



inspiring musicians  
inspiring music

***“Tomorrow’s Warriors is  
the most important British  
jazz organisation in the  
history of the music.”***

JEZ NELSON | Broadcaster, Media Producer & Music Promoter

**TOMORROW’S WARRIORS TRUST**  
**ANNUAL REPORT**  
**AND UNAUDITED**  
**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDING**  
**31 MARCH 2025**

Charity No. 1153613  
Company No. 08341045  
(England & Wales)

The Trustees (who are also directors for the purpose of the Companies Act) present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 and comply with the Trust's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019).

#### PHOTOGRAPHY CREDITS

Front Cover: **Shanise Hall** | Trumpet and TW Emerging Artist

Back Cover: **Genevieve-Elizabeth Namazzi** | Double bass and TW Emerging Artist

Photos by Tomorrow's Warriors staff members Graeme Miall and Patricia Pascal unless otherwise stated.

Page 1: Dr Gary Crosby OBE by Temi Adegbayibi

Page 3: Gilles Peterson courtesy of artist's management

Page 7: Sultan Stevenson Trio by Eric van Nieuwland

Page 12: Menelik Claffey courtesy of Prime Minister's Office

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# TOMORROW'S WARRIORS TRUST

## LEGAL & ADMINISTRATIVE INFORMATION

### Trustees

V J Broughton  
Dr M Y Busby CBE  
S Abbott  
C Panayi  
N S O'Donnell  
N Cornforth  
C R George  
A W P Comber FCA - Treasurer  
J Nelson MBE  
O G Fagbemiro FCMI - Secretary  
T Okunniwa MBE - Chair

Appointed 31 July 2025  
Appointed 31 July 2025  
Appointed 11 August 2025

### Charity number

1153613

### Company number

08341045

### Principal office and registered office

1st Floor  
73 Canning Road  
Harrow  
Middlesex  
HA3 7SP

### Independent examiner

Berish Hoffman FCA  
Landau Morley LLP  
325-327 Oldfield Lane  
Greenford  
Middlesex  
UB6 0FX

***“So many of the problems that face greater society in the UK...we’re unsure of how to fix [them], but the solution lies in giving a young person a trumpet, the solution lies in giving a young person a saxophone. Because when you do that, you give them a dream, an aspiration and a goal.”***

FEMI KOLEOSO | Musician, TW Alumnus, Band Leader of EZRA Collective on accepting the BRIT Award for Best Band 2025



# TOMORROW'S WARRIORS TRUST

## TRUSTEES REPORT



***"I know there are young people from a similar background to me who, if given the opportunities, can create great art. It's not curriculum style, because what we're dealing with is art. The individuals are artists, and I want to hear what they have to say about the world."***

DR GARY CROSBY, OBE | Co-Founder & Artistic Director of Tomorrow's Warriors & Recipient of The Queen's Medal for Music 2018



### PRIMARY ACTIVITIES OF THE TRUST

Tomorrow's Warriors Trust exists to ensure opportunities for participation, ownership and leadership in music and the arts are available to all. We aim to inspire, foster and grow a vibrant community of artists, audiences and leaders who together will transform the lives of future generations by increasing opportunity, diversity and excellence in and through jazz.

To achieve our ambition, we support diverse young and emerging artists through an acclaimed talent development programme, increase access through creation of inspirational learning and participation opportunities for communities around the UK, and develop diverse artists and audiences through investment in the commission and production of new music projects to promote and sustain artists developed through our programme.

Tomorrow's Warriors Trust is a national charity with a diverse funding model sourcing income through individual donors, trusts and foundations, corporations and public funds. The charity acts as grant maker to **Tomorrow's Warriors Limited (TW)** – a change-making talent incubator, music educator and creative producer established in 1991 by inspirational founders: double bassist and Artistic Director, Dr Gary Crosby OBE (recipient of The Queen's Medal for Music 2018) and Chief Executive, Janine Irons OBE – and to participants engaged in TW's programmes. TW is a company limited by guarantee (3598198) delivering activity that furthers the charitable aims of the Trust [see panel below].

TW has earned its reputation for its pioneering artist development programme, innovative community outreach activities, and critically acclaimed concerts and touring programmes.

Free access to TW's development programme has proved crucial in nurturing the nascent talent and early careers of so many of the most exciting UK artists currently tearing up the international jazz scene.

TW's alumni features many of the leading lights of UK jazz – award-winning artists such as Moses Boyd, Nubya Garcia, Sheila Maurice-Grey, Cassie Kinoshi, Femi Koleoso and EZRA Collective, Binker Golding, Shabaka Hutchings and Sons of Kemet, ESKA, Denys Baptiste, Soweto Kinch, Blue Lab Beats, Mark Crown, David Okumu, Ben Burrell, Zara McFarlane, Mark Kavuma, Camilla George, CHERISE, Nathaniel Facey and Empirical, Peter Edwards, Sultan Stevenson, Jason Yarde and J-Life, Robert Mitchell, Tony Kofi, Byron Wallen, Oreglo...the list goes on and on.

### HISTORY AND RELATIONSHIP BETWEEN TOMORROW'S WARRIORS TRUST AND TOMORROW'S WARRIORS LTD

Tomorrow's Warriors was the name of Gary Crosby's jam sessions at The Jazz Café in London, which started in 1991. The sessions provided a much needed, unique platform for young people who loved jazz but lacked opportunities. With rising demand, Crosby and Irons set up Crosby Irons Associates Limited (CIA) in 1996 to provide a framework for career progression for young musicians into the professional music industry. CIA became The Dune Music Company (Dune) in 2004 and continued to reinvest its commercial profits to support the development of young jazz musicians.

In 1998, at the recommendation of Arts Council England (ACE), Tomorrow's Warriors was incorporated as a Company Limited by Guarantee (3598198), with Gary Crosby and Janine Irons as the directors, to enable ACE to provide ongoing support to it as a Regularly Funded Organisation (RFO). ACE has continued to fund Tomorrow's Warriors Limited (TW) ever since, now as a National Portfolio Organisation (NPO).

Tomorrow's Warriors Trust ('the Trust') was founded as a Not for Profit Company Limited by Guarantee (2012) and a registered charity (2013) to activate learning, professional development and touring programmes for young, emerging and mid-career musicians from diverse backgrounds and participatory music activities for all. It achieves these aims primarily through support, as grantmaker, of educational and creative programmes delivered through TW and of individuals through the grant of bursaries. The Trust is governed by a board of trustees, who are also directors of the Trust and who have full discretion to operate within its constitution.

Neither Irons nor Crosby is a trustee or director of the Trust and deliberately so, to avoid any conflicts of interests, perceived or otherwise, in transactions between the Trust and TW. The trustees have discretion to decline grants, should they consider activities proposed by TW not to be in the best interests of the Trust or if they are incompatible with its charitable objects. Furthermore, in accordance with the terms of TW's funding agreement with ACE, the Trustees have full oversight of TW and a fiduciary duty towards Tomorrow's Warriors as an organisation.



TW alumna Maddy Coombs (centre) guests with Frontline – our flagship all-female ensemble – at The Jazz Cafe, London

TW has been a National Portfolio Organisation of ACE since 1999. In 2019, TW was announced as a PRS Foundation (PRSF) Talent Development Partner, and became a signatory to Keychange, the international initiative to promote gender equality across music commissioning and programming.

The work of TW is fully aligned to the charity's aims and objectives. Through funding this work, Tomorrow's Warriors Trust is able to reach, and have real impact on the lives of those the Trustees and donors seek to support, helping to deliver lasting social change.

The core ethos of TW is 'Each One, Teach One', where each generation supports the next, sharing skills, passing on the legacy and building a vibrant, supportive, self-sustaining community of jazz artists and audiences. We and TW have a relentless commitment to diversity and inclusion, and this is reflected across all the activity undertaken by or on behalf of the charity.

