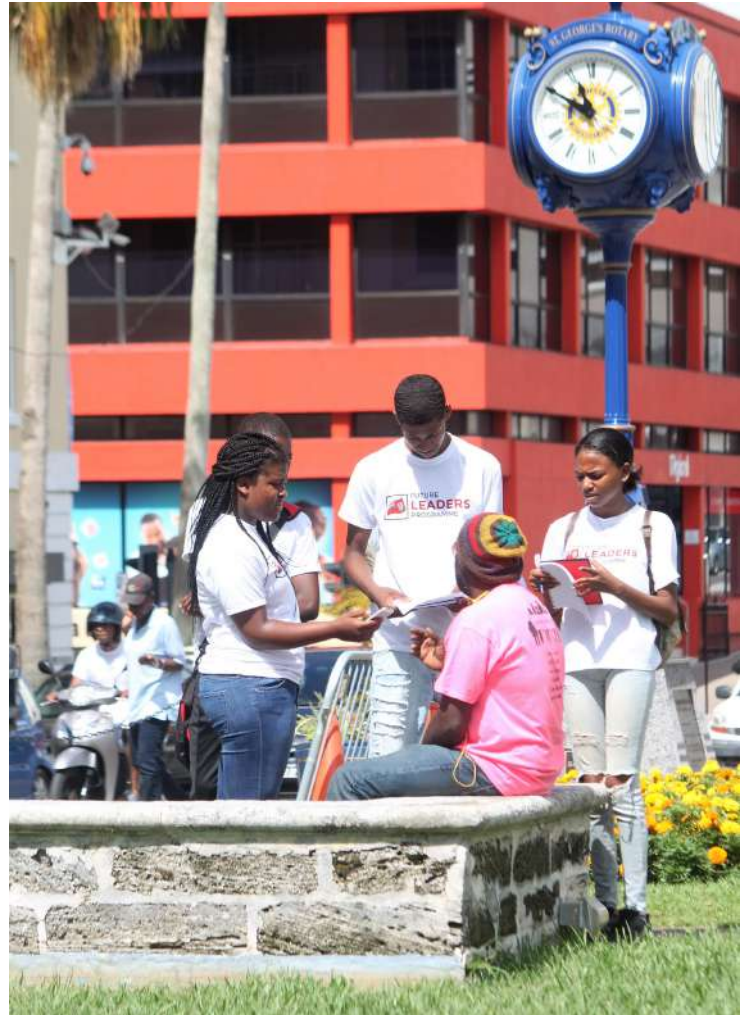


# PROGRAMME HIGHLIGHTS

For three weeks, each of our Future Leaders completed over **90** hours of academic study, hands-on education and meaningful service to local organisations as they embarked on a mission to develop the knowledge, experience and leadership skills they need to make a positive change in the community.



Ka'ri makes her presentation on "The Four Traditions of Philanthropy".



Students hit the streets of Hamilton to survey residents on issues that matter most to them in the community.



A visit to the polling stations on Election Day.



U.S. Consul General Mary Ellen Koenig hosting Future Leaders for a talk on US-Bermuda relations over lunch.

## Units Covered:

1. Service and Community Building
2. Poverty, Crime, and Inequality
3. Identity and Privilege
4. Leadership
5. Social Change & Entrepreneurship
6. The Power to Make a Difference
7. Taking Action



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# PROGRAMME HIGHLIGHTS (CONT.)

At the end of the programme, rather than being given a formal examination, all students were required to present their skills from memory, in an interactive "teach the audience" styled closing ceremony. Their presentations incorporated all seven units from the curriculum, along with the practical components of field experiences and seminars with community leaders.



Strong support for Future Leaders at the awards ceremony



All smiles from Z'Ajae as the Future Leaders prepare the Emergency Housing Shelter for the nightly intake.



Above: Students make a visit to Drug Treatment Court after an intense discussion on the Mincy Report. Right: Ashley makes a presentation on Identity and Privilege at the closing ceremony.

## 2017 Community Partners

The Hon. Wayne Caines JP MP

The Salvation Army

Senior Magistrate Juan Wolffe  
(Bermuda Court Services)

Gina Spence Productions

Nikki Bascome (Fresh & Hungry)

Lynne Winfield (C.U.R.B.)

The Chewstick Foundation

M.O.V.E. Bermuda

Department of Youth, Sport and  
Recreation

U.S. Consulate Hamilton

Aries Sports Center



Greashena of Gina Spence Productions shares her perspectives on gang violence.



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# OBJECTIVES

Before the start of the programme, we outlined a vision and a number of objectives by which the success or failure of the programme could be measured:

## Programme Vision

'Our vision is to deliver a programme that empowers young student leaders by equipping them with the tools they need to make a difference in both the local and global communities.'

