

# Year in Review

## 2024 ANNUAL REPORT

JANUARY 2024 - DECEMBER 2024 PERIOD



**FOUNDER AND DIRECTOR**  
Ryan Robinson Perinchief

**ASSISTANT DIRECTORS**  
Seon Tatem and McKenzie-Kohl Tuckett

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# MESSAGE FROM THE DIRECTOR

As we reflect on the journey of Future Leaders Bermuda since our founding in 2017, it is incredible to see how far we have come and how much we continue to grow. This year was one of transition and intentional planning as we set the stage for a stronger and more sustainable organization. While 2024 did not feature our usual slate of programs, it served as a vital chapter in our story, allowing us to recalibrate and prepare for a transformative future.

This year, we launched Roose's Book Club, a new initiative created out of a desire by young Bermudians to obtain deeper knowledge of our history, and critically discuss the root causes of issues facing our community.

Although we paused other programs, this reflected the reality of our leadership team: volunteers navigating significant milestones such as marriage, children, and education. These shifts prompted us to reassess how best to sustain our mission while ensuring a balance for those who serve. We began the year with a strategic planning session, identifying our strengths, weaknesses, opportunities, and threats. One key insight was the recognition that as our team evolves, so must our approach. To address this, we prioritized the recruitment of a dedicated Charity Coordinator, a pivotal role to manage daily operations and enable our volunteers to focus on mentorship and long-term strategy.

As the needs of the community continue to evolve, we have actively adapted our programs and initiatives to address emerging challenges, ensuring our work remains relevant and responsive to Bermuda's changing landscape. Aligned with our commitment to pause programming every fourth year for a retreat instead of running a summer program, 2024 provided space to recharge and dream boldly for the future. Having successfully completed our 2020-2023 Strategic Plan, we are now focused on developing a new, forward-thinking strategy that will guide our next phase of expansion, ensuring that our youth-based charity continues to thrive and effectively serve the needs of future generations.

Looking ahead to 2025, we are eager to begin this new chapter with renewed energy and focus. With the addition of a Charity Coordinator and a clear vision for the future, we are poised to expand our impact and further strengthen our mission.

I extend my deepest gratitude to the team at Future Leaders, who continue to give selflessly of their time and energy while navigating their own personal and professional journeys. To our supporters, sponsors, and community partners, thank you for your unwavering belief in our mission. Together, we are building a foundation for future leaders to thrive and make their mark.

As we enter our ninth year of service with plans to take things to the next level, we say cheers to 2025 - a year of transformation, collaboration, and renewed purpose.

Best wishes and thanks to the village,

**Ryan Robinson Perinchief**  
Founder and Director



Founder and Director  
**Ryan Robinson Perinchief**



# THE FUTURE LEADERS BERMUDA TEAM



Founder and Director  
**Ryan Robinson Perinchief**



Vice-chair  
**Russell Lister**



Operations Manager  
**Alicia Lister**



Assistant Director  
**Seon Tatem**



Assistant Director  
**McKenzie-Kohl Tuckett**



Head Teacher  
**Tonisha Key-Holmes**



Accounts Manager  
**Sinae Symonds**



Roose's Book Club  
Co-Convenor  
**Cimbryt Smith**



Roose's Book Club  
Co-Convenor  
**Ciara Burrows**

## FLB SWOT ANALYSIS

Special thanks to MIRRORS for facilitating a SWOT analysis; allowing the team to capitalise on opportunities for growth as we look toward augmenting Future Leaders Bermuda. With an eye on transitioning toward a revised strategic plan, exploiting areas for potential growth is significant, as we look toward increased initiatives and potential collaborative steps to deepen our attempts in empowering our young people. As a youth-based organisation, it is vital for us to continue creating meaningful change, thus, in better understanding areas for expansion, we are enabled to effectively engage and mobilise the youth of Bermuda.



A special and heartfelt thank you to Kimberley Jackson and Jeanene Todd of Mirrors for their assistance and support to Future Leaders Bermuda, particularly as we work on developing our new strategic plan. Their guidance, expertise, and commitment have been invaluable in helping us navigate this critical phase of our growth. We appreciate the thoughtful contributions they invested in our efforts!

# IT'S THE OPPORTUNITIES FOR US!

Future Leaders Bermuda would like to thank all organizations and persons in our community who continue to make opportunities available for our Future Leaders alumni. Our entire Future Leaders community - with **over 100 programme alumni** - are grateful. From speaking opportunities to work experience, each of our community partners play a vital role in helping us to fulfill our mission: "to empower passionate young leaders and arm them with the skills they need to make a positive impact in Bermuda and the world today."



