

# Year in Review

## 2025 ANNUAL REPORT

JANUARY - DECEMBER 2025 PERIOD



FUTURE  
**LEADERS**  
BERMUDA

SERVICE · STUDY · MENTORING · EMPOWERMENT



**FOUNDER AND DIRECTOR**  
Ryan Robinson Perinchief

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

**PUBLISHED**  
JANUARY 2026

# MESSAGE FROM THE DIRECTOR

## To our Community, Partners, and Future Leaders,

Growth is rarely a straight line. Following a chapter of uncertainty and strategic pauses, we spent the last year pivoting toward a model that is more sustainable and impactful. That patience has paid off. This year, we moved past the uncertainty of the past few seasons to deliver what our team unanimously agrees was our best year yet: defined by full-circle moments and a renewed sense of purpose.

## The Power of the Full Circle

Nowhere was this more evident than during our 2025 Summer Induction Programme. For the first time, the leadership of the program was almost entirely student-led. We watched as Future Leaders alumni, Jaiden Furbert-Jacobs and Siniah Lambe, stepped into their roles as Youth Directors with incredible poise - young leaders who were themselves trained by earlier alumni, Seon Tatem and McKenzie-Kohl Tuckett. This chain of mentorship culminated at our closing ceremony, where Adriana Burchall - another proud alumna from our very first programme in 2017 - returned as our keynote speaker, having recently landed full-time employment at HSCM Bermuda - our committed platinum corporate sponsor. Seeing our Future Leaders graduates now serving as the architects of the programme and stepping up in the community is the ultimate proof that our model works. We aren't just training students; we are building a self-sustaining ecosystem of leadership.

## Deepening Our Roots

This year, Roose's Book Club (RBC) moved from a discussion group to a foundational part of the island's academic landscape. A major highlight was our collaboration with Ms. Tonisha Key-Holmes at The Berkeley Institute, which saw our RBC curriculum integrated directly into the classroom setting. Witnessing students deliver their own presentations based on our materials was a powerful reminder of the hunger our youth have for addressing the issues that matter most to them, such as mental health, gang violence, the environment, and road safety.

Our commitment to service remained at the forefront. Through our community service days with HSCM and Adventist Community Services, we were able to give back to those in need on two occasions, ensuring our Future Leaders remain grounded in the reality of the community they are preparing to lead.



# MESSAGE FROM THE DIRECTOR CONT.

Building for the Future Behind the scenes, 2025 was a year of strategic transformation. We concluded the year with a Strategy Retreat to align our team for the next phase of growth. This expansion is already in motion with the expansion and realignment of team roles to ensure we are operating at our highest potential.

As we look toward 2026, our focus is clear. We are seeking new funding and partnerships to deliver on our three core pillars:

1. The Summer FLP: Our flagship induction experience.
2. Roose's Book Club: Expanding our reach in grassroots institutions and the public sphere.
3. The Alumni & Opportunities Engagement Pathway: A soon-to-be-launched initiative to ensure our growing 115+ alumni have lifelong access to further growth and leadership opportunities.

To our supporters - particularly the Government of Bermuda and HSCM Bermuda - thank you for believing in this vision. We have spent 2025 strengthening our foundation, and in 2026, we are ready to build higher than ever before.

With thanks to the village - in service and leadership,

Ryan Robinson Perinchief  
Founder & Executive Director



# THE FUTURE LEADERS BERMUDA TEAM



**Ryan Robinson Perinchief**  
Founder and Director



**McKenzie-Kohl Tuckett**  
Assistant Director,  
Opportunities & Engagement



**Seon Tatem**  
Assistant Director,  
Summer Induction Programme



**Russel Lister**  
Deputy Chair



**Alicia Lister**  
Secretary



**Tonisha Key-Holmes**  
Head Teacher



**Sinae Symonds**  
Treasurer



**Cymbryt Smith**  
Co-Convenor, Roose's Book  
Club



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



**Kevina Lora Davis**  
Coordinator & Office Admin



# 2025 FUTURE LEADERS PROGRAMME

In July 2025, Future Leaders Bermuda proudly welcomed its newest cohort of 18 high-school students into its village through its annual Summer Induction Programme. Drawn from schools across the Island, this year's group represented an inspiring group of young people, united by their desire to lead, serve, and advocate for positive change.

