

A Guide to Our Charity and Strategic Plan 2024-2026



FUTURE LEADERS

SERVICE • STUDY • MENTORING • EMPOWERMENT

Registered Bermuda Charity #1009



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If you only have time to read two pages of this report, please read this.

THE PROBLEM: Bermuda's youth face a widening gap between traditional education and the complex socio-economic realities of the modern world. Issues of inequality, injustice, mental health, social pressures, and a lack of structured leadership pipelines prevent talented young Bermudians from reaching their full potential or having a seat at the decision-making table.

Our mission is to provide students with the confidence and skills they need to face these challenges head on and take charge over their futures.



A PROVEN LEADERSHIP ECOSYSTEM: Future Leaders Bermuda bridges this gap. By combining Service, Study, Mentoring, and Empowerment, we move students beyond the classroom and into the community, equipping them with the knowledge and resilience to move from passive observers to active change-makers.

10 YEARS OF IMPACT - A RECORD OF SUCCESS: We don't just theorize; we deliver measurable results.

- A Growing Network: Since 2017, over 119+ Future Leaders alumni have been empowered to lead in their communities.
- Succession in Action: We have already elevated four alumni into leadership roles (Assistant & Youth Programme Directors), proving that our model works.
- Employment & Civic Leadership: Alumni have secured full-time employment with corporate sponsors, served on local boards and policy working groups, and launched independent community organizations and businesses.
- All the while, over 2,000 community service hours have been delivered through volunteering and give-back initiatives alongside our local partners.

THE GOAL: SCALING OUR IMPACT (2024–2026)

Our strategic plan aims to expand our charity from a seasonal, volunteer-led model into a permanent, sustainable institution through three core objectives:

- **1: Secure Continuity and Growth of the Future Leaders Programme.** Raising funding for sustainability and Alumni Succession - empowering former students to lead the organization and ensure long-term institutional knowledge.
- **2: Expand Civic Dialogue.** Establishing a year-round pipeline that moves beyond summer courses to build community through monthly engagement, critical reflection, and advocacy on the biggest issues facing Bermuda today.
- **3: Strengthen Organizational Infrastructure:** Building the professional foundation required for good governance, and sustainable, long-term growth.

THE ASK: To meet the rising demand for our programmes and ensure excellence in delivery, we're seeking to secure a modest but sustainable operating budget of **\$300,000** per year. This funding shifts FLB from project-based survival to sustainable growth, covering:

- **Operational Infrastructure:** Funding full-time leadership to manage year-round programming, compliance, and donor relations.
- **Core Program Delivery:** Supporting the Summer Programme, Roose's Book Club, the Alumni Development Network, and Community Service Initiatives.
- **Strategic Expansion:** Scaling our initiatives and developing partnerships.

You can do this by becoming a multi-year partner, with sponsorship packages tailored to your social responsibility and community development goals.

Details on sponsorship can be found on page 24-26.

THE BOTTOM LINE

Your investment is more than a donation; it is a strategic contribution to the civic and economic health of Bermuda. By funding the Future Leaders of today, you are securing the decision-makers of tomorrow.

**Build the future with us.
IT TAKES A VILLAGE.**



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A Message From Our Director

Since the last time we developed a strategic plan and guide to our charitable organization, the world has changed drastically - and so have we.

We've witnessed the aftermath of a pandemic that disrupted education systems, fuelled economic uncertainty, and laid bare many of the social challenges we work to address: poverty, inequality, and the growing disaffection of young people in our communities. At the same time, Bermuda, like much of the world, faces its own urgent realities: increased community violence, mental health struggles, and a concerning trend of young, talented Bermudians leaving our shores in search of opportunity elsewhere. These rising social and economic pressures have created a more complex and uncertain environment for young people in Bermuda.

In this context, sustaining our mission has required deep reflection, honest assessment, and at times, difficult conversations about who we are, where we are, and what it will take to move forward.

Over the past three years, we've entered a period of intentional rethinking. We've paused when needed, regrouped as a team, and had hard but necessary discussions about capacity, sustainability, and long-term growth. Through trial and error, listening, and learning, we've begun to reimagine what it means to lead a youth organisation in a world that keeps shifting beneath our feet.