Future Leaders with Aliyyah Ahad, head of the Government of Bermuda Brussel's Office, in celebration of their 5 year anniversary.



2021 Future Leader Lea Smith spent International Women's Day with Minister Tinee Furbert



Future Leaders attended a focus group with the Human Rights Commission



Assistant Director and 2017 Future Leader, Seon Tatem, spoke at the St George's Preparatory graduation ceremony

**IT TAKES A VILLAGE  
THANK YOU TO ALL THOSE  
WHO ARE A PART OF OURS!**

# HSCM Internship Programme

Hudson Structured Capital Management, our Platinum Corporate Sponsor, is a pioneering investment management firm specializing in insurance-linked securities and alternative investments. The firm's commitment to excellence is reflected not only in its investment practices but also in its dedication to fostering the next generation of leaders in the industry.



We are especially grateful to Hudson Structured for offering internship opportunities to our Future Leaders. These internships provide invaluable work experience, allowing aspiring professionals to gain hands-on exposure to the complexities of the financial markets. Through mentorship and practical engagement, interns at Hudson Structured develop critical skills and insights that will shape their future careers. We sincerely thank them for their generosity and commitment to nurturing emerging leaders. We look forward to continuing this partnership and celebrating the successes of the interns who benefit from these remarkable opportunities.



Riley Christopher (left), 2017 Future Leader

## Hear from this year's intern, Riley:

Riley Christopher, a member of the 2017 Future Leaders cohort, is a current Economics and Mathematics student at City, University of London, UK, who recently underwent a summer internship with our Platinum Corporate Sponsor, HSCM Bermuda. Here is what Riley had to say about his experience:

"At 20 years old, breaking into the financial services industry can feel overwhelming, especially with so many others competing for the same opportunities. Without much support, it can be challenging to stand out, so I'm incredibly grateful for this opportunity."

"During my internship, I was able to gain further insight into the operations, investments, and corporate finance team, my role primarily involved analysing memos, performance metrics, and monitoring the portfolio performance. I also worked on preparing various documents, which provided me with great practical experience into this industry."

"Being that I am interested in the financial pathway, and the financial services industry, being able to see the type of workforce Hudson Structured Capital Management had and the services which they provide, I felt as if it was exactly what my interests align with. I am truly thankful to Ryan Robinson Perinchief, and Future Leaders Bermuda for making this opportunity a reality"

## Here's what HSCM had to say:

"We had the pleasure of Riley joining the HSCM Bermuda Finance team as a Summer Analyst. Riley's diligence, eagerness to learn, and stellar attitude made him a valuable contributor to our strategic initiatives around portfolio management and construction. The HSCM Bermuda team is grateful to Riley for his hard work. We thank Future Leaders for connecting us with Riley; our partnership with Future Leaders is a continued reminder of the prodigious talent we have on island, we look forward to a continued pipeline of young Bermudians entering the industry."

(Sam Bridges, Associate, HSCM, Bermuda).

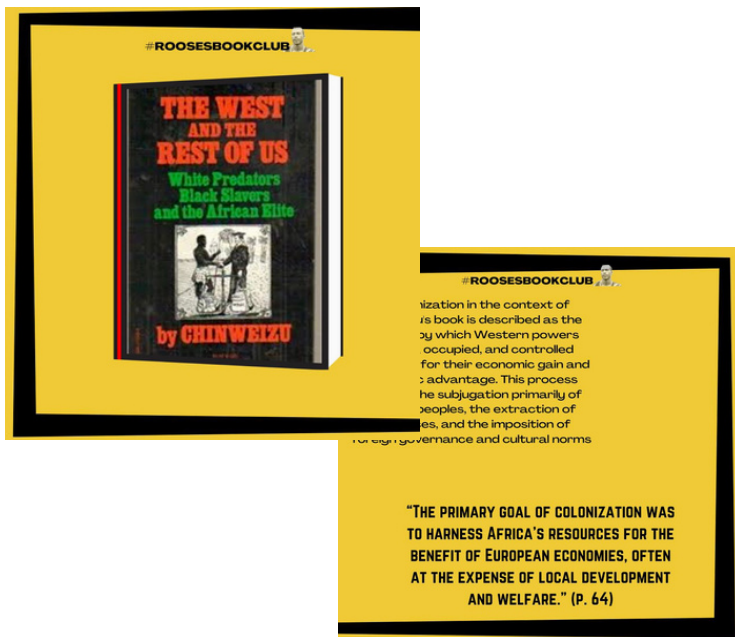
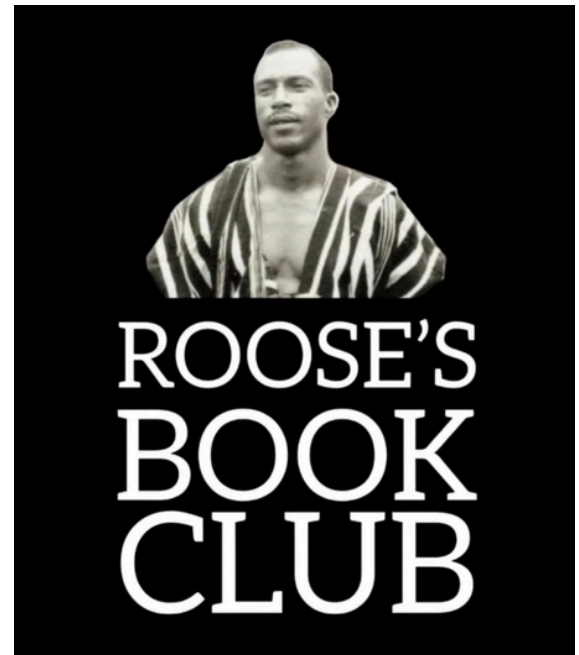