### Objects of Tomorrow's Warriors Trust

The objects of the charity are to promote the arts and, in particular jazz music, and to advance the education of young people aged 8-25, primarily though not exclusively those from Black and Minority Ethnic backgrounds, girls and those of moderate or limited means through provision of quality training, performance and professional development opportunities in the field of jazz music in such ways as to enable them to become self-supporting for the public benefit.

### Public Benefit

The Trustees confirm their compliance with the duty to have

due regard to the Public Benefit guidance published by the Charity Commission when reviewing the charity's aims and objectives and in planning activities for the year and are satisfied that the charity's aims are for the public benefit, as can be seen from this Report.

### Main Activities

There are three distinct, yet interconnected strands of work created and delivered by TW in support of the Trust's aims:

#### TALENT DEVELOPMENT

*"Tomorrow's Warriors' accessible, collaborative and passionate approach gets the most out of young people from all backgrounds and it's most telling that all those who have gone on to secure critical acclaim internationally remain active champions, advocates and friends of Tomorrow's Warriors. What a legacy that continues to grow...."* Joe Frankland, Chief Executive, PRS Foundation

TW offers a comprehensive and immersive **Learn & Train** programme which comprises of the **Young Artist Development Programme (YADP)** focusing on entry level workshop training and performance practice for talented musicians primarily aged 11-15; and the **Emerging Artist Development Programme (EADP)** supporting advanced groups primarily aged 15-25 while focusing additionally on career development and professional performance opportunities. TW delivers 12 weekly learning sessions across the academic year at its creative home at the Southbank Centre in London, all of which are free to young people at the point of access. Two of these sessions are devoted to the development of girls, young women and non-binary

musicians, providing a safe, supportive creative space in which they can develop skills, share learning, and build confidence.

Through support of this programme, the Trust is able to:

- **Develop the next generation of leading jazz artists and music leaders** – provide free, extensive year-round development opportunities through a weekly programme of workshops, masterclasses, mentoring, public performances, cross-artform collaborations, supplemented by industry talks, and concert visits
- **Widen participation** – remove and avoid creation of barriers that inhibit participation and/or progression by providing free and flexible artist development opportunities within a culturally rich training programme
- **Showcase diversity** – be actively inclusive and set high standards for commitment, progression and involvement for all
- **Inspire future generations of jazz artists and audiences** – make young and diverse jazz talent visible and accessible through public workshops and performances to inspire tomorrow's artists and audiences to engage with and get involved in jazz

## OUTREACH & ENGAGEMENT

The Trust supports TW to devise and deliver innovative, bespoke educational and participatory outreach programmes around the UK and internationally in partnership with its network of music education hubs, schools, community groups, venues and promoters who, collectively, form the **Tomorrow's Warriors Partnership Network (TWPN)**. This initiative by TW – introduced in 2017 as a mechanism to promote sustainable partnership working across and between organisations, cities and regions – helps to deliver improved outcomes with deeper impact for all partners and participants.

***"I am very excited that Tomorrow's Warriors are joining us for another year at We Out Here – their importance cannot be overstated. Be it in the future talent they are bringing through or the incredible names that have come before, they are a vital part of our cultural scene. So much so, we have renamed the Big Top Stage in their honour!"***

GILLES PETERSON | DJ, Broadcaster and Producer

## DEVELOPING ARTISTS & AUDIENCES

As award-winning creative producers, TW works with emerging artists on its development programmes and with professional artists – solo artists and bands, including many of its illustrious alumni, and TW's flagship jazz ensemble, **Nu Civilisation Orchestra** and Gary Crosby's skazz (reggae, ska, jazz) big band, **Jazz Jamaica All Stars** – to help realise artistic ambitions, engage audiences that may not typically go to jazz concerts, and provide progression routes for artists 'graduating' from the *Learn & Train* programme. The trustees lend support to selected artistic projects that chime with the values and aims of the Trust.

TW helps to enrich and contribute to the UK's vibrant jazz scene and wider cultural landscape by facilitating the commissioning and production of work of outstanding artistic merit in a range of settings – from clubs and private functions to concert halls and major festivals – presented to diverse groups of people of all ages and backgrounds. Projects can be one-off solo gigs or concerts with small ensembles to extensive, multifaceted national and international touring projects involving collaborations of TW's orchestras with large choirs, synchronised film or live dancers.

## ACHIEVEMENTS & PERFORMANCE

The cost-of-living crisis continued to bite with disposable incomes shrinking with the worsening economic climate. Pressure on the economy meant there continued to be reduced funding available for music education, artists and music venues, taking us further down the road towards music and the arts becoming a luxury.

There was a significant increase in demand for TW's services and projects over the course of the year and the TW team were outstanding in their response, working incredibly hard to meet the demand, whilst ensuring quality was maintained across all areas of activity (see details later in this report).



This precipitated an upgrade to the bookkeeping function from part-time (0.5) to full-time to manage the increased volume of items to be processed as a result of the expansion in paid employment opportunities generated for TW musicians.

TW successfully recruited a new Finance Officer in January 2025, replacing the previous incumbent who, after six years' loyal service, had notified her intention to retire. A four-week handover was arranged to ensure minimal disruption to the Finance Team's operations.

### HIGHLIGHTS DURING THE YEAR

In 2024-25, TW continued to lead with artistic innovation, cultural leadership, and a deepened commitment to diversity, equity and inclusion, building on our enduring mission to inspire, educate, and empower through jazz. From international collaborations to transformative outreach, the year was defined by bold creativity and immeasurable impact.

### LEARN & TRAIN

Tomorrow's Warriors continued to deliver its award-winning Young Artist Development Programme at the Southbank Centre in London. We are grateful to the venue for providing space and production support for this programme on a pro bono basis. We are also grateful to all those who so kindly donated instruments throughout the year, which we loan free of charge to our students.

***“Our work together has had such a lasting impact on engagement from our young musicians. We have even set up a new extra-curricular jazz ensemble which we never had before.”***

JANE BODENHAM | Head of Music, Prendergast School, Lewisham

Students learning jazz as part of our LDN Calling programme



## Developing Tomorrow's Music Leaders – 'Each One Teach One'

We invested in the development of a talented young Music Leader, **Ky Osborne** (20), who is an alumnus of the Young Artist Development Programme and has shown consistent promise as a music leader. Ky joined TW when they were 15 and had been assisting on the Lewisham Jazz Hang as well as the core Young Artist Development Programme at Southbank Centre. Identifying a need for a more 'entry-level' programme for those with little to zero jazz experience, TW added a new programme to the core weekend timetable – **The FUNDamentals** – offering Ky a leadership role with responsibility for their own regular session, mentored by senior music leader, **Binker Golding**. A perfect example of our Each One, Teach One ethos in action.

### Young Artist Development Programme (YADP)

During the year, TW delivered **419 sessions**, engaging and developing **142 active students** aged 11–25.

Of these students:

- **40%** identified as female
- **2%** identified as non-binary
- **54%** were from **Global Majority** backgrounds
- We reached musicians from **23 of London's 32 boroughs**, plus students from Hertfordshire, Essex, Surrey, Kent, Oxfordshire, East Sussex, West Sussex, and Lancashire

This compares to 2023–24, when we delivered 441 sessions and supported 152 active students, of whom 47% were women, 1% non-binary, and 66% Global Majority.

The reduction in session numbers was primarily due to a loss of time and space at Southbank Centre, as the venue was required to prioritise commercial hires and its own talent development programmes in response to reduced funding.

We believe the decline in overall student numbers, as well as the drop in female and Global Majority representation, reflects broader systemic challenges in the talent pipeline. Severe cuts to music education funding in schools are leaving fewer young people with access to quality music learning opportunities – particularly those from under-represented communities. This trend underscores the urgent need for sustained investment in inclusive music education and grassroots talent development.

In addition to the weekly TW timetable, we supported two supplementary master classes during the year with **Samora Pinderhughes** and the **Take Me To The River Collective**. We also arranged meet and greet sessions plus Q+As for Warriors with **Nubya Garcia**, **Meshell Ndegeocello**, and the legendary **Billy Cobham**.