It is within this climate that we present our 2024-2026 Strategic Plan: a roadmap to sustain our purpose and scale our impact while staying rooted in the values that have guided us since 2017.

We have done the hard work of rethinking and regrouping, and we emerge ready to lead. As always, we extend our deepest gratitude to the village. You have carried us through the 'trial and error,' and your continued belief in the potential of our young people is what keeps us moving forward.

The heart of this plan is about sustainability - of our core programmes, our people, and our infrastructure. It reflects a deliberate decision to protect and grow what works, while creating space to evolve as the needs of our youth evolve. That means ensuring our Future Leaders Induction Programme remains a flagship experience. It means building the internal capacity and staffing necessary to stay agile.
(Continued on next page)

A Message From Our Director Cont.

One of the most meaningful outcomes of this period is the launch of Roose's Book Club - a second core programme designed not just for our summer students, but the broader community across generations. Centered on critical dialogue, nation-building, and cultural identity, it honours the legacy of Dr. Pauulu Kamarakafego and expands our reach beyond the summer months or school-aged participants. The aim is for Future Leaders to serve as a safe "third space" for learning and community dialogue on the biggest issues (and opportunities) facing Bermuda.

As we grow our programmes, we are also confronting hard truths about our internal operations: the volunteer model that carried us through our early years must evolve. Our young leaders - especially those going overseas for education - often have a short window of availability, making alumni engagement both essential and difficult to sustain. To meet these challenges, we must build a more robust operating structure while remaining youth-led at our core.

This Strategic Plan and Charity Guide provides a roadmap for the next chapter of our journey: strengthening our foundation, sustaining what works, and building what's next. It's about right-sizing our organisation to be stable yet agile; impactful yet enduring. It charts a course for Future Leaders Bermuda to become a stronger, more sustainable organisation that meets the moment - and the future - with clarity and confidence.

That means investing in staff, improving internal systems, building stronger pathways for alumni engagement, and securing long-term funding that allows us to scale with intention.

To do so, we will need the power of community - now more than ever. We are growing, not just in size, but in depth, in reach, and in our ability to be a lasting force for change.

Thank you for continuing to believe in the future.

Ryan Robinson Perinchief
Founder & Executive Director





We are Future Leaders Bermuda

In today's world, young people often feel like it's impossible to make a difference. They are reduced to watching adults debate important issues like poverty, employment, education and the environment which will affect them long after we're gone. But while many young people are referred to as future leaders, they must be reminded that they can also be leaders today. What skills can young people learn now that will prepare them to become better leaders in society in the future?

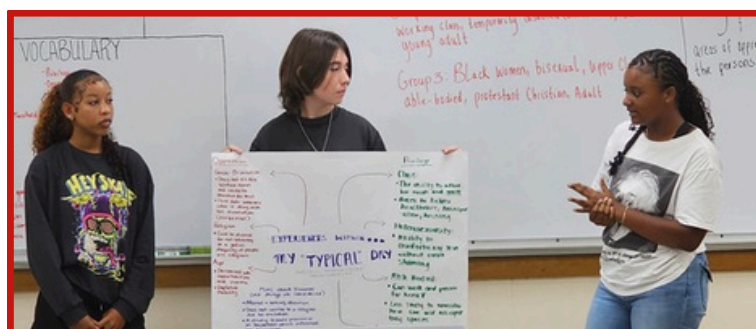
Our Vision

We aim to empower passionate young leaders and arm them with the skills they need to make a positive impact in Bermuda and the world today.

Our Focus

We offer our Future Leaders a range of meaningful opportunities through study, service, mentorship and empowerment, to develop the knowledge, experience and leadership skills they need to make a positive change in the community.

We provide ongoing support and develop partnerships beyond the traditional educational setting which empower students to fulfill their potential as leaders and change-makers in Bermuda and the world.



Our Way

In all our activities, we encourage independent thought with a community centred and social justice-minded approach that will enable students to gain a better understanding of themselves, disrupt the status quo, and take charge over their futures.