From a business perspective, it was the aim of the Future Leaders Programme to be recognised as the favourite local program for budding student leaders. It was stated in the business plan that, if successful, at the end of summer the programme will have:

- provided students with an enjoyable experience which challenges them academically and inspired them to be community leaders
- established links with community organisations and fostered collaboration through student participation
- left parents satisfied with their choice of summer activity for their child
- garnered local publicity as a positive, youth-led community initiative
- paid off all expenses with funds remaining for continued program development



As the next page will demonstrate, it is safe to conclude that all of these criteria were met based on public reception, parent and student feedback, and a review of the programme budget. In relation to the students, however, a separate set of objectives were outlined by which the parents and facilitators could measure their achievement, based upon the belief that there would be parents who wished for their kids to gain academic enrichment and character development over simply an enjoyable experience comparable to athletic or leisure camps. A vision for the students was therefore outlined in pursuit of a programme that would build character, increase cultural awareness and encourage unity; develops leadership skills and increases students' marketability; and empower young people to become community leaders. Thus, it was established that by the end of the three-week programme, students should have been able to:

- Identify inequality and injustice in the world and their community
- Develop a sense of allyship and empathy towards those most affected by oppressive systems
- Apply leadership, teambuilding and analytical skills to be able to create pragmatic approaches of social change on small and large scales
- Feel a sense of responsibility empowerment to produce individual and collective positive changes within their communities

## Measuring Outcomes

The outcome of these objectives was measured using a combination of methods, including through daily journal reflections which were assessed individually by the head teacher, and an assessment of the overall performance of students as a team at the closing ceremony. Based on these two methods, it was concluded by the head teacher that in general, students exceeded expectations. Further to this, students and parents were requested to participate in an anonymous survey after the conclusion of the programme in an effort to gain honest feedback from the Future Leaders and their families at home. Highlights from the anonymous surveys are reflected on the next page under 'Impact'.

# IMPACT

Based on survey responses, the only complaint raised by both students and parents is that they did not want the programme to end. In the second week of the course, a group of Future Leaders even suggested making the Future Leaders Programme an all-year round extracurricular activity.

Q5  
What would you change about the Future Leaders Programme to make it better?

CONTINUE A BIT LONGER AND COVER MORE TOPICS

7/27/2017 3:10 PM

The length of the program. Was way too short.

7/26/2017 6:28 PM

Extend it to maybe a full month, rather than the three weeks.

 **256**  
Facebook followers in August

**12.6K**  
Video Views  
▲ 126% from previous 77 days

 **238**  
Website viewers since July

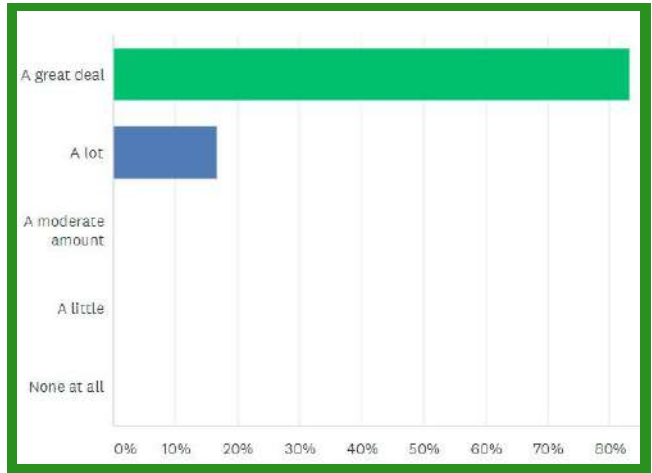
## Student Reflection

When given the question, 'How much do you think you have developed over the past three weeks?', all students replied with either "a lot" or "a great deal", while 100% of the parents selected the highest tier for how much they felt their child had developed since the start of the programme.

**Unanimously rated**



**by parents and students**



“ No one really wants to talk about the uncomfortable stuff – poverty, inequality, racism, sexism, homosexuality – no one wants to talk about it. And we were reaching and all these deep topics! It really blew my mind. I will forever be grateful to the program because it opened my eyes to many things. ”

- Seon Tatem

“ I've been inspired to do something in the future – and not just in the future, but now... to help make Bermuda a better place. ”