# THE LAUNCH OF ROOSE'S BOOK CLUB

As part of Future Leaders Bermuda's broader strategy to reach more young people and engage the community, the launch of our Roose's Book Club serves as a critical component in expanding third spaces and community outreach.

Launched as a special project by Future Leaders Bermuda in July 2024, Roose's Book Club is an open community and curriculum centred around nation-building and empowerment. Named after Bermudian visionary Dr. Pauulu 'Roose' Kamarakafego, the book club seeks to foster critical discussions on issues facing Bermuda in the context of colonialism, social justice, and community development. The program offers a structured reading list and hosts discussions via live radio and YouTube, engaging participants in dialogue about Bermuda's socio-political landscape, aiming to build national consciousness and individual awareness.

While the flagship Future Leaders program focuses on leadership and service for youth, Roose's Book Club addresses deeper social and systemic issues, fostering critical dialogue and nation-building, which appeals to a broader demographic, including adults and older youth.



After airing our first episode in the beginning of July on Hott 107.5 FM, we have since completed our first season of Roose's Book Club Podcasts! Interested in learning more about our vision, seeing our reading list, or planning to tune in to our next episode? Find out more at: <http://www.roosesbookclub.bm>

## SEASON 1 EPISODES:

- "How Did We Get Here?"
- "Radical Heritage"
- "Radical Unlearning"
- "The Politics of Personality"
- "Radical Context"
- "Radical Understanding"

**MISSED AN EPISODE? WATCH SEASON 1 NOW ON OUR YOUTUBE CHANNEL @FUTURE LEADERS BERMUDA**



# WHAT'S NEXT?



*“The youth of today are the leaders of tomorrow.” Nelson Mandela*

*“I am no longer accepting the things I cannot change. I am changing the things I cannot accept.” Angela Davis*

*“We must dare to invent the future.” Thomas Sankara*

With an eye on the future, securing funding and resources for a full-time Charity Manager/Coordinator will aid Future Leaders Bermuda in moving forward. This role is essential for ensuring the smooth management of our daily activities, allowing us to run our programs more efficiently and effectively. By adding a dedicated operations professional to our team, we can improve organisational processes, enhance internal coordination, and better support the expanding needs of our initiatives.

This investment will aid in strengthening our operational capacity, allowing us to scale our impact and to better serve our community, which remains at the very forefront of our minds. Securing the resources to fill this position is a critical step toward ensuring the long-term success, growth and survival of our organisation.

Future Leaders Bermuda is committed to driving systemic change by empowering young people to become the leaders we need, who will tackle the root causes of societies growing challenges. Through youth-empowerment, we aim to equip the next generation with the tools and mindset which can foster a sense of social responsibility and action within in our communities. As we continue to grow, we are excited to reveal how our evolving initiatives will create lasting impact—changing not only the lives of young people, but the future of all Bermudians.



*“Each generation has to fight for its own freedom. Freedom is not free.”*

**Dr. Eva Hodgson**

*“Whatever knowledge I acquire from society does not belong to me.”*

**Dr. Pauulu Kamarakafego**

*“Speak the truth even if your voice shakes.” Maggie Kuhn*



# THIS YEAR'S SPONSORS AND SUPPORTERS



## Lead Sponsors



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OF BERMUDA



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CAPITAL MANAGEMENT LTD.

## Community Partners & Supporters



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