**Founder & Executive Director
Ryan Robinson Perinchief**



**Deputy Chair
Russell Lister**



**Secretary
Alicia Lister**



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



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



**Head Teacher,
Summer Induction
Programme
Tonisha Key-Holmes**



**Treasurer
Sinae Symonds**



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



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



**Charity Coordinator
& Office Admin
Kevina Lorae Davis**

From Strategic Intent to Measurable Outcomes (2020–2023)

Future Leaders Bermuda's last strategic plan laid out four primary objectives: (1) Developing youth leaders, (2) Expanding global partnerships, (3) Fostering civic responsibility, and (4) Building internal capacity. Over the past three years, we've made meaningful progress across all areas - despite navigating a rapidly changing world.

This section summarises our achievements to date, as well as key impact metrics that guide our current strategic direction.



Strategic Objective 1: Developing Our Future Leaders

GOAL: PROVIDE TRANSFORMATIVE LEADERSHIP DEVELOPMENT OPPORTUNITIES FOR YOUNG BERMUDIANS.

RESULTS:



100+ students inducted into our flagship Summer Programme since 2017.



Over 70% of alumni reported increased confidence, civic awareness, and social responsibility (based on post-programme surveys).



Launched pilot partnerships for internships and fellowships (e.g. HSCM Bermuda).



GOAL: DELIVER AND GROW A LEADERSHIP PROGRAMME THAT EDUCATES, EMPOWERS, AND ACTIVATES YOUNG PEOPLE IN BERMUDA

Cohort Participation (2020–2024)

- 2021: 17 students completed the Summer Programme
- 2022: 13 students completed the Summer Programme
- 2023: 15 students completed the Summer Programme
- 2024: Programme paused for strategic review
- 2025: Refine and resume with 18 students

Total Impact: 119 Future Leaders developed through core programmes since initial launch in 2017



Programme Features & Innovations



- Modules include: Foundations of Service & Community; Poverty, Crime & Inequality; Identity & Privilege; Leadership & Self-Determination; Social Justice, Activism & Social Entrepreneurship; The Power to Make a Difference; and Taking Action
- 2022: Launched Monthly Mentorship Club to support year-round alumni engagement.
- 2021–2023: Delivered annual “Student Resources Clinics” and “Community Give-Back” days.

Alumni Development & Succession

Four Future Leaders alumni elevated into leadership roles:

Seon Tatem (2017 Future Leader) & McKenzie-Kohl Tuckett (2018 Future Leader) became Assistant Directors in 2023

Jaiden Furbert-Jacobs (2017 FL) & Siniah Lambe (2021 FL) became Youth Programme Directors in 2025

In 2025, keynote speaker and alumni Adriana Burchall (2017 FL) secured full-time employment with our corporate sponsor, HSCM Bermuda



Student Outcomes (Based on Surveys)

2022 Student Survey Highlights:

- 100% felt more empowered to make a difference in Bermuda
- 92% said the programme helped them better understand social justice issues
- 85% reported improved confidence in public speaking

2023 Student Survey Highlights:

- 100% would recommend the programme to other students
- 93% felt the programme changed how they viewed leadership
- 87% said they are more likely to get involved in community service

Future Leaders Study Abroad

2022: Five students participated in a three-week residential **Global Leadership & Social Entrepreneurship** programme in the United States through Brandon Hall School, Atlanta.

Future Leaders Bermuda facilitated two successful study abroad cohorts to Brandon Hall with a total of 12 Future Leaders completing the exchange, prior to the school's closure in the wake of the Covid 19 pandemic.



Partnerships & Pathways

- Long-term partnership with **HSCM Bermuda**, including:
- Multi-year \$25,000 financial commitment
- Annual internship and work-shadowing slots for Future Leaders alumni
- Joint community initiatives (Beach Clean-Up, Student Skills Workshops, Food Bank, Back to School bonanza)
- Dedicated future employment pathways



Summary

The Future Leaders Programme has remained FLB's cornerstone initiative, with documented success in shaping young Bermudians into thoughtful, confident, and civically engaged leaders. Through structured programming, international opportunities, and an emerging leadership pipeline, the initiative continues to deliver measurable outcomes and value to both students and the wider community.

Strategic Objective 2: Expanding Global Partnerships

GOAL: CONNECT FUTURE LEADERS WITH INTERNATIONAL OPPORTUNITIES FOR EXPOSURE AND GROWTH.