### Summer Runnings 2024

With funding from our **Big Give Arts for Impact match funding campaign** in March 2024, and **Kusuma Trust** funding (deferred from 2023–24) we were able to offer another jam-packed **Summer Runnings** programme for young people aged 11–25. TW delivered **47 sessions**, **93 hours** and **731 learning opportunities** to **138 young people** on the Summer Runnings programme – **up more than 50%** on the previous year. The sessions were delivered by **41 Music Leaders and Industry Professionals**, including **33 TW alumni**.

## CASE STUDY: RION JENSEN-BROWN (20) | GUITAR

Joined 2023

**Attended by the most talented students from across globe, bursaries from the Trust to attend the internationally recognised 2-week intensive Jazz House Kids Summer Camp in Montclair, NJ were awarded to three Warriors in 2024–25, including Rion, in what became a future-defining moment for him.**

*"The experience cemented things I thought weren't possible, and just how much jazz has to offer as a career. Being around jazz musicians who have made it - and so many of them - made it feel fully achievable, and then playing at the Lincoln Center's Dizzy's Club was a real privilege. I know my life is now going to be completely different - it's now just about applying everything I've learned."*



## CASE STUDY: KEIRA CHAKRABORTY (18) | FLUTE

Joined 2018

**As a flautist, vocalist and composer, Keira has grown up through Warriors becoming an emerging artist in her own right. From being a valued student in the weekly development programme, she moved through Junior Band, then progressed into Frontline, our female jazz band, and has successfully auditioned to study jazz at the Royal Academy of Music.**

*"Jazz is an artform that really encourages risk-taking and it's so exciting to play and to listen to. I feel really lucky to have received the specialist jazz education I have - I simply wouldn't have continued with music if I hadn't had the support of Tomorrow's Warriors. For me, it's been about surrounding myself with the right people and growing in confidence."*



Of the participants:

- 66% were first-time attendees at TW
- 15 progressed onto our core Young Artist Development Programme
- We reached musicians from 28 of London's 32 boroughs, plus participants from East Sussex, Gloucestershire, Lincolnshire, North Tyneside, and Lancashire
- 60% of attendees were from Global Majority backgrounds
- 96% of students who responded to the feedback survey rated the programme 4 or 5 out of 5 for how well it had helped them progress as a musician.
- 100% of respondents rated their overall experience 4 or 5 out of 5.

Both current and new students loved the experience, and the positive energy and relationships formed throughout the two weeks was evident. They fed back on the inclusivity and freedom the programme offered as well as their enjoyment of meeting a community of like-minded musicians. Students valued the calibre of Music Leaders, the knowledge and expertise they could offer and their inclusive approach.

Summer Runnings continues to play a vital role in engaging a diverse range of young people and recruiting new talent into our core programme.

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***“The opening sharing session was a great way to involve many musicians as an audience and the ongoing project with a smaller group allows for real in-depth musical progression. All the students involved have found it really inspiring and while they have felt challenged, they have felt supported and invigorated to explore music they may not have done before and with a group of professional young musicians who they can look up to and aspire to be like.”***

LUCIE CHAPMAN | Head of Music, Ark Academy Walworth

## Emerging Artist Development Programme (EADP)

We are grateful to all of the funders, donors, promoters and festivals who supported TW throughout the year to deliver **132 live performances** by young artists on our **Emerging Artist Development Programme (EADP)**, providing invaluable experience on professional stages.

Of these performances:

- 89 took place across 11 London boroughs
- 27% took place in 5 of the 8 English regions outside London, including West Midlands, South East, South West, North West and East of England
- 6 were international, with concerts in Guernsey, France, Belgium and Germany
- 47% were performances with female band leaders

The activity delivered through the **TW Presents...** live series and other performances created paid employment for young creatives, which in turn expanded networks, increased public awareness, and improved wellbeing and self-sufficiency for the artists; it also generated income for TW, improved the organisation's sustainability and resilience, and contributed to the creative economy.

## TalentInvest

Our **TalentInvest** fund is designed to nurture and support emerging jazz artists at pivotal stages in their careers. Funding from TalentInvest – supported by three generous donors in 2023-24 – enabled TW alumnus and music leader, **Sultan Stevenson** (piano) to attend the **Jazzahead!** international conference and trade fair in Germany in April 2024. TW also assisted him in securing a highly-prized slot for his Trio at the Jazzahead Showcase, helping him build connections with international promoters. He found an agent at Jazzahead! which led to him securing a European tour in 2024, with a second tour in 2025. We are proud to have provided wrap-around continuous support for Sultan as his career as an educator and artist progresses.

## OUTREACH & ENGAGEMENT

TW deepened its commitment to outreach, ensuring that young people from all backgrounds could access high-quality music education and creative opportunities.

### A Grime Supreme

Our flagship community outreach programme, **A Grime Supreme**, continued to break new ground. This is our national outreach project fostering connections between jazz instrumentalists and grime/hip-hop MCs and producers. A Grime Supreme builds bridges between musical and social communities that are often segregated and disconnected. After a successful run in **Gloucester** in early-2024, we launched the programme in **Hull** at the end of that fiscal year and completed the final session in May 2024. With support from **Youth Music's Trailblazer Fund** and our delivery partners **Hull Music Service** and **Beats Bus Records**, the project culminated in a headline showcase at the **Albemarle Music Centre**, spotlighting the creative energy of young artists.

The project then travelled to **Brighton**, supported by **Youth Music/Spotify Open Doors Fund**, where we partnered with **AudioActive**, **New Generation Jazz** and **Create Music** to

***“Without TW, I probably wouldn’t know a good 75% of the people I know. I really can’t explain the gravity or the importance of what TW has done in terms of broadening both my teaching career and my professional career. [...] The support is always there, it just changes. It’s continual support and artistic development at every stage of one’s career.”***

SULTAN STEVENSON | Pianist, Composer, Band Leader, TW Alumnus and Music Leader

deliver 2 workshops before the end of March, and 7 after the year end, building to a showcase performance at the Brighton Fringe Festival later in the year.

### **LDN Calling | Be Inspired!**

We launched LDN Calling, a new flagship 3-year schools outreach initiative designed to inspire and support young musicians aged 11–15. Working with up to 18 schools in south east London from 2025-2027, LDN Calling features a series of inspiration sessions and workshops that build a gateway to our Young Artist Development Programme.

During the 2024-2025 academic term, TW delivered LDN Calling in 5 South London schools: The Elms Academy and The Elmgreen School (Lambeth), St Michael’s Catholic College, (Southwark), and Ark Academy (Waltham) providing free-to-access jazz music education, with a particular focus on young musicians of Black heritage and female students. A specialist team of 3 Tomorrow’s Warriors Music Leaders and 6 Music Assistants delivered a total of 5 inclusive and interactive inspiration sessions, and 15 practical jazz workshops that saw the very best in established and emerging jazz artists and tutors engage with 157 participants in jazz improvisation, ensemble playing, and exploration of a range of jazz styles towards showcasing students’ musical development.

LDN Calling is generously supported by the Toby Hayward-Seers Memorial Fund, which also supports Be Inspired!, a ticket bursary scheme to enable young people to attend live concerts, helping them see where their own musical journey might take them.

In the first iteration of Be Inspired!, the fund enabled 18 students from St Michael’s College, Southwark to attend the



Sultan Stevenson performing with his Trio at Jazzahead! in Bremen (2024)

live performance of *Mississippi Goddam: A Tribute to Nina Simone* by Nu Civilisation Orchestra on 31 January 2025 at the Royal Festival Hall.

### **PARTNERSHIPS**

#### **Southbank Centre**

A highly valued partner, the Southbank Centre is the UK’s largest arts complex and world-renowned cultural hub. It serves as TW’s creative home and is the host venue for the YADP. We are proud of the work we have enabled together over the past 16 years, with the centre providing TW space in which to develop the YADP, while TW contributes high quality content to the venue in both their public engagement and artistic programming.

