



# ANNUAL REPORT

2015



# Message from the Founder

There were so many special moments in 2015 but the one that stands out is that rainy day in May when I watched our first Form 6 graduates walk across the stage to accept their diplomas. It was a dream come true for those 61 young men and women and their parents and I am so blessed to share that moment with them and the thousands of supporters around the world who helped to ensure those dreams were realised.

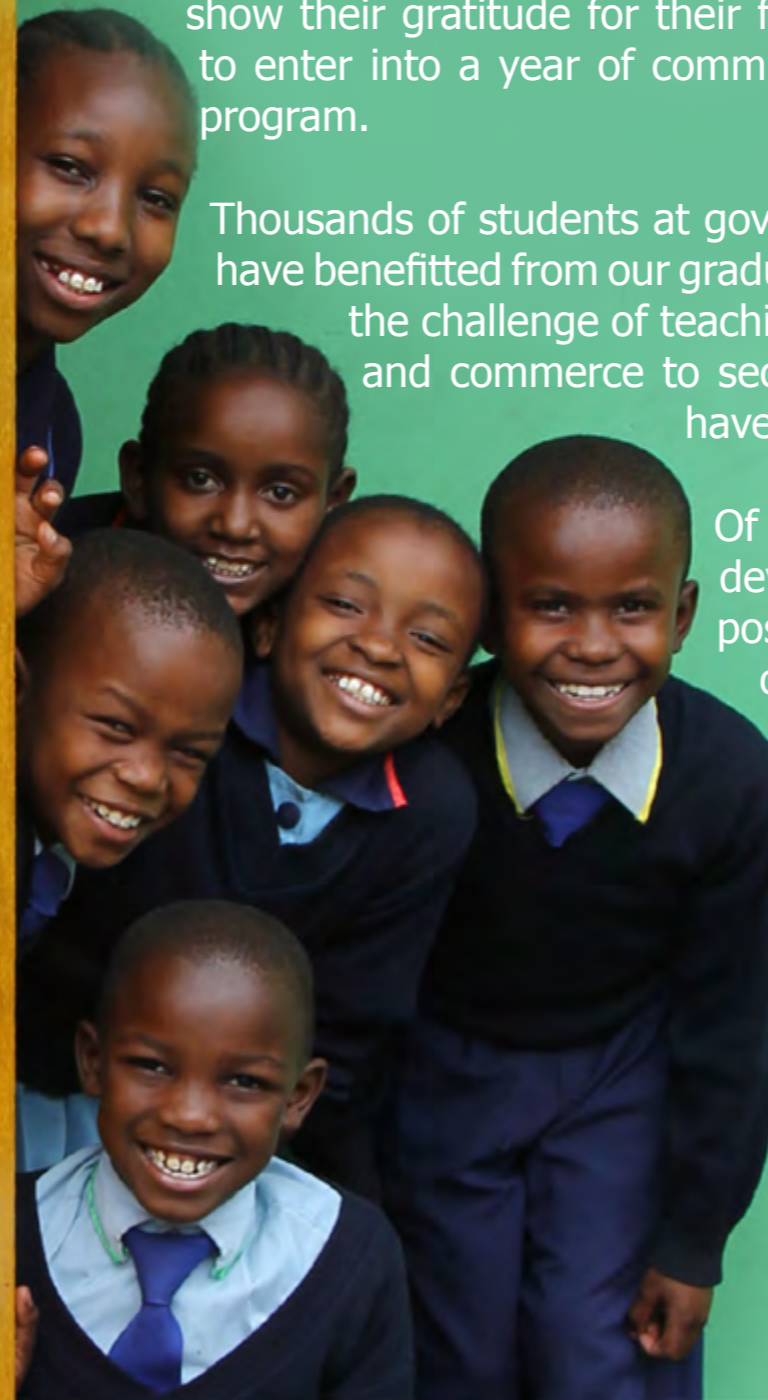
Also, I was really proud when the opportunity was given to those students to show their gratitude for their free, high-quality education that they chose to enter into a year of community service through the Beyond St Jude's program.