RESULTS:

2022:

- **Five Future Leaders selected for the Global Leadership & Social Entrepreneurship Programme at Brandon Hall School in Atlanta, USA.**
- **Included academic workshops, site visits, networking, and a social impact challenge presentation.**
- **Hosted by Brandon Hall's Center for Global Youth Leadership and Social Entrepreneurial Studies.**



Global Representation by Alumni

FLB alumni have participated in international leadership and youth forums, including:

In 2022 Mckenzie Kohl Tuckett became the first Bermudian to deliver a speech at the House of Commons. Our former Youth Premier spoke to the importance of Bermudians returning home after education overseas during a special sitting of Youth Parliament

Future Leader Vincent Darrell became the third, when he addressed approximately 300 UK Youth Parliamentarians in the historic House of Commons in UK Parliament, discussing issues of critical importance surrounding access to higher education in February 2025.

Future Leader Callahj Simons became the most recent, when she addressed UK Youth Parliamentarians in November 2025, advocating for greater awareness and accessibility of youth services and a stronger sense of belonging among young people.

Brandon Hall School (Atlanta)

Student exchange host and ongoing curriculum collaboration



“The Brandon Hall experience was extremely diverse and offered a unique chance to meet new people from around the world. I thoroughly enjoyed the opportunity to study Leadership and Social Entrepreneurship at Brandon Hall School, as it allowed me to develop my passion for equality, as well as be provided the resources to make my project a success. I also valued the various speakers and workshops, which allowed us to network with other leaders and learn more about a variety of topics on a global scale. From newly formed friendships, to an intensive learning environment, without a doubt, the experience was invaluable.”

Onuri, Future Leader at Brandon Hall



My overall experience at Brandon Hall School was an eye opener. It taught me how to be a better leader and person in my community...as well as showing me that everything we do has an affect on people's lives, whether it's good or bad but we must try to leave a positive impact on one another. The social part of the trip was a great experience. I met new people and grew closer with others, which I enjoyed.

Jaiden, Future Leader at Brandon Hall

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 HSCM Bermuda 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

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).

Hear from last 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"



HUDSON STRUCTURED
CAPITAL MANAGEMENT LTD.

HSCM Bermuda



Students have engaged with the Bermuda and New York office.

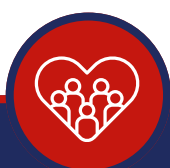
Professional development pipeline with global corporate exposure

International partnerships enhance the profile and preparedness of FLB youth while also validating the calibre of the programme globally. Exposure to international spaces not only broadens student perspectives—it builds soft power for Bermuda's next generation of leaders.

Strategic Objective 3: Fostering Community & Civic Duty

GOAL: PROMOTE ACTIVE CITIZENSHIP AND COMMUNITY ENGAGEMENT AMONG YOUNG PEOPLE.

RESULTS:



Hosted over 25 community service and advocacy initiatives through the Summer Programme.



Engaged alumni in public speaking, media commentary, and policy consultations.



Launched Roose's Book Club in 2024, focused on national consciousness, social justice, and critical dialogue.



Roose's Book Club

Launched in 2024 to deepen civic awareness, promote national consciousness, and facilitate intergenerational dialogue on complex social issues.

Roose's Book Club has become a cornerstone of Future Leaders Bermuda's civic engagement strategy. It extends the learning that begins in the summer programme into a broader community context - creating a space for students, alumni, parents, educators, and citizens to engage in sustained, critical conversation.

Community Sessions Held (2024)

- Topics have included:
 - "How Did We Get Here?" – Colonial legacies and modern injustice
 - Mental health, trauma, and resilience
 - Political disillusionment and youth activism
- Radio & Podcast Reach
 - Featured on HOTT 107.5 FM, fostering the programme's reach across generations
 - Podcast episodes published on YouTube, and FLB's website
 - Online engagement with community members, educators, and alumni globally
- Curriculum Integration
 - Reading guides and discussion prompts developed to support civic literacy and critical thinking
 - Used within the Monthly Mentorship Club and adapted for school-based delivery
- Partnership Activation
 - Collaborations with public schools, libraries, and cultural institutions
 - Invitations extended to guest speakers, historians, and local thought leaders

Civic Impact

Roose's Book Club has created a "third space" for Bermuda - where people of all ages can grapple with the root causes of inequality, injustice, and civic disengagement. By encouraging students to think critically about the systems around them, the programme fosters a deeper sense of civic responsibility and agency.