#### **PRS Foundation**

TW was, once again, among the 78 organisations invited to join the refreshed UK-wide PRS Foundation Talent Development Network, bringing together organisations working at the frontline of talent development in the UK supporting a broad range of individual music creators across different music genres and UK regions. The Network facilitates peer networking, knowledge sharing, and helps to build connections across the sector. PRS Foundation supported TW’s Warriors Rise! touring programme for emerging artists in 2025.

#### **Brick Lane Jazz Festival**

TW returned to Brick Lane Jazz Festival as charity partner for a second year in 2024, where the Warriors family came together in full force. Across three days, 10 emerging artists’ bands and our flagship development ensembles lit up the Brick Lane Tap Room with electrifying performances and jam sessions.

# IMPACT 2024-25

## CONCERTS & PERFORMANCES



# 178 CONCERTS/PUBLIC PERFORMANCES

**1,234** DAYS EMPLOYMENT FOR ARTISTS

**28** PROFESSIONAL PERFORMANCES

**13** PRIVATE FUNCTIONS

**132** EMERGING ARTIST OPPORTUNITIES AND TALENT DEVELOPMENT SHOWCASES

**5** PUBLIC JAM SESSIONS

**236** MUSICIANS GIVEN EITHER PAID OR UNPAID PERFORMANCE OPPORTUNITIES

**FEMALE** 39%

**GLOBAL MAJORITY** 55%

# 30,526 TOTAL LIVE AUDIENCE

# 73,000

RADIO BROADCAST AUDIENCE FIGURES INCLUDING BBC RADIO 3 DRAMA SERIES 'GATSBY IN HARLEM'

**419** £FREE LEARN & TRAIN SESSIONS

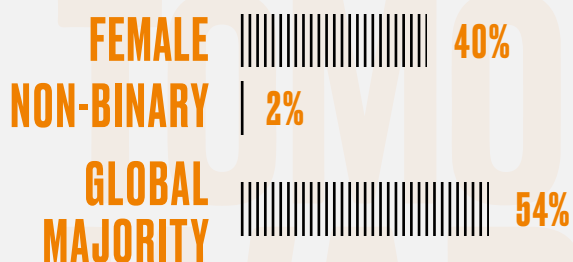
**4,658** LEARNING OPPORTUNITIES

**1,125** LEARN & TRAIN WORKSHOP HOURS

**563** DAYS PAID EMPLOYMENT FOR MUSIC LEADERS

**142** ACTIVE STUDENTS AGED 11-25 ENROLLED ON TW ARTIST DEVELOPMENT PROGRAMMES

**13** STUDENTS ENROLLED/TAKING UP OFFERS ON CONSERVATOIRE/HE MUSIC COURSES



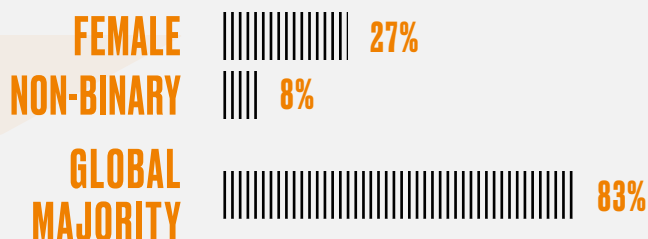
**3** STUDENTS ATTENDED RESIDENTIAL INTERNATIONAL JAZZ SUMMER CAMP (USA)



## 41 MUSIC LEADER FACULTY MEMBERS

**30** VISITING FACULTY

**11** CORE FACULTY



**12** DAYS **138** STUDENTS

**47** MASTERCLASSES  
AND WORKSHOPS

FEMALE  
TRANS/  
NON-BINARY



47%

5%

**5** AVERAGE NUMBER OF SESSIONS  
ATTENDED PER STUDENT

GLOBAL  
MAJORITY



53%

**731** LEARNING OPPORTUNITIES

**41** MUSIC LEADERS

**9** MUSIC INDUSTRY  
& WELL BEING  
SESSIONS

**11** INSTRUMENT  
SPECIFIC  
WORKSHOPS

**11** JAM SESSIONS  
LED BY THE YOUNG SCENE  
FOR THE YOUNG SCENE

# IMPACT 2024-25

## OUTREACH INITIATIVES



**28** OUTREACH  
SESSIONS

**556** LEARNING  
OPPORTUNITIES

**222** PARTICIPANTS

**FEMALE**  **42%**  
**GLOBAL  
MAJORITY**  **58%**

### LDN CALLING



TOMORROW'S WARRIORS OUTREACH INITIATIVE  
FOR INNER LONDON SECONDARY SCHOOLS

**5** SCHOOLS IN  
SOUTH EAST LONDON

**21** SESSIONS

**428** LEARNING  
OPPORTUNITIES

**157** PARTICIPANTS

**FEMALE**  **50%**  
**GLOBAL  
MAJORITY**  **68%**

**SWINGIN' STRINGS**  
JAZZ FOR STRINGS PLAYERS

**4** SESSIONS

**26** PARTICIPANTS

**A GRIME SUPREME**  
BRIGHTON and HULL

**3** SESSIONS

**39** PARTICIPANTS

### We Out Here Festival

In August TW returned to Gilles Peterson's We Out Here Festival and were honoured to take up residence in the **Tomorrow's Warriors Big Top**, a stage renamed by the Festival in honour of TW's vital importance to the cultural scene. TW staged **22 bands** showcasing **102 young musicians and emerging artists**.

### Universal Music Group | Decca Records

The TW x Decca Records Career Mentoring Scheme – in which senior executives mentor up to 15 Emerging Artists per year – was paused in 2024-25 following several redundancies at Universal Music Group, including the scheme lead. Happily, this has been resumed in 2025-26 and the scheme lead has been reinstated at the label.

### Lewisham Music | Trinity Laban Conservatoire

We were able to build on our 5-year Lewisham Jazz Hang partnership with Trinity Laban Conservatoire for Music and Dance and Lewisham Music. Aimed at 11–16-year-olds interested in jazz, these sessions feature taster workshops, weekly sessions, and masterclasses with a wrap up jam session. Those showing potential are invited to join TW's core development programme. **40 participants** were registered on the programme and, across the year, there were 400 learning opportunities, and 6 participants recruited to our core YADP as a result.

**Gordonbrock Primary School** was also introduced as part of this project reaching **15 pupils** and providing **45 learning opportunities**.

***“Tomorrow’s Warriors have the best network of teachers and collaborators for jazz music in this country. Being a part of the organisation exposed me to the top level of jazz knowledge and tuition from an early age. [...] It feels mad to be playing at Downing Street. I wasn’t expecting to see the Prime Minister in the flesh!”***

MENELIK CLAFFEY | Musician & TW Alumnus

TW Emerging Artist, Menelik Claffey taking his double bass upstairs at 10 Downing Street to perform at a reception, hosted by UK Prime Minister, Sir Keir Starmer, to mark Black History Month (2024)



## INTERNATIONAL PARTNERSHIPS

TW continued to expand its international presence this year, forging meaningful connections across borders and championing cultural exchange through music. Our work in Europe reflects our belief that jazz is a global language, one that thrives on collaboration, diversity and shared creativity.

We are proud that TW's model continues to inspire other organisations and music scenes at home and abroad.

### France | Jazz à Tours

In November 2024 TW was invited to **Tours, France** to launch a new partnership with **Jazz à Tours** – a music school – and jazz club **Le Petit Fauchoux**. TW has the role of **organisational mentor**, sharing deep knowledge and experience in the development of young jazz talent from diverse backgrounds and providing music leader development to our French counterparts. **Tomorrow's Warriors Frontline**, our all-female development ensemble, delivered a dynamic live performance and open jam session, while TW music leader and drummer, **Romarna Campbell** led a workshop for local musicians.

### Belgium | BXL x LDN Interplay

We continued building our creative partnership with **Brosella Festival** in Belgium. **BXL x LDN Interplay** brings together **3 emerging artists from the UK** and teams them with **3 of their Belgian counterparts** to deliver a set of original compositions and inspirational musical alliances.