Thousands of students at government schools that were lacking teachers have benefitted from our graduates' skills and knowledge as they embraced the challenge of teaching mathematics, physics, chemistry, biology and commerce to secondary students who otherwise would not have had a teacher for a year.

Of course, the continual growth and development of St Jude's would not have been possible without the dedication and hard work of all staff members working closely with the school board and leaders, to ensure that the strategic goals we have in place are being met.

This report will highlight the steps we have in place to ensure our five-year plan is on track. Please enjoy reading about our achievements in 2015 and some of the milestones we have reached so far.

**- Gemma Sisia, Founding Director**



# Message from The School of St Jude Ltd Board

The School of St Jude Ltd Board and I are so impressed with all that the school has achieved this year, both inside and outside the gates.

Our students are amazing – there is no doubt about that – but St Jude’s impacts the lives of so many more people than those who attend the school. St Jude’s employs teachers, cooks and bus drivers from the local community and has supported countless local suppliers over the years.

2015 in particular was a great year for my fellow Tanzanians at St Jude’s. I am so pleased to see that 93% of the staff are now Tanzanian and that so many have been promoted to positions that were previously held by international employees.

I’m so proud to see someone as dedicated and hard-working as Felix - a long-serving employee who started as a bus driver - reach the position of manager in the Visitors team in 2015. His life has changed because of St Jude’s and he’s not alone.

The school continued promoting local staff to management positions across the business and operations offices. It is important our students see Tanzanian leaders – and they have so many to look up to right here at the school.

**- Bibiana Mardai, Chairperson of the Board**



# 2015 by the numbers



## Our supporters

3,729

Sponsors and donors fighting poverty

104

Countries represented

935

International visitors

## Our school

57%

Female students enrolled

124,000

Healthy meals per month

1,899

Students enrolled

1:16

Student to teacher ratio

## Our community

US\$4.8m

Injected into the local economy

11,000

The approximate number of students our graduates helped

21

Schools reached through Beyond St Jude's Community Service Year

19,256

Hours volunteering by our dedicated staff

## Our staff

318


Local staff members

93%

Local staff

1,895

People our staff members support with their salaries



Strategic Plan: 2012-2017

**1** Establish St Jude's as a Centre of Excellence for primary and secondary education.

# Leading the way in education

In 2015, we cemented our status as a centre of excellence in primary and secondary education - our results prove it! Our holistic education is preparing our students to succeed in all areas of life. Our students are excelling in academic pursuits, winning awards at competitions in the region, the nation and across the continent.

**CLICK HERE**  
**to read more about our**  
**amazing students.**



# Strategic Plan: 2012-2017



Establish a sustainable business model for the school and all its activities.



In 2015 a number of special projects advanced St Jude's goals for sustainability

We built an on-site maize mill, which means we can now buy grains in bulk during the high season when prices are low, and still provide fresh daily meals to our staff and students.

**CLICK HERE**  
to read more  
about these  
projects

We started a 10-acre farm. As well as providing the school with fresh fruit and vegetables, the *shamba* ('farm' in Swahili) will provide students with practical experience of modern farming techniques.