Strategic Objective 4: Building Organisational Capacity

GOAL: DEVELOP THE INTERNAL SYSTEMS NEEDED TO SUSTAIN AND SCALE FLB'S WORK.


RESULTS:



Completed a comprehensive Expansion Strategy in 2024 to guide operational growth.



Paused programming strategically in 2024 to focus on restructuring and visioning.



Recruited a Charity Manager to support administration, programme planning, and resource development.

Internal Restructuring & Strategic Pause (2024)

In 2024, FLB made the intentional decision to pause its Summer Programme delivery in order to prioritise internal review, planning, and restructuring. This was a critical move to ensure long-term sustainability and operational readiness for future expansion.



1. Expansion Strategy Developed

- A formal Expansion Strategy was completed in 2024, charting a path from a volunteer-led model to a professionally staffed organisation.
- Strategy outlines goals for staffing, programme scale, financial sustainability, and delivery diversification.

2. Staffing Milestones

- Charity Coordinator/Admin position recruitment
- Alumni leadership pathways formalised:
 - Two Youth Directors appointed (2025)
 - Assistant Director roles held by returning alumni (since 2023)

3. Governance and Administrative Systems

- Began process of:
 - Digitising programme documentation and evaluation tools
 - Formalising Board roles and succession planning
 - Enhancing internal accountability processes

4. Financial Planning

- Core operations budget forecasts
- Staff compensation modelling

5. Infrastructure for Expansion

- New delivery models scoped, including:
 - School-based programme delivery
 - Integration with Youth Development Zone to reach disengaged youth
 - Year-round engagement through Roose's Book Club and Future Forums

WHAT'S NEXT: STRATEGIC PRIORITIES & OBJECTIVES (2024–2026)

Laying the Groundwork for Continuity, Dialogue, and Sustainable Growth

The years since our last strategic plan have required us to rethink assumptions, test new ideas, and sit with difficult truths about capacity, sustainability, and the long-term viability of our mission. When we first entered this strategic cycle, we knew the world - and our work - was changing. But what remained constant was our belief in the importance of future-focused planning, even amidst uncertainty.

The 2024–2026 period marks a deliberate move from experimentation and reflection to consolidation and growth. Out of that process, three major focus areas began to take shape.



Securing the Future of Our Flagship Summer Programme

Our Summer Induction Programme remains the cornerstone of Future Leaders Bermuda. To ensure its continuity, quality, and cultural integrity, we must create a long-term pathway that allows alumni to move into leadership roles within the programme and promote the development of more with a continuous Youth Assistant Director Training Initiative - a formal pathway to identify, prepare, and support alumni in returning to serve as facilitators and future programme leads. This is more than succession planning; it's about embedding leadership within the leadership pipeline.

Through structured mentorship, curriculum familiarisation, and progressive responsibility, we aim to institutionalise a model where each cohort of Future Leaders helps develop the next - ensuring year-to-year continuity and strengthening the programme's long-term future.

Objective 1

Secure the Continuity and Growth of the Future Leaders Programme

Theme: Youth Leadership Development and Succession

Goal: Sustain the delivery and integrity of the Summer Induction Programme through internal leadership development and succession pathways

Key Initiatives:

- Develop and pilot a pathway for returning alumni to assist in programme delivery, including exploration of a Youth Assistant Director training model.
- Strengthen mentorship structures within the Summer Programme to foster leadership among current participants.
- Formalise operational planning processes to ensure consistency of delivery from year to year, regardless of team changes.

Roose's Book Club: A New Space for Community Dialogue

Another insight from this strategic period was the need for deeper, more expansive conversations - beyond summer, students, and surface-level community engagement.

The launch of Roose's Book Club in 2024 represents the emergence of our second core programme. Designed as a "third space" for intergenerational dialogue, Roose's Book Club builds on our existing student curriculum but takes it to a deeper level: examining Bermuda's challenges through the lens of history, cultural identity, and nation-building.