Maddy Coombs (saxophones), Luke Bacchus (piano) and Menelik Claffey (bass) represented LDN and, from Brussels, we had Diogo Alexandre on drums, flautist Lucia Pires, and guitarist Elliott Knuets complete the line-up of this exciting sextet.

The musicians and their mentors met up in Brussels for 3 days of development sessions and debuted their compositions at the **Brosella Spring Festival**. They reunited later in the year for further appearances at **Brick Lane Jazz Festival** (London), **Brosella Summer Festival** (Brussels), and Gilles Peterson's **We Out Here Festival** (Dorset), with 2 further shows in Antwerp and Brussels.

### USA | Jazz House Kids

Our special partnership with **Jazz House Kids** in Montclair New Jersey has been ongoing for nine years and we were delighted to offer scholarships and bursaries for **3 young Warriors aged 15-19** – Alessio Annecchiarico (trumpet), Karely Paola Mamani (guitar), Rion-Jensen Brown (guitar) – giving them the opportunity to travel to and attend the **Jazz House Kids Summer Workshop**. Run by the multiple Grammy winner, **Christian McBride** and his wife, jazz vocalist **Melissa Walker**, this two-week intensive residential summer school, offers expert tuition from some of the best jazz teachers in the US, the chance to be part of an international community and to forge lifelong, international friendships.



The legendary Chaka Khan with the Nu Civilisation Orchestra conducted by Peter Edwards at the Royal Festival Hall, London (2024)

Nu Civilisation Orchestra with Clod Ensemble perform Charles Mingus' *Black Saint and The Sinner Lady* at the Barbican Theatre, London (2024)



## PERFORMANCES & BROADCASTS

We presented our **Extraordinary Summer Showcase** and the **Extraordinary Winter Showcase** in August and December 2024, featuring performances from our flagship ensembles and the debut of the **Tomorrow's Warriors Big Band**. These two events provide a great opportunity for staff and trustees to celebrate the talent of our young musicians and thank our donors and other supporters for their ongoing commitment to the charity.

October brought a powerful celebration of women in jazz at the **Jazz Café**, with our annual **I AM WARRIOR** concert featuring special guest alumnae: **Camilla George**, **Rosie Turton**, **CHERISE**, **Maddy Coombs**, and **Romarna Campbell**.

Also in October, TW Emerging Artists, **Ky Osborne** and **Menelik Claffey** performed at **10 Downing Street** for a Black History Month reception hosted by **Prime Minister Keir Starmer** – a proud moment for the entire Warriors family.

In January 2025, the Warriors community celebrated TW Founder, **Dr Gary Crosby OBE's 70th Birthday** with a Sunday afternoon jazz jam at the **Jazz Cafe** in Camden, the birthplace of Tomorrow's Warriors. Musicians from across the

generations joined in the celebration, taking it in turns to jam with their heroes and heroines.

## Nu Civilisation Orchestra

**Nu Civilisation Orchestra (NCO)** is a professional, variable-sized orchestra borne out of TW's ambition to create a pathway for musicians from Global Majority backgrounds to develop the skills needed to access orchestral live/studio work, and then to develop a pipeline of diverse orchestral players capable of playing at the highest level, not only jazz but also popular music and music of the so-called 'third stream' - where classical music meets jazz.

The NCO has continued to push artistic boundaries and build new audiences this year. In June, the NCO and Musical Director, **Peter Edwards** joined the legendary **Chaka Khan** on stage at the sold-out Royal Festival Hall for the finale of her **Meltdown Festival** – a moment of pure musical magic as she performed her **ClassiKhan** album live for the very first time. Just a week later, the orchestra, led by Musical Director, **Ben Burrell** performed with Brazilian maestro **Arthur Verocai** in the sold-out Barbican Hall, bringing his iconic eponymous album to life, and receiving a standing ovation from the packed auditorium.

September saw NCO reconnect with **Clod Ensemble** to remount their fantastic collaboration Charles Mingus' *The Black Saint and the Sinner Lady* at the Barbican Theatre, again led by Peter Edwards. Over 3 nights, the Barbican Theatre stage was transformed into a vibrant jazz club, immersing audiences in a multisensory experience that blurred the lines between concert and performance art. This work went on to be **nominated for the 2024 Sky Arts Award for Dance**.

*Mississippi Goddamn: A Celebration of Nina Simone*, was part of the Southbank Centre's Montreux Jazz Festival January residency and featured a 47-piece NCO with Peter Edwards alongside the extraordinary vocalist line-up of **Corinne Bailey Rae**, **Laura Mvula**, **China Moses**, **Ni Maxine**, and **Tony Njoku**. It was a powerful and emotional tribute that resonated deeply with audiences and reaffirmed NCO's place at the forefront of orchestral jazz innovation.

### Radio | TW x One Jazz

In August 2024, TW launched the **I AM WARRIOR radio show** in collaboration with new digital station, **One Jazz** and the UK's leading jazz radio station, **Jazz FM**, providing opportunities for three Warriors – **Ni Maxine** (vocals), **David Kayode** (saxophone) and **Shanise Hall** (trumpet) – to develop skills and gain experience in broadcasting and presenting, enabling them to build multifaceted musical careers. Listeners are able to enjoy the musical journey, influences and inspiration of the

next jazz generation. A further three Warriors will be selected to present **I AM WARRIOR** shows in 2026.

### Radio | TW x Granny Eats Wolf | *Gatsby In Harlem*

TW was so proud to partner with the award-winning production company, **Granny Eats Wolf** on the immersive soundtrack of playwright **Roy Williams'** radio drama *Gatsby In Harlem* – a reimagining of Scott Fitzgerald's *The Great Gatsby* (BBC Radio 3) starring **Ncuti Gatwa**, **Gugu Mbatha-Raw** and **Malachi Kirby**. The play relocates the action from Long Island, dominated by WASPS (White Anglo Saxon Protestants), to the pulsating, jazz-loving streets of African American Harlem. TW alumnus, music leader and experienced composer/arranger, **Benjamin Burrell** mentored TW Emerging Artist and composer/arranger, **Emily Tran** through the process of creating the radio soundtrack – our Each One, Teach One ethos on repeat – and **Gary Crosby** led an all-TW band in performing the soundtrack. The drama has received multiple awards, including in November 2025, the Audio of the Year award at the inaugural British Audio Awards ('The Speakies') which celebrates excellence in Audiobooks and Audio Drama.

### LEADERSHIP & ADVOCACY

In September 2024 **Janine Irons OBE** joined British Phonographic Industry (BPI) Chair, saxophonist and broadcaster **YolanDa Brown** as the UK's recorded music industry's

Nu Civilisation Orchestra with Clod Ensemble perform with Arthur Verocai at the Barbican Concert Hall, London (2024)





Janine Irons (centre) speaking at the Adobe International Women's Day event on the theme of debunking the gender creativity myth alongside fellow panellist Isobel Perl, founder of Perl Cosmetics, and host Claire Darley, Senior VP at Adobe.

representative body hosted *A New Playbook, UK Jazz* as part of their Insight Sessions series. Also in September, Janine was invited as a speaker at the **Europe Jazz Network Conference in Ghent**, discussing ways to build intergenerational audiences for jazz and improvised music.

In November 2024, Janine provided **mentorship to the management team of Jazz à Tours**, whilst TW producer and Emerging Artist Lead, Patricia Pascal **joined a panel** exploring action needed to make the jazz scene truly inclusive, contributing to a vital conversation about equity and representation in the arts.

Also in November, Dr Gary Crosby OBE was **elected to the Senate of the Ivors Academy**, representing the interests and rights of songwriters and composers.

In December 2024, Janine was an invited speaker at an **Arts Council England** reception at the **House of Commons** in the UK Parliament, addressing an audience of peers and MPs and passionately making the case for continued and increased investment in the arts.