The 2025 programme theme, selected by the Board, was, "When the youth are empowered, the future is secured," by environmentalist, political activist and women's right's champion Wangari Maathai. Students participated in a rigorous curriculum that blended academic discussion, experiential learning, and community engagement. Over the course of the programme, participants completed approximately 90 hours of academic study and field learning. The programme culminated with our Closing Ceremony, featuring a series of student-led presentations, during which participants shared their newfound understanding of the issues facing our community and some of their ideas for addressing these issues.

The entire Future Leaders Bermuda team agreed that this was undoubtedly one of the best closing ceremonies to-date, and were thrilled to see the curriculum teachings come to life in front of a full audience of distinguished guests, community partners, parents, family and friends.

The event also recognised two inductees with the Sis. Laverne Furbert Awards, honouring exceptional self-expression, honesty, and personal development over the course of the three weeks. This year's awardees were Kyah Richardson (Berkeley Institute) and M'Taio Wilson (Berkeley Institute).

This year's closing ceremony also featured an 'OG' (original) Future Leader from our first ever programme as keynote speaker. 2017 Future Leader Adriana Burchall inspired the graduates with her words, reflecting on her experience as a Future Leader:

**“ Programmes like Future Leaders empower us, they change us, and they remind us that there's hope. While the challenges are real, so are the solutions — and the solutions begin with us. ”**

## Units Covered:

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

## 2025 Programme Partners

The Cabinet Office  
HSCM Bermuda  
The Bermuda College  
Senior Magistrate Juan Wolffe  
U.S. Consulate Hamilton  
Aries Sports Center  
Information Commissioner's Office  
The Agra-Living Institute  
Dr. Jahni Smith - The Department of Statistics