This is where students, alumni, parents, educators, and the wider public come together to grapple with questions that many adults even struggle to answer. The programme's reach includes radio, podcast, TV, digital materials, and partnerships with grassroots organisations.

Our goal is to position Roose's Book Club as a platform for civic education and transformative national dialogue, extending FLB's impact beyond our student base. Going forward, we see this initiative as a vital way to keep Future Leaders engaged all year round, and to involve parents, educators, and everyday Bermudians in social change.

Objective 2

Expand Civic Dialogue Through Roose's Book Club

Theme: Community Engagement and Nation-Building

Goal: Position Roose's Book Club as a national platform for intergenerational dialogue, civic literacy, and critical discourse.

Key Initiatives:

- Develop a standardised curriculum for Roose's Book Club with guided readings, facilitator notes, and accompanying media content.
- Host regular in-person and virtual dialogues, with an emphasis on issues facing Black Bermudians and underserved communities.
- Build partnerships with schools, correctional institutions, and community organisations to deliver the programme in diverse settings.
- Launch Roose's Book Club "Future Forums" as a complementary public dialogue initiative to scale the impact of the book club model.

Scaling Impact: Organisational Expansion & Capacity Building

Achieving our mission at scale requires more than passion - it requires infrastructure. A key focus of this strategic period will be strengthening our organisational capacity to deliver consistently, reach new audiences, and expand our impact sustainably. Building on our Expansion Strategy (2024), we must now actively transition from a part-time, volunteer-driven structure to a sustainable, staff-supported organisation. Key priorities include:

- Hiring and scaling:
- Programme expansion: Adapting our summer curriculum for delivery in public schools, correctional institutions, and community groups.
- Operational sustainability: Establishing a core administrative structure, with dedicated fundraising, monitoring, and stakeholder engagement capacity.
- Integrating new platforms: Initiating sustainable initiatives to engage community stakeholders all-year round and expand programmes into schools, town halls, and “third spaces” across Bermuda.

Objective 3

Strengthen Organisational Infrastructure for Sustainable Growth

Theme: Capacity Building and Institutional Development

Goal: Transition from a volunteer-driven structure to a staffed organisation capable of delivering consistent, scalable impact.

Key Initiatives:

- Hire a Charity Manager or Administrator, recruit programme-specific leads where needed and shift to a contract-based model by 2026 to sustain operations and support programme delivery.
- Secure core operating support and multi-year funding commitments from public, philanthropic, and private sources.
- Establish core administrative systems for budgeting, monitoring, communications, and impact reporting.
- Develop new governance protocols and support the Board of Trustees in aligning strategic oversight with programme delivery.
- As Future Leaders Bermuda enters a new phase, our focus is clear: to solidify the structures that make our work possible while expanding our impact in meaningful, sustainable ways. Through this shift, we aim to grow our internal systems and funding base in order to support deeper, longer-term impact.

SUPPORTING OUR ORGANISATION



IT REALLY DOES TAKE A VILLAGE.

Since its founding in 2017, the growth of Future Leaders Bermuda has been a product of successful collaboration between the Government of Bermuda, public & private sector partners, and generous individuals like you.

Lead Sponsors



Community Partners



We work to maintain ongoing partnerships with various community organisations, mentors and stakeholders, with the aim of ensuring that our programmes remain free of charge where possible, and open to all. We believe that no young person who dares to think that they can make a difference in their community should be left out of opportunities for development. These are our future premiers, CEOs, entrepreneurs, philanthropists and change makers!

The following pages outline ways to contribute to our charity in order to cover programmes, administrative expenses and operations throughout the year.

Please consider making a donation to support our work.

Corporate Partnerships

If you or your organisation would like to make a long-term commitment to our Future Leaders, consider becoming a partner or corporate or official sponsor.

Our Partnership Journey to Date

Future Leaders Bermuda has grown with the support of early corporate partners who recognised the value of investing in youth leadership and community development. To date, partnerships have been structured around tiered sponsorships aligned with the organisation’s size and programme scope at the time, with Platinum Corporate Sponsors contributing at the \$25,000 level. These partnerships have been instrumental in supporting core programmes and organisational growth.