Janine was a speaker at **Adobe's inaugural International Women's Day: Change Makers** event in London in March 2025, hosted by broadcaster and diversity champion **June Sarpong**. The event celebrated women leaders and changemakers across industries.

## AWARDS & RECOGNITION

Janine Irons OBE and Dr Gary Crosby OBE received the **Inspire Ambition Award** from Morley College London, recognising their lifelong commitment to inspiring others through music, and bringing to **61 the total number of awards** garnered by TW and its founders. We also received news that Gary was to be awarded honorary membership of the **Royal Academy of Music (Hon RAM)**, an honour bestowed on only 300 living musicians who did not attend the Academy.

The Tomorrow's Warriors community celebrated another remarkable win for jazz when TW alumni band, the **EZRA Collective** was announced as the winner of the **BRIT Award for Group of the Year 2025**, the first time ever that a jazz act has been awarded this prestigious accolade and has performed at the awards ceremony.

## FUNDRAISING & SUSTAINABILITY

We are so grateful to each and every one of our individual donors, trusts and foundations and corporates who choose to direct their generous support towards our organisation and its work. We appreciate you!

### Major Grants

Our largest grants in the year under review were gratefully received from:

- **Paul Hamlyn Foundation** – a generous 3-year grant (£100,000/year) to support TW's core costs, helping the organisation to develop existing and recruit additional staff to meet growing demand for TW's services
- **Old Possum Practical Trust** – the final year of a 3-year grant (£30,000/year) in support of programmes supporting our younger Warriors, along with a surprise 'bonus' of a £10,000 unrestricted gift rounding up their amazing support to £100,000 over the 3-year cycle
- **Sigrid Rausing Trust** – a 3-year grant (£25,000/year), contributing to the cost of leadership for our Learning, Outreach and Development team.

We also ran 4 successful fundraising campaigns over the period:

### GoFundMe | I AM WARRIOR 2023-24 | Target £100,000

Our **I AM WARRIOR £100,000 fundraising campaign** that ran from 23 October 2023-30 April 2024 reached target at the end of April. As a rolling fundraiser, funds were expended on our core programmes as and when needed throughout the campaign. It was undoubtedly more challenging this time to secure donations at a time of squeezed disposable incomes for the vast majority but, with a strong final push, we were able to hit our target.

To maintain all of our free-to-access activity, it is essential we continue fundraising in earnest and with as much energy and vigour as we can muster.

### Big Give | Arts For Impact 2024 | Target £5,000



We ran our first ever **Big Give Match Funding campaign – Arts For Impact** – from 19-26 March 2024 in support of **Summer Runnings**, raising £6,422 (excluding Gift Aid) including £2,500 match funding from **Big Give**.

### Big Give | Women & Girls 2024 | Target £10,000

In October 2024, we raised £10,100 (excluding Gift Aid) thanks to £5,000 match funding from the **The Big Give Trust** to support

Beyond the Sound Barrier, a new TW initiative enabling us to partner with inner London schools to discover, inspire and nurture the next generation of female jazz talent and address the under-representation of women in jazz music.

### Big Give | Christmas Challenge | Target £15,000

Our festive fundraiser garnered in excess of £15,415 (excluding Gift Aid) to bring **A Grime Supreme** to London, thanks to our two campaign Champions: **The Reed Foundation** and stalwart TW supporter, **Nick Hornby**, who each gifted £3,750 in match funding to help us achieve our fundraising target.

We are also so grateful to those who volunteered for TW in 2024-25, whether as members of the Capital Development Committee (Sandra Fryer [Committee Chair], Jude Goffe and Ian Ellison), or as an extra pair of hands at TW events (Bethan Williams-James)

### FINANCIAL REVIEW

The Statement of Financial Activities on page 23 discloses total income to March 2025 of £470,309 (2024: £286,920).

Total expenditure of £422,865 (2024: £185,628) increased substantially and this resulted in a surplus for the year of £47,444 (2024: £101,292).

The restricted fund surplus for the year was £141,308 (2024: £30,737). These funds have been generated through a successful fundraising campaign, to be expended on the Talent Development programme.

The unrestricted fund deficit for the year was £93,864 (2024: surplus £70,555).

Designated funds of £50,000 have been set aside to expend on the capital project to acquire a building to establish a permanent home/HQ. A further £214,164 was designated to fund the Talent Development programme.

Voluntary income raised was £459,740 and included within this are restricted funds to the value of £144,950.

£8,567 was paid as bursaries for talented individuals awarded scholarships to attend Jazz House kids in the USA.

During the year, the Trust granted £397,299 to TW to support the Talent Development programme.

We cannot thank our supporters enough for your ongoing contributions to the nurture of our young, emerging and established artists through the Learning, Outreach and Engagement programmes, and for all the artistic opportunities your financial and in-kind support enables.

We thank you also for supporting the immensely hardworking, committed TW team that delivers the activity on behalf of the Trust and continues consistently to produce outstanding results not only in creative terms but in the artists themselves. The trustees deeply appreciate all those who have made gifts of funds, instruments, equipment, space or time in support of our mission.

The Balance sheet on page 24 details the financial position of the charity and show net assets of £494,106 (2024: £446,662).

### CASE STUDY: EMMANUEL AMPONG (17) | DRUMS

Joined 2020

*Emmanuel's promise as a jazz musician was already being fuelled as a 12-year-old welcomed onto the Warriors young artist development programme. With five years of the programme under his belt, he has just won a place at the Royal Academy of Music.*

*"I'm very fortunate to have been taught by some of the best musicians in the country at Warriors. I've had amazing opportunities, from masterclasses with the world's best to even getting to learn more about this music in the States. I'm grateful for the support that Warriors provide, from both teachers and students alike and am always excited to see who and what's up next!"*



### CASE STUDY: LAUREN BREEN (20) | ALTO SAX

Joined 2022

*Lauren's journey with Warriors has seen her flourish through The Collective, our dedicated development sessions for female-identifying musicians, entirely focused on closing the gender gap. As a result, she's now encouraging the next generation of jazz musicians as a Music Assistant on our schools' outreach programme.*

*"I think it is incredibly important to have a female-and non-binary only space to play jazz as it's so common to always be in the minority as women. Often, we don't have as much access to jazz and so having this specialist series really helps to promote that jazz is for everyone. My technique has improved, and I'm excited about supporting as a Music Assistant to inspire others!"*



## Reserves Policy

Tomorrow's Warriors Trust's policy on unrestricted reserves is as follows: "In order to ensure the smooth running of the Charity and help guarantee the provision of funding for the talent development programme delivered through Tomorrow's Warriors Limited, Tomorrow's Warriors Trust's reserves policy is to maintain unrestricted reserves equivalent to 12 months of its annual gross expenditure budget".

Designated funds cover c. 9 months of relevant expenditure (2025-26 budget is £500,000); therefore, the free reserves target is to cover c. 3 months. At the year end, the charity held free reserves of £66,155 (calculated as General Funds balance, £88,634 less value of fixed Assets, £22,479) equivalent to more than 2 months' worth of operating expenditure. The trustees consider this level of reserves to be appropriate for the charity's current activities and financial commitments. The trustees regularly review the reserves policy to ensure it remains aligned with the charity's needs and strategic objectives.

## Risk management

The Trustees assess the major risks to which the charity is exposed and implement systems to mitigate both financial and non-financial risks. The Trustees review the Risk Register when required, but at least annually.

## Plans for future periods

Tomorrow's Warriors Trust will prioritise five key areas:

1. Increase capacity within TW's programmes to enable more young people to access development opportunities.
2. Support development of the TW Partnership Network to increase opportunity and reach.
3. Review and strengthen our governance structure with the appointment of a new Chair, a trustee with legal expertise and our first official Patrons for the charity.
4. Increase capacity by developing the existing TW team and recruitment in key areas covering fundraising, talent development, schools/community outreach and production.
5. Progress plans to secure, through a capital project, a permanent home for TW, giving the organisation security and the potential to develop revenue.