# PROGRAMME HIGHLIGHTS



**2025 Future Leaders Latarie, Aaron and Nache' presenting on their reading**



**Future Leaders meet with leaders of the Youth Mental Health Plan**



**Future Leaders meet with U.S. Consul General Antoinette Hurtado**



**2025 Future Leaders Latarie, Mateo and Nache' interviewing members of the local community**

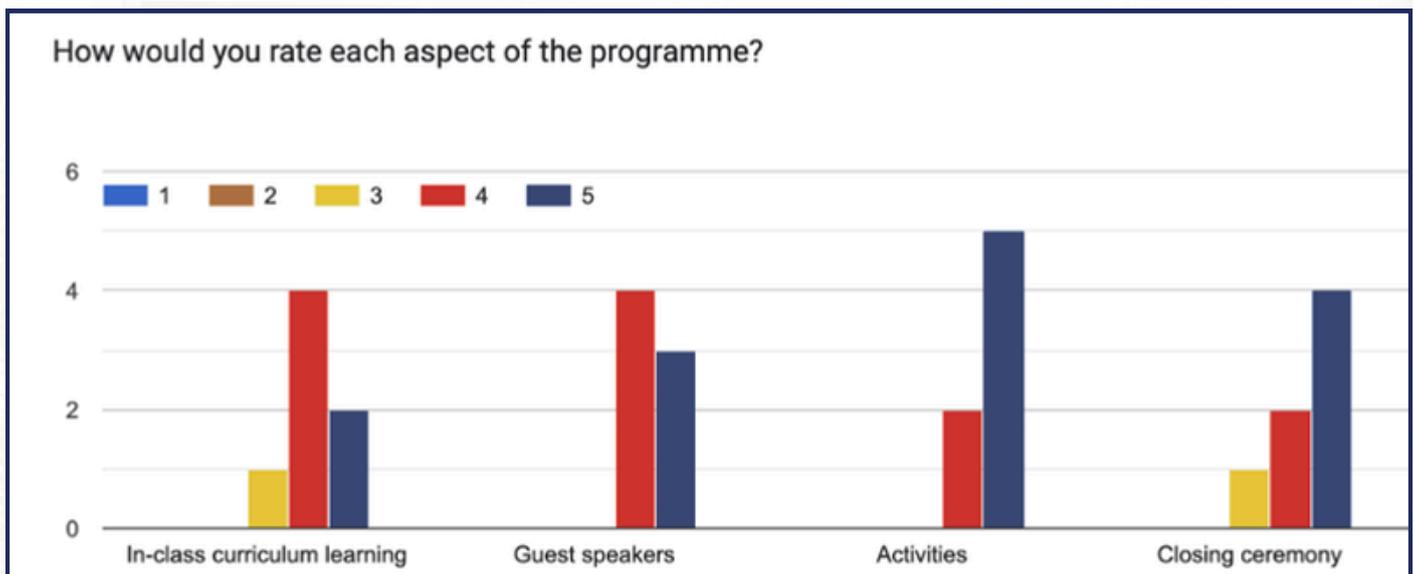


**Future Leaders meet with members of the Information Commissioner's Office**



**Agra-Living Institute workshop teaches Future Leaders the importance of food security and the benefits of understanding the appropriate seasons to plant.**

# PROGRAMME IMPACT



Participant feedback demonstrates a high level of satisfaction across all components of the programme. Activities and guest speaker sessions received particularly strong ratings, reflecting the programme's success in delivering meaningful and engaging learning experiences. Importantly, students consistently described the programme as impactful, citing opportunities to engage with their community, connect with peers from different schools, and gain firsthand exposure to key social issues.

## What did you enjoy most about the programme?

7 responses

Engagement with community members

Meeting other young people from different schools and going on outings.

Interviewing people in town

Going on field trips, specifically going to court street to talk to people in the community, going to the courts, and going to the Conciliate .

How we got to go out into the community and see what we are discussing in the room.

I mainly enjoyed meeting and bring able to speak with the different guests that helped provide more information to the current issues in Bermuda.

Getting to interview the "troubled" community, creating new bonds & getting to know them personally.

This feedback reinforces the effectiveness of our experiential learning model - combining in-class curriculum with field experiences, community engagement, and interaction with professionals. Participants not only gained knowledge, but also built confidence, expanded their networks, and strengthened their sense of civic responsibility.

# 2025 Future Leaders



**Nache'  
Anderson**



**Khamil  
Burchall**



**Cora  
DeSilva**



**Latarie Doers-  
Bowen**



**Oamiah  
Grant**



**Andae  
Harewood**



**Aarlyn  
Ingham**



**Jahnoy  
Jean-Marie**



**Noah  
Kipps Gibbons**



**Aaron  
Lugo**



**Mateo  
Marsh**



**Sailahn  
Martin**



**Kyah  
Richardson**



**Callahj  
Simons**



**Malia  
Spence**



**Yu'Udai Trott-  
Hayward**



**M'Taio  
Wilson**



**Josiah  
Tannock**

# 2025: THE YEAR OF FULL CIRCLE MOMENTS

A defining feature of this year's intake was the deepening of alumni involvement. In June of this year, Assistant Directors Seon Tatem and McKenzie-Kohl Tuckett led a training day for select alumni of the Future Leaders Programme and community stakeholders. The training focused on enhancing the student experience and equipping participants with the skills to effectively deliver the programme's curriculum over the three-week period.

Those trained in the inaugural training programme included:

- Jaiden Furbert-Jacobs (2018 Future Leader)
- Teshney York (2018 Future Leader)
- Siniah Lambe (2021 Future Leader)
- Meron Beza Simons (2021 Future Leader)
- Sari Smith (2021 Future Leader)
- India Bascome (2021 Future Leader)
- Cimbryt Smith (Roose's Book Club Co-Convenor)
- Ajai Peets (Community stakeholder – Founder of Bermuda Youth Connect)



After a successful day of training, Jaiden Furbert-Jacobs and Siniah Lambe were selected to serve as Youth Directors for the 2025 cohort, directly responsible for programme facilitation. Their incredible facilitation, leadership and mentorship demonstrated throughout the three-week programme served as evidence of the organisation's philosophy and underscored the strength of the growing alumni network.