Our Fundraising Goal (2026 and Beyond)

By the end of 2026, Future Leaders aims to:

- Operate on a sustainable budget of approximately \$300,000 per year
- Shift from one-year sponsorships to multi-year corporate partnerships
- Secure predictable funding to support programmes, staffing, and impact reporting

The goal is long-term funding that enables long-term impact.

Why Our Sponsorship Model Is Evolving

As Future Leaders enters its next phase of growth, operational demands, programme delivery, and impact reporting requirements have expanded. At the same time, corporate partners are increasingly seeking structured, transparent, and long-term partnerships aligned with social responsibility goals. Our sponsorship model is evolving to meet both organisational needs and partner expectations.

Annual Operating Requirements Total: Minimum \$269,150 annually	
Office & Admin Expense \$147,150 per year Charity Staffing, Office and administrative expenses that ensure stability, governance, and programme management.	Programmes & Activities Costs \$122,000 per year <ul style="list-style-type: none">• Summer Leadership Programme – \$1,250 per student• Roose’s Book Club – \$36,000• Alumni Programmes – \$42,000• Community Initiatives – \$10,000• Other Activities – \$9,000

Corporate Sponsorship Packages (Target by year-end 2026)

Future Leaders will continue to honour existing sponsorship agreements while phasing in updated sponsorship packages that reflect organisational growth, long-term sustainability goals, and industry standards.

Title Sponsor

\$100,000 per year | Three-year commitment | 1 partnership available

A flagship partnership supporting the full delivery and sustainability of Future Leaders Bermuda.

Platinum Corporate Sponsors

\$50,000 per year | Two-year commitment | 2 partnerships available

A core partnership helping sustain key programmes and organisational capacity.

Gold Corporate Sponsors

\$30,000 per year | 3 partnerships available

Programme-level sponsorship with defined outcomes and visibility.

Silver | \$15,000 donation

Contribution toward a specific programme, activity or expense

Bronze | \$5,000 donation

Contribution toward a specific programme, activity or expense

Aligning Corporate Partnerships With Impact

Multi-year corporate partnerships enable Future Leaders to plan responsibly, deliver programmes consistently, and report on outcomes with clarity. As the corporate and philanthropic landscape in Bermuda continues to evolve, sustained partnerships allow organisations to align long-term community investment with strategic planning and measurable social impact.

Sponsorship packages may be tailored through discussion to align with shared priorities and impact goals.

Our financial statements are fully accessible online at www.futureleaders.bm/governance

HOW TO DONATE

Since our founding in 2017, the growth of Future Leaders Bermuda is a product of generous support from the public, private and non-profit sectors, and individuals like you.

We believe that no young person who dares to think that they can make a difference in their community should be left out of this opportunity for development. These are our future premiers, executives, entrepreneurs, philanthropists and change makers!



Where does my money go?

All funds go directly toward our charitable aims, and ensure our Future Leaders can fully benefit from our activities without concern as to costs.

This includes:

- Tuition for study abroad and educational programs
- Delivery of programmes and service-learning experiences
- Learning materials and school supplies
- Opportunities with our community partners
- Supporting our charity's administration and operational activities

How to donate

1. Donate by bank transfer:

**Butterfield Bank
Future Leaders Bermuda
Account #: 0604007110010**

After making the transfer, email us at info@futureleaders.bm to receive acknowledgement.

2. Donate through your place of employment:

- Ask your HR Manager to select Future Leaders Bermuda as the recipient of your regular salary contributions.
- Ask your company's charitable giving committee to consider supporting Future Leaders Bermuda - Registered Charity #1009.

3. Donations in kind:

We're always open to new opportunities for developing our Future Leaders. Feel free to send an invitation to us by email for your next event or enrichment opportunity.

Additionally, if you'd like to lend your expertise or services for our programmes & activities - such as photography, videography, catering, or transportation - please [contact us](#).



THANK YOU FOR BELIEVING IN THE FUTURE.

Future Leaders Bermuda is powered by community. Our growth - and the impact we make - depends on the strength of the village that stands behind our youth. Whether you are an individual donor, corporate sponsor, or institution looking to make a meaningful investment in Bermuda's future, your support makes it possible for us to serve, educate, and empower the next generation of leaders.



FUTURE
LEADERS
BERMUDA

SERVICE • STUDY • MENTORING • EMPOWERMENT