## Structure, governance and management

Tomorrow's Warriors Trust is a company incorporated in England and Wales under the Companies Acts and limited by guarantee (company registration number 08341045).

***"No single organisation has exerted a more profound or beneficial influence on jazz in Britain than Tomorrow's Warriors."***

RICHARD WILLIAMS | The Blue Moment

***"Tomorrow's Warriors remain the musical heart of the British jazz scene."***

CERY MATTHEWS | Musician, Author and Broadcaster

The company is a registered charity (charity registration number 1153613) and is governed by its Memorandum and Articles of Association.

Its directors, who operate in a similar fashion to trustees of unincorporated charities, are elected by its members. The current directors are as set out below.

The directors undergo training either through courses or functional experience. Arrangements have been made for the induction of new trustees.

The charity does not employ any staff. Decisions of the charity are taken by the directors at board meetings.

The directors have examined the major strategic business and operational risks which the charity faces and confirms that systems have been established to enable regular reports to be made so that necessary steps can be taken to manage these risks.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

V J Broughton	
Dr M Y Busby CBE	
S Abbott	
C Panayi	
N S O'Donnell	
N Cornforth	
C R George	
A W P Comber FCA (Treasurer)	
O G Fagbemi FCMI (Secretary)	Appointed 31 July 2025
J Nelson MBE	Appointed 31 July 2025
T Okunniwa MBE (Chair)	Appointed 11 August 2025

## Recruitment and appointment of trustees

Trustees will be able to demonstrate an ability to support, promote and lead development of the charity. They will have an area of expertise that will enhance the work of the Trustees and contribute to the achievement of the charity's objectives.

New Trustees undergo induction training to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the objectives and financial performance of the charity. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The Trustees report was approved by the Board of Trustees.

O G Fagbemi FCMI - Company Secretary  
Director and Trustee

Date: 18 December 2025







**Brick Lane Jazz Festival**

*Tomorrow's Warriors Lineup*

**Friday 26.04**  
Tomorrow's Warriors Frontline  
Christ-Stéphane Boizi // Jam

**Saturday 27.04**  
Mali Sheard // Miranda Radford  
Big Massive // David Kayode

**Sunday 28.04**  
Junior band jam // KIKIMIKI  
Abeng // BLX x LDN Interp

*At Brick Lane*





# We Out Here

15 - 18 August

Wimborne St Giles, Dorset

**TOMORROW'S  
WARRIORS**

## TOMORROW'S WARRIORS BIG TOP

### THURSDAY 15 AUGUST

19.05 - 19.45  
20.15 - 21.00

JOTI  
ABENG

### SATURDAY 17 AUGUST

13.00 - 13.30  
14.00 - 14.30  
14.50 - 15.30  
16.00 - 16.30  
16.30 - 17.15  
17.40 - 18.25  
18.55 - 19.40  
20.15 - 21.00

SHANISE HALL  
MIRANDA RADFORD  
ALLEXA NAVA  
BIG MASSIVE  
WARRIORS JAM  
DAVID KAYODE  
MADDY COOMBS  
CASSIUS COBBSON

### FRIDAY 16 AUGUST

12.30 - 13.00  
13.15 - 13.45  
14.15 - 14.45  
15.15 - 15.45  
16.15 - 16.45  
16.45 - 17.40  
18.10 - 18.55  
19.35 - 20.20

TW JUNIOR BAND  
KIKIMIKI  
KEZIA ABUOMA  
KY OSBORNE  
EMILY TRAN  
WARRIORS JAZZ JAM  
DONOVAN HAFFNER  
TESS HIRST

### SUNDAY 18 AUGUST

12.30 - 13.00  
13.25 - 14.05  
14.50 - 15.30  
16.00 - 16.30  
16.45 - 17.30  
18.00 - 18.45  
19.15 - 20.15

TW YOUTH ENSEMBLE  
TW FRONTLINE  
TW BIG BAND  
WARRIORS JAZZ JAM  
KIANJA  
CHRIST-STÉPHANE BOIZI  
BXL x LDN INTERPLAY

# **TOMORROW'S WARRIORS TRUST**

## **INDEPENDENT EXAMINER'S REPORT**

### **TO THE TRUSTEES OF TOMORROW'S WARRIORS TRUST**

I report to the trustees on my examination of the financial statements of Tomorrow's Warriors Trust (the Charity) for the year ended 31 March 2025.

#### **Responsibilities and basis of report**

As the trustees of the Charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the Charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the Charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Since the Charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 386 of the Companies Act 2006.
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

---

Berish Hoffman FCA  
Landau Morley LLP  
325-327 Oldfield Lane North  
Greenford  
Middlesex  
UB6 0FX

Date: 18 December 2025

# TOMORROW'S WARRIORS TRUST

## STATEMENT OF FINANCIAL ACTIVITIES

### INCLUDING INCOME AND EXPENDITURE

### FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
<b>Income from:</b>							
Donations and legacies	3	314,790	144,950	459,740	85,846	201,074	286,920
Investments	4	10,569	-	10,569	-	-	-
<b>Total income</b>		<u>325,359</u>	<u>144,950</u>	<u>470,309</u>	<u>85,846</u>	<u>201,074</u>	<u>286,920</u>
<b>Expenditure on:</b>							
Raising funds	5	8,971	-	8,971	8,090	-	8,090
Charitable activities	6	410,252	3,642	413,894	7,201	170,337	177,538
<b>Total expenditure</b>		<u>419,223</u>	<u>3,642</u>	<u>422,865</u>	<u>15,291</u>	<u>170,337</u>	<u>185,628</u>
<b>Net income/(expenditure)</b>		(93,864)	141,308	47,444	70,555	30,737	101,292
Transfers between funds							
		332,077	(332,077)	-	-	-	-
<b>Net movement in funds</b>		<u>238,213</u>	<u>(190,769)</u>	<u>47,444</u>	<u>70,555</u>	<u>30,737</u>	<u>101,292</u>
<b>Reconciliation of funds:</b>							
Fund balances at 1 April 2024		<u>114,585</u>	<u>332,077</u>	<u>446,662</u>	<u>44,030</u>	<u>301,340</u>	<u>345,370</u>
<b>Fund balances at 31 March 2025</b>		<u>352,798</u>	<u>141,308</u>	<u>494,106</u>	<u>114,585</u>	<u>332,077</u>	<u>446,662</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

# TOMORROW'S WARRIORS TRUST

## BALANCE SHEET AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
<b>Fixed assets</b>					
Tangible assets	11		22,479		-
<b>Current assets</b>					
Debtors	12	25,120		204	
Cash at bank and in hand		518,172		511,753	
		543,292		511,957	
<b>Creditors: amounts falling due within one year</b>	13	(47,716)		(36,178)	
Net current assets			495,576		475,779
<b>Total assets less current liabilities</b>			518,055		475,779
<b>Creditors: amounts falling due after more than one year</b>	14		(23,949)		(29,117)
<b>Net assets</b>			494,106		446,662
<b>Income funds</b>					
Restricted funds	15		141,308		332,077
Unrestricted funds:					
Designated funds		264,164		50,000	
General funds		88,634		64,585	
Unrestricted funds	16		352,798		114,585
			494,106		446,662

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 19 December 2025.

V J Broughton  
Director and Trustee

A W P Comber FCA - Treasurer  
Director and Trustee

Company Registration No. 08341045

# TOMORROW'S WARRIORS TRUST

## NOTES TO FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

### 1 Accounting policies

#### Charity information

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 1st Floor, 73 Canning Road, Harrow, Middlesex, HA3 7SP.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to support the current level of expenditure and to continue in operational existence for the foreseeable future.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds are funds that have been set aside from unrestricted funds for specific purposes by the Trustees.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

#### 1.4 Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. Income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

#### 1.5 Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of the financial activities to which it relates.

Expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods. Expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries.