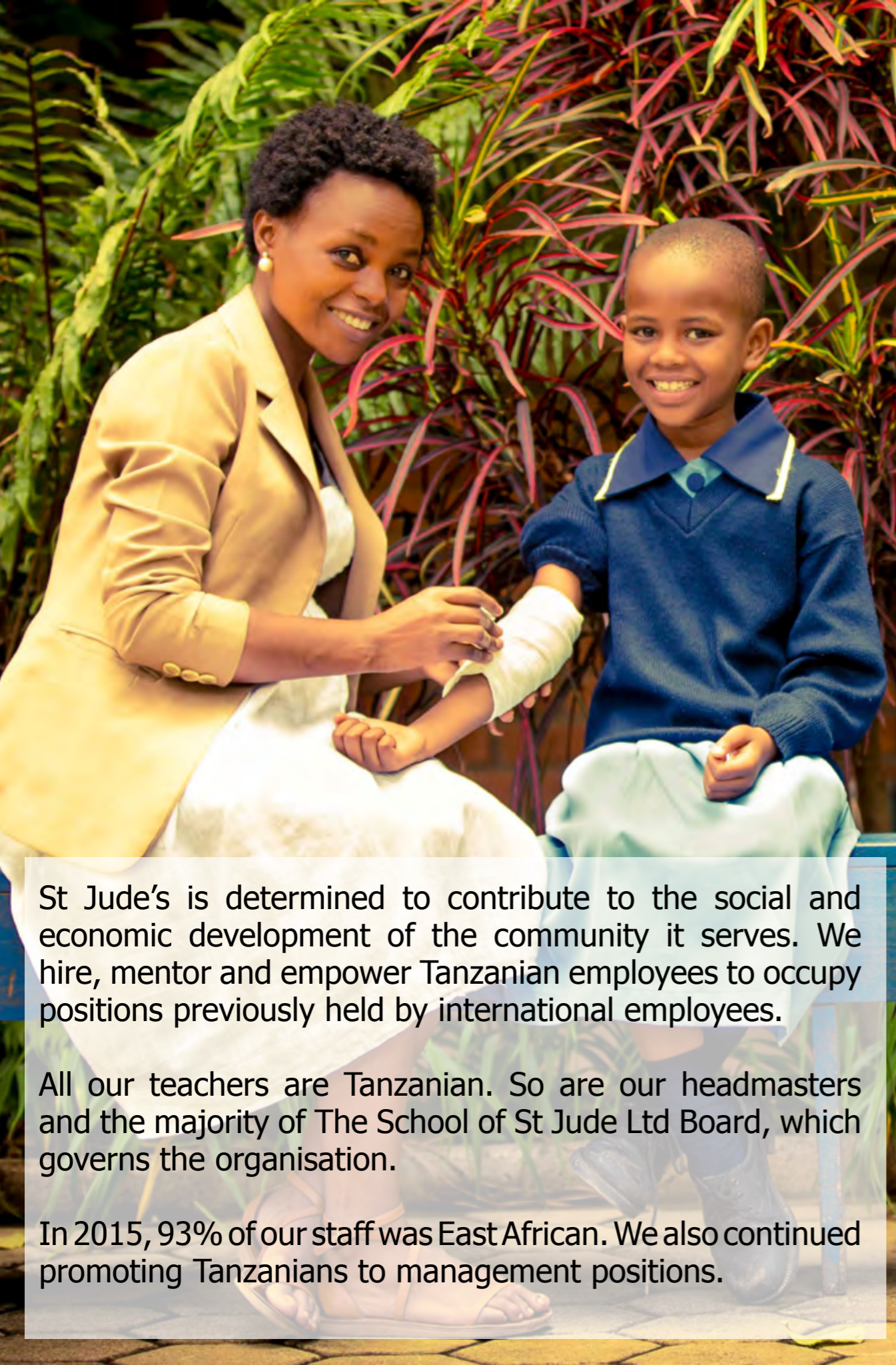
We added 27 solar water heaters across our three campuses, bringing the total number of heaters to 39. Solar energy allows us to use the sun to cut down on our costs and reduce our carbon footprint.



# 3

Plan and  
implement the  
professionalisation  
and localisation of  
roles and positions.





St Jude's is determined to contribute to the social and economic development of the community it serves. We hire, mentor and empower Tanzanian employees to occupy positions previously held by international employees.

All our teachers are Tanzanian. So are our headmasters and the majority of The School of St Jude Ltd Board, which governs the organisation.

In 2015, 93% of our staff was East African. We also continued promoting Tanzanians to management positions.



### **Felix Mollel Visitors Manager**

Felix began at St Jude's in 2005 as a bus driver. Using resources at the school, he taught himself to speak English and earned a spot in the Visitors team, where he was responsible for looking after international visitors.

He was also our first Tanzanian to tour in Australia and promote St Jude's. In July of 2015, Felix was promoted to Visitors Manager.

Felix has used the role to continue his professional development and provide mentoring to St Jude's students and graduates who volunteer in the Visitors team.