*“This experience has been nothing short of a blessing. These are not the same kids that were sent to us three weeks ago. To see how they have developed into the leaders that they are today and to see them find their confidence and their voice is truly inspiring.”*

**Jaiden Furbert-Jacobs**  
2025 Youth Director

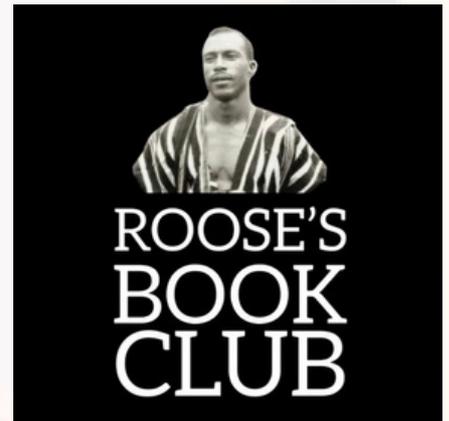


# SEASON 2 OF ROOSE'S BOOK CLUB

Roose's Book Club is an open-community curriculum and discussion series curated by members of the broader Future Leaders Bermuda team; Cimbryt Smith and Ciara Burrows, alongside the organisations Director, Ryan Robinson Perinchief. It is named in honour of the Bermudian trail-blazer Dr. Pauulu 'Roose' Kamarakafego, and is designed to provoke critical reflection on Bermuda's history, society, and pathways to empowerment.

This year, the team proudly launched Season 2 of Roose's Book Club. This season builds on the foundations of Season 1, diving deeper into how we see ourselves, our community and the stories that shape us, and how those stories match or diverge from our lived realities. All episodes, from both season 1 and 2, are streamed live on Hott 107.5, and are easily accessible at [futureleaders.bm/roosesbookclub](https://futureleaders.bm/roosesbookclub).

Further to the ethos of Roose's Book Club, Future Leaders Bermuda was proud to join in partnership with the Bermuda Equal Justice Initiative, with the donation of several books to the prison library.