# TOMORROW'S WARRIORS TRUST

## NOTES TO FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

### 2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### 3 Donations and legacies

	Unrestricted funds	Restricted funds	Total 2025	Total 2024
	£	£	£	£
Donations	204,657	-	204,657	170,431
Grants	110,133	144,950	255,083	116,489
	<u>314,790</u>	<u>144,950</u>	<u>459,740</u>	<u>286,920</u>
<b>For the year ended 31 March 2024</b>	<u>85,846</u>	<u>201,074</u>	<u>-</u>	<u>286,920</u>
<b>Donations and legacies comprised:</b>				
Donations received from Individuals	119,490	-	119,490	111,286
Gift Aid	12,961	-	12,961	10,927
Other donations received	72,206	-	72,206	48,218
	<u>204,657</u>	<u>-</u>	<u>204,657</u>	<u>170,431</u>
<b>Grants from corporates, trusts and foundations:</b>				
Kusuma Trust UK	-	-	-	10,000
PPL	-	-	-	10,000
National Philanthropic Trust	10,000	-	10,000	10,000
Max Reinhardt Charitable Trust	-	10,000	10,000	5,000
Cognitive BI	16,250	-	16,250	4,250
Old Possum's Practical Trust	10,000	30,000	40,000	30,000
D'Addario Foundation	-	1,950	1,950	2,334
The Fellfoot Charitable Trust	2,500	-	2,500	2,500
The Premises Music Education Programme	1,200	-	1,200	3,200
The Sigrid Rausing Trust	25,000	-	25,000	-
Universal Music Group - DECCA Records	20,000	-	20,000	20,000
Henri Selmer Paris	-	-	-	4,096
The Atkin Foundation	10,000	-	10,000	-
Jack Petchey Foundation	-	3,000	3,000	-
Paul Hamlyn Foundation	-	100,000	100,000	-
Adobe Employee Community Fund	15,183	-	15,183	15,109
	<u>110,133</u>	<u>144,950</u>	<u>255,083</u>	<u>116,489</u>

# TOMORROW'S WARRIORS TRUST

## NOTES TO FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

### 4 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	10,569	-

### 5 Raising funds

	2025 £	2024 £
Staging fundraising events	8,971	8,090
	8,971	8,090

### 6 Expenditure on charitable activities

	2025 £	2024 £
<b>Direct costs</b>		
Talent Development	397,299	162,334
Grant funding of activities to individuals	8,567	8,003
<b>Share of support and governance costs (see note 7)</b>		
Support	3,901	1,878
Governance	4,127	5,323
	413,894	177,538
<b>Analysis by fund</b>		
Unrestricted funds	410,252	7,201
Restricted funds	3,642	170,337
	413,894	177,538

# TOMORROW'S WARRIORS TRUST

## NOTES TO FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

### 7 Support costs allocated to activities

	Charitable activities 2025 £	Total 2024 £
Finance cost	2,052	1,421
Insurance	337	299
Sundry	680	158
Office cost	832	-
	<hr/>	<hr/>
Total support costs	3,901	1,878
Governance costs	4,127	5,323
	<hr/>	<hr/>
	8,028	7,201
	<hr/>	<hr/>
	2025 £	2024 £
<b>Governance costs comprise:</b>		
Audit fees	900	900
Legal and professional	3,000	3,600
Conference & office meetings	227	823
	<hr/>	<hr/>
	4,127	5,323
	<hr/>	<hr/>

### 8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

### 9 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Total	-	-
	<hr/>	<hr/>

There were no employees whose annual remuneration was more than £60,000.

### 10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

# TOMORROW'S WARRIORS TRUST

## NOTES TO FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

### 11 Tangible fixed assets

	Musical instruments £
<b>Cost</b>	
Additions	22,479
Disposals	-
	<hr/>
At 31 March 2025	22,479
	<hr/>
<b>Depreciation</b>	
Depreciation charged in the year	-
	<hr/>
At 31 March 2025	-
	<hr/>
<b>Carrying amount</b>	
At 31 March 2025	22,479
	<hr/>
At 31 March 2024	-
	<hr/>

### 12 Debtors

	2025 £	2024 £
<b>Amounts falling due within one year:</b>		
Other debtors	4,878	-
Prepayments and accrued income	20,242	204
	<hr/>	<hr/>
	25,120	204
	<hr/>	<hr/>

### 13 Creditors: amounts falling due within one year

	2025 £	2024 £
Bank loans	5,127	5,010
Trade creditors	3,000	-
Other creditors	13,689	10,268
Accruals and deferred income	25,900	20,900
	<hr/>	<hr/>
	47,716	36,178
	<hr/>	<hr/>

Included within accruals is deferred income of £25,000 (2024: £nil) for the Harlem Renaissance project "The Blackbird and the Duke", concert held on 13th September 2025.

# TOMORROW'S WARRIORS TRUST

## NOTES TO FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

### 14 Creditors: amounts falling due after more than one year

	2025 £	2024 £
Bank loans	23,949	29,117

### 15 Restricted funds

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
Restricted funds - Talent Development Programme	332,077	44,950	(3,642)	(332,077)	41,308
Restricted funds - Staff Capacity Building	-	100,000	-	-	100,000
	<u>332,077</u>	<u>144,950</u>	<u>(3,642)</u>	<u>(332,077)</u>	<u>141,308</u>
<b>Previous year:</b>	<b>At 1 April 2023 £</b>	<b>Incoming resources £</b>	<b>Resources expended £</b>	<b>Transfers £</b>	<b>At 31 March 2024 £</b>
Restricted funds - Talent Development Programme	301,340	201,074	(170,337)	-	332,077

The restricted funds of the charity comprises the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used. The purpose of these are for the talent development of young artist and capacity building.

# TOMORROW'S WARRIORS TRUST

## NOTES TO FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

### 16 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used.

	Movement in funds				
	Balance at 1 April 2024	Incoming resources	Resources expended	Transfers	Balance at 31 March 2025
	£	£	£	£	£
General funds	64,585	33,048	(8,999)	-	88,634
Designated funds - Capital Fund Development	50,000	-	-	-	50,000
Designated funds - Talent Development Programme	-	292,311	(410,224)	332,077	214,164
	<u>114,585</u>	<u>325,359</u>	<u>(419,223)</u>	<u>332,077</u>	<u>352,798</u>

The Designated funds have been set aside out of unrestricted funds by the trustees for specific purposes.

At the balance sheet date, the trustees transferred £332,077 from restricted funds to unrestricted designated funds, following the removal of the restrictions placed on the funds.

### 17 Analysis of net assets between funds

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£	£	£	£
Fund balances at 31 March 2025 are represented by:						
Tangible assets	22,479	-	22,479	-	-	-
Current assets	354,268	141,308	495,576	143,702	332,077	475,779
Long term liabilities	(23,949)	-	(23,949)	(29,117)	-	(29,117)
	<u>352,798</u>	<u>141,308</u>	<u>494,106</u>	<u>114,585</u>	<u>332,077</u>	<u>446,662</u>

### 18 Related party transactions

#### Transactions with related parties

During the year the Charity:

- received donations totalling £24,854 (2024: £14,888) from trustees or organisations affiliated to the trustees of the Charity.
- paid donations totalling £397,299 (2024: £162,334) to Tomorrow's Warriors Limited, a connected party.
- incurred expenses totalling £13,689 (2024: £10,268) recharged from Tomorrow's Warriors Limited to the Charity.
- received musical instruments valued at £22,479 (2024: £nil) from Tomorrow's Warriors Limited.

The Charity is controlled by an independent board of Trustees who carry out the day to day operations and have no connection with Tomorrow's Warriors Limited.



# TOMORROW'S WARRIORS

inspiring musicians inspiring music

TO FIND OUT MORE ABOUT TOMORROW'S WARRIORS, INCLUDING HOW YOU CAN CHAMPION THE NEXT  
GENERATION OF EXCITING JAZZ TALENT, SPONSOR OUR LIVE CONCERTS AND TOURS,  
OR OTHERWISE GET INVOLVED, PLEASE VISIT:

[www.tomorrowswarriors.org](http://www.tomorrowswarriors.org)