### **Victoria Thomas Accounts Manager**

After an international education that included schooling in Kenya and a Masters degree from the United Kingdom, Victoria started her accounting career in the Tanzanian city of Mwanza, where she spent two years as head of operations for a commercial company.

She later moved to Arusha, where she did accounting and internal audits for a range of companies through a consultancy firm.

In 2015, Victoria joined The School of St Jude, where she heads the Accounts team and manages an international team of accountants.

# Strategic Plan: 2012-2017



Expand the school support base beyond Australia and beyond sponsorship.



## American Friends receives 501c3 status

In 2015, The American Friends of The School of St Jude, Tanzania, Inc. received their 501c3 status in America. The organisation, which will serve as the official US fundraising arm for the school, will make it easier for Americans to support The School of St Jude.

## Kim travels far to spread the word

International Relations Director Kim Saville traveled to six countries across Europe, North America and New Zealand, meeting with supporters and holding public events to grow The School of St Jude's international profile.



## Rebel's pitch perfect in ambassador role

Hollywood star and longtime student sponsor Rebel Wilson continued to thrive in her role as St Jude's ambassador. She won \$10k for The School of St Jude during an appearance on The Ellen DeGeneres Show and used her vast social media following to promote the school!



Strategic Plan: 2012-2017

5

Complete the building, curriculum, staffing and student intake needs for Forms 5/6.



We completed the building, curriculum, staffing and student intake needs for our A-levels classes in 2014 when we had our first Form 6 class. We are prepared for these A-level classes for the years to come.



Establish a support system for St Jude's graduates to pursue post-secondary learning.





## Graduates give back with Beyond St Jude's program

More than 80% of our first Form 6 graduates tackled the problems in Tanzania's education system by volunteering as teachers at severely under-resourced government schools through Beyond St Jude's. The Community Service Year serves as a gap year where our students can give back to their local communities and gain workplace experience before embarking on higher education. In 2015 they reached more than 10,000 students. The Beyond St Jude's team also assists graduates in applying for universities and government loans, and manages sponsorship and scholarships for students.



**CLICK HERE**  
to learn more about  
our first Community  
Service Year.



Strategic Plan: 2012-2017

7 Establish efficient,  
effective and  
transparent  
management  
structures and  
processes.



It is a founding principle that The School of St Jude Ltd be efficient, effective and transparent.

St Jude's is governed by a group of leaders that make up The School of St Jude Ltd Board, which makes sure the school's mission and policies are maintained.

They support the management team and ensure that

strategic goals are being achieved within specific time frames. The primary and secondary schools have a statutory governance structure.

In 2015, we continued to improve our management structures and processes to remain transparent and accountable and help the school become more effective and efficient.

## The School of St Jude Ltd Board

Founding Director

Primary Committee

Secondary Board

Business Manager

Primary School Heads

Secondary Head

Business Leaders

Fundraising Leaders

We perfected the tendering process for bulk items, ensuring the best prices for items such as rice, beans, vegetables, stationery, fuel and building materials.

Our Directors signed off on Human Resources and Finance Manuals that will ensure our staff members continue to be efficient, productive and transparent.

A new electronic time management system has increased productivity and helped us to better manage the more than 300 employees across three campuses.

We've continued to work with internal and external auditors to increase transparency and ensure our policies and processes are as effective as possible.

# 8

Facilitate and assist improvements in teaching and learning in Tanzania.





We invite students and their teachers from schools in the region to participate in our science fairs, extra-curricular activities days and career days to promote excellence.



Our teachers host local schools for 'mock' national exams then work with other teachers in the region to review the results and reflect on best teaching practices.



Our upper primary school hosted lesson observations and facilitated a week-long professional development course for 60 teachers from the neighbouring Karatu region.