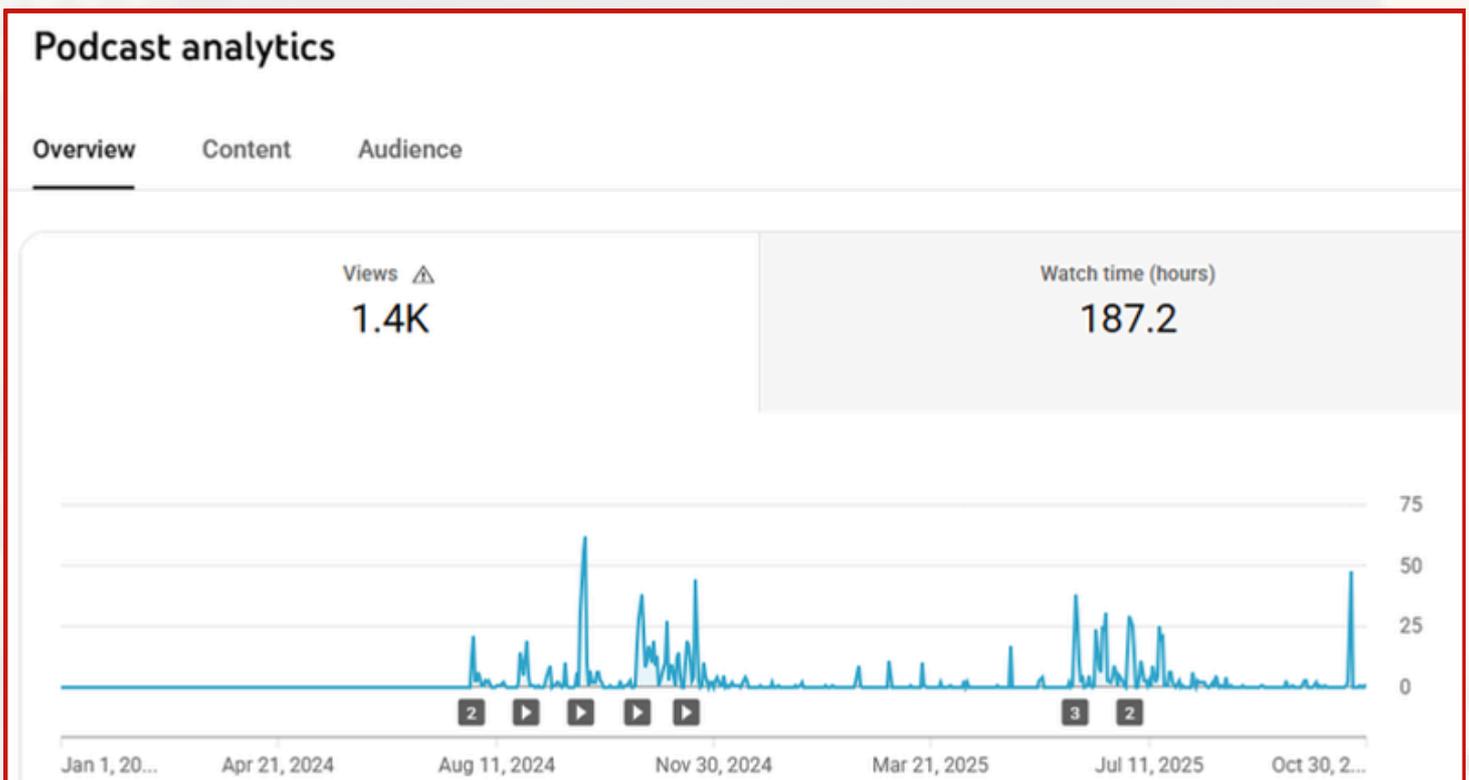


## Season 2 episodes available for binging!

**"Subconscious Limitations" (Part 1)**  
**"Subconscious Limitations" (Part 2)**

**"Destroy to Rebuild"**  
**"On Our Own Terms"**

**"The Case for Change"**



# RBC: ROOTED IN THE CLASSROOM

This year, Roose's Book Club (RBC) moved beyond community discussion and into the heart of Bermuda's education system. We were honored to see our curriculum featured in the halls of The Berkeley Institute, marking a significant milestone in our mission to bring critical thinking and civic engagement to the forefront of student life.

## The Assignment: Radical Unlearning

Under the guidance of Ms. Tonisha Key-Holmes, students were tasked with a project inspired by the theme of RBC Season 2: "Radical Unlearning." The challenge was as demanding as it was necessary. Students were required to:

- Identify a pressing community issue - such as mental health, road traffic accidents, gang violence, and the environment.
- Research and dismantle the myths and misconceptions surrounding these topics.
- Deliver a presentation introducing their own activist groups.

By "unlearning" the surface-level narratives often found in the media or general public discourse, students were forced to look at the root causes of Bermuda's most complex social challenges.

## Inside the Classroom

RBC team members Ryan and Cimbryt were invited into the classroom to observe the final presentations across two separate classes. Acting as guest assessors, they marked the students not just on their public speaking, but on the depth of their research and the viability of their proposed "activist" solutions.

"Seeing the RBC curriculum come to life through the lens of these students was a powerful moment for us. They didn't just meet the criteria; they challenged the status quo with a level of passion and insight that proves our youth are ready for these tough conversations." — RBC Team Reflection



## Impact & Partnership

Our collaboration with The Berkeley Institute serves as a blueprint for the future of Roose's Book Club. By partnering with dedicated educators like Ms. Key-Holmes, we are able to meet students where they are - turning the classroom into a laboratory for nation-building. We look forward to expanding this academic partnership in 2026, ensuring that the principles of "Radical Unlearning" continue to inspire the next generation of Bermudian activists.

# COMMUNITY GIVE-BACKS: PARTNERING FOR IMPACT

At the core of Future Leaders Bermuda is the belief that leadership is, first and foremost, service. This year, we were proud to strengthen our bond with the community through a powerful partnership with Adventist Community Services (ACS) and our corporate partners at HSCM.

Together, we held two major "Give Back" events in 2025 - one in October and a second during the December holiday season - to provide direct support to those in need.