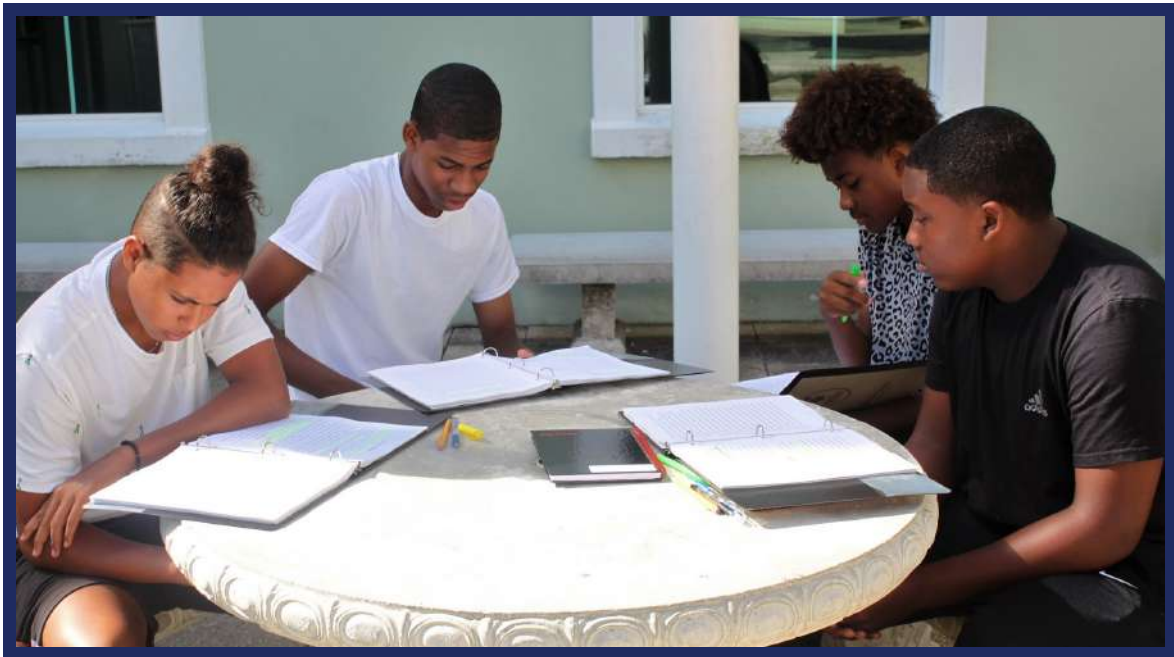
- Shi-Shun Burgess

# IMPACT AND OUTCOMES - WHAT'S NEXT?

After considering various options on where to take the programme from this point forward, we've decided to proceed based on the mantra, "If it ain't broke, don't fix it". While it is hoped that the programme will eventually become self sustaining, our current focus will be on addressing some of the challenges faced this year so that the programme can run even more smoothly next summer, as well as considering the feedback of various parents, Future Leaders, and members of the community.

The students in particular suggested making the Future Leaders Programme an all-year round extracurricular "club"; however, the head teacher and I have been adamant that any attempts to enter into long-term commitments should be taken only after careful consideration as to the aims and vision of the programme as a whole. We have also considered applying for charity status; however, due to the fact that the programme operates during only one month of the year, it is not practical nor sensible to do so at this time.

It is our expectation that the programme will eventually grow into something that is endorsed and well-known throughout the entire community, to a point where we will have no choice but to expand into bigger and better projects for the betterment of all. Until that point, we are grateful to our partners and sponsors who have allowed us to start on good footing, and hope that they will consider supporting the programme for as long as has the potential to develop a new generation of students, citizens, and leaders for a better tomorrow.



“ I know my daughter was enlightened about a side of bermuda that she had heard of but did not really take to heart as it wasn't a situation she had encountered, mainly being the homeless and sheltered community. Although we are by no means wealthy, her venture to homeless shelter definitely made her more appreciative of what we do have. I know she enjoyed the debates and the interaction with the other participants and has developed ongoing friendships with those in the group. I wholeheartedly commend Ms. Swan and Mr. Robinson Perinchief on a job well done and encourage them to continue to build on this foundation going forward. ”  
- Mrs. Gina Steede

**In the news:** <http://www.royalgazette.com/news/article/20170623/future-leaders-coming-to-fore>

<http://www.royalgazette.com/education/article/20170724/students-tackle-issues-of-privilege-poverty-and-crime>

<http://bernews.com/2017/07/photosvideo-first-ever-future-leaders-programme/>

<http://bernews.com/2017/06/live-video-replay-future-leaders-programme/>



Click for video



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# WE LOOK FORWARD TO A BRIGHT FUTURE!



“ Quite a number of issues covered in these 3 weeks are extremely pressing issues within society that have been laid aside...these are core issues which must be addressed in order to maintain a stable society. I hope this program flourishes to include many more future leaders, whom ever they may be. Many thanks to the staff and supporters. ”

- N. Cann

## THANK YOU:



BERMUDA INDUSTRIAL UNION



Conyers Dill & Pearman



GOVERNMENT OF BERMUDA



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The Berkeley Institute  
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Mark and Tina Nash  
Kellianne Gibbons Smith

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