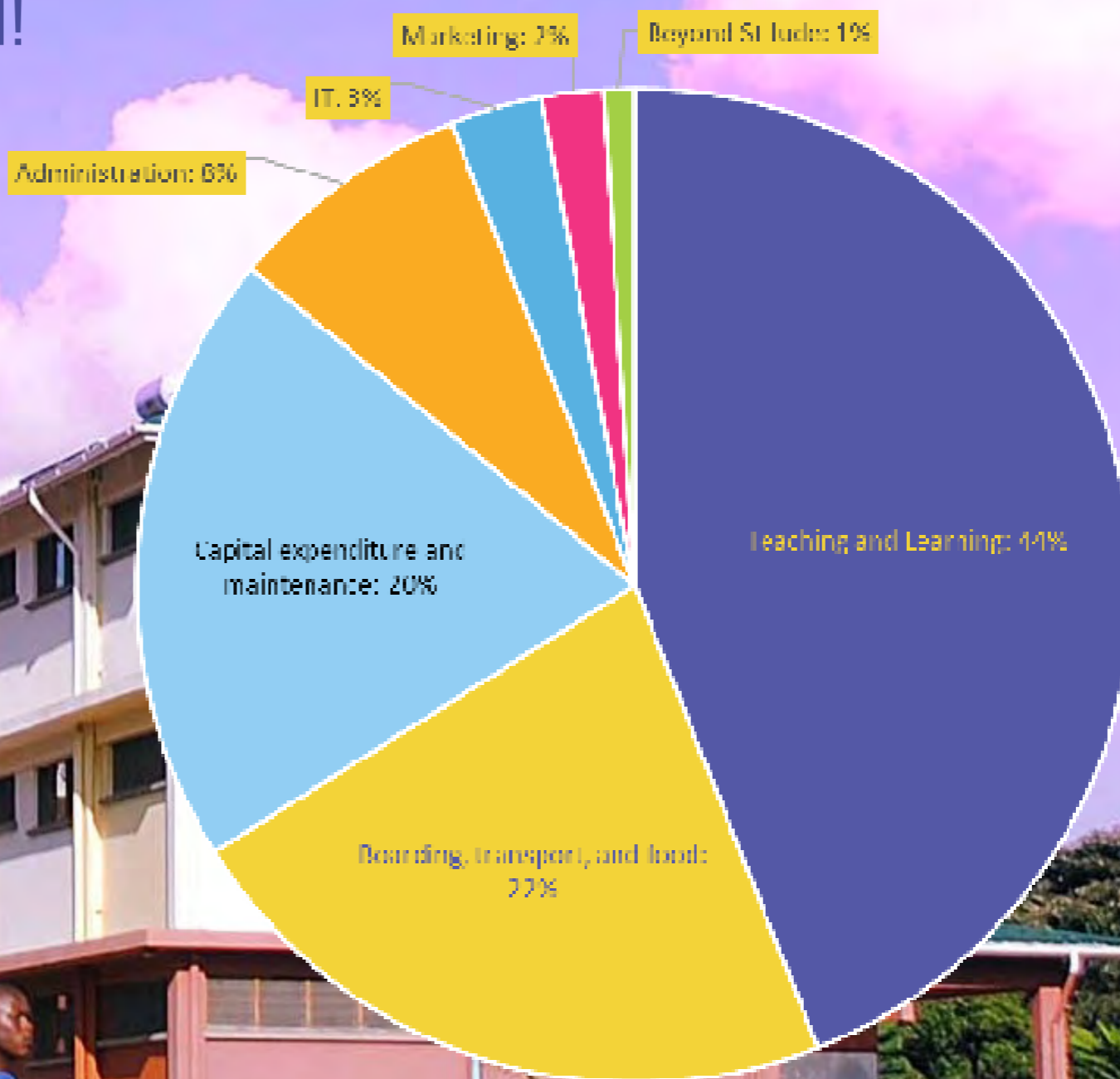
# Finances

## Income:

In 2015, The School of St Jude received \$4.7 million AUD from our amazing supporters around the world!

## Expenditures:

Our 2015 expenditures can be broken down into the following categories:





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**The School of St Jude**

**FIGHTING POVERTY THROUGH EDUCATION**

For more information contact: [info@schoolofstjude.co.tz](mailto:info@schoolofstjude.co.tz)