## The Service Highlights

- October Kick-off: We began with a \$1,000 donation and a volunteer team comprised of Future Leaders and HSCM staff.
- December Holiday Drive: For the Christmas season, FLB and HSCM provided a joint \$1,000 donation and a unified volunteer force to ensure the holiday spirit reached every household.
- Direct Reach: Over 80 families were served meals at each event. Notably, the HSCM team used their own vehicles to make personal deliveries to families facing accessibility challenges, ensuring the support reached the most vulnerable doorsteps.

## Beyond Relief: Reflection & Root Causes

At Future Leaders, we believe that service without reflection is a missed opportunity for growth. After each give-back event, our team and students gathered for a debrief and reflection session. These sessions are central to our philosophy: while we recognize the immediate need for charity as relief, we are committed to understanding and addressing the root causes and underlying contributors to poverty in Bermuda.

We challenge our students to ask why these needs exist and how their roles as future leaders can move the needle from temporary aid to systemic change. "The goal isn't just to feed someone for a day; it's to understand the social and economic factors that led to the hunger in the first place. That is where real nation-building begins."

## A Sustainable Commitment

Ms. Dora Baker of ACS was thrilled by the energy and consistency our team brought to the table. To ensure their regular volunteers have the support they need, FLB has officially committed to extending this partnership into quarterly events throughout 2026.

This commitment ensures that our mission of "service as a practice" continues year-round, bridging the gap between corporate social responsibility, youth activism, and community need.



# WHAT'S NEXT?

Following the appointment of our Charity Coordinator, Kevina-Lorae Davis, Future Leaders Bermuda is executing a strategic "level up." We have streamlined our leadership with a refined Board, and new operational portfolios: Seon will lead the Summer Induction Programme, while McKenzie-Kohl oversees Opportunities & Engagement.

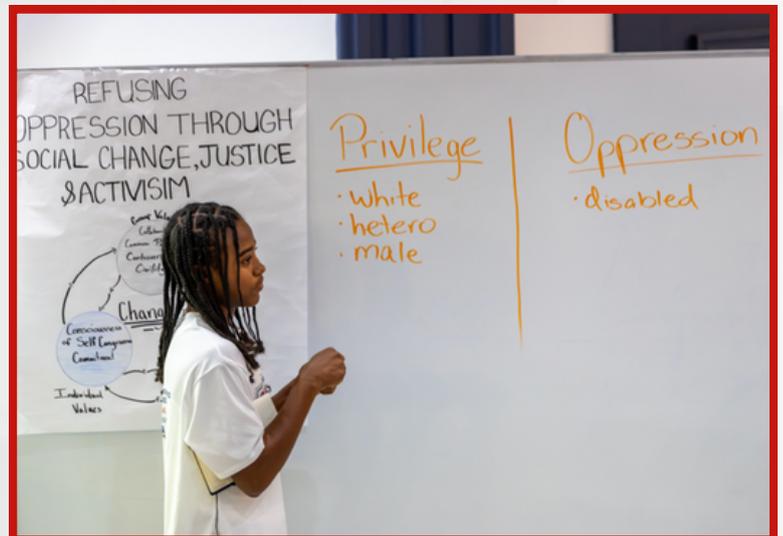
This shift allows us to deepen our impact across two critical fronts:

## Season 3: Roose's Book Club Goes Live

A primary focus for 2026 is the bold evolution of Roose's Book Club. Moving beyond the traditional broadcast, Season 3 will feature live studio sessions hosted directly within the community. By bringing these dialogues to local neighborhoods and engaging a live audience, we are breaking the "fourth wall" of civic education - transforming listeners into active participants and creating a dynamic space for real-time collective growth.

## Alumni Relations & The Road to 2027

Simultaneously, we are building a stronger bridge to our past. McKenzie-Kohl will lead a year-long consultation with our 2017-2025 alumni, moving from the lessons of our previous Mentorship Programme toward a sustainable, year-long engagement model. This period of listening and strategy is not just about the present; it serves as the essential foundation for the major initiatives and celebrations coinciding with our 10-year anniversary in 2027.



# THIS YEAR'S SPONSORS AND SUPPORTERS



## Lead Sponsors



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OF BERMUDA



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CAPITAL MANAGEMENT LTD.

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Commissioner's  
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