



**The School  
of St Jude**

Fighting poverty  
through education

# Annual Report

**2021**



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





## A Word from Founder, Gemma Sisia

In 2021, we've missed having international visitors on campus, but we've been hard at work nonetheless!

With the annual Australian fundraising tour off for another year, we decided to hold an online event, The St Jude's Special. Two of our Class of 2020 graduates, Ester and Victor, were hosts and they interviewed me and a number of inspiring alumni. If you haven't already watched, why not take a look?

Locally, we've made great progress increasing awareness of St Jude's this year. In July, a 60 person delegation from St Jude's was invited to visit the Tanzanian Parliament. They made the trip to Dodoma where they toured the parliament, were introduced to officials, and even met the Prime Minister. Opportunities like these aren't just exciting, they also help spread the word about St Jude's.

This year, we've redoubled our efforts to provide truly holistic education. To do so, we launched a new Sports Program with a greater number of sports, more coaches and upgraded equipment. So far, the students are loving it!

We also launched a ground-breaking ESL Program. Using an online program, students are improving their conversational English skills to become confident, fluent speakers.



Meanwhile, the St Jude's community has been working together to fight poverty through education. The St Jude's Spirit Program launched this year, as a way to appreciate and share stories about people all over the world who go above and beyond to help the future moral and intellectual leaders of Tanzania.

In June, we ran the most successful annual fundraising appeal in St Jude's history! Thank you to everyone who donated or shared the St Jude's story with friends and family.

In October we were happy to launch our beautiful, new website. This huge project had been on my wish list for years, so I was delighted to see it complete!

In December, we had a reason for celebration, or rather, 86 reasons! 86 Beyond St Jude's Tertiary scholars graduated from university, the largest cohort so far. Among this number were seven graduate doctors – the very first for St Jude's!

I'm so proud of all we've achieved together in 2021 and look forward to 2022 – our 20th birthday year!

- Gemma Sisia, Founder



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# 1.0 Our organisation







## 1.1 Our vision

An educated community of moral and intellectual leaders; fighting poverty in Tanzania.

## 1.2 Our mission

Our mission is to give bright, poor Tanzanian students a free, quality education so they can lead their family, community and country with respect, responsibility, honesty and kindness to growth and prosperity.

## 1.3 Our values

Our school values of Respect, Responsibility, Honesty and Kindness, establish the foundation for the success of our students, staff and school community.

## 1.4 Who are we

The School of St Jude is a pioneering leader in charitable education within Africa. We provide 1,800 students with free, quality education; 100's of graduates with access to higher education; and more than 10,000 government school students with volunteer teachers each year.

## 1.5 What we believe in

Our school strives for academic and moral excellence; we encourage students to do more than just succeed. We empower them to become community-focused leaders who challenge the status quo and find solutions to assist the 45 million Tanzanians living in poverty.

At St Jude's, we create a holistic environment that promotes the development of a well-rounded person; graduates who have fulfilled their academic potential as well as exhibiting respect, responsibility, honesty and kindness; young leaders who can think, reason and, above all, share this ethos with their community.

## 1.6 Who we help

St Jude's offers academic scholarships to students who come from a considerably poor background, yet demonstrate academic promise and a great attitude towards studies.

We feed them, house them, educate them, and ensure our students' wellbeing and future success. As a result, we have three schools filled with happy and healthy students in a country where children frequently drop out of school.



# 1.7 Year in review

## Our schools

**56%**

of our students are female

**66**

different tribes represented



**1 million**

meals served this year



**1,800**

students enrolled

## Our supporters

**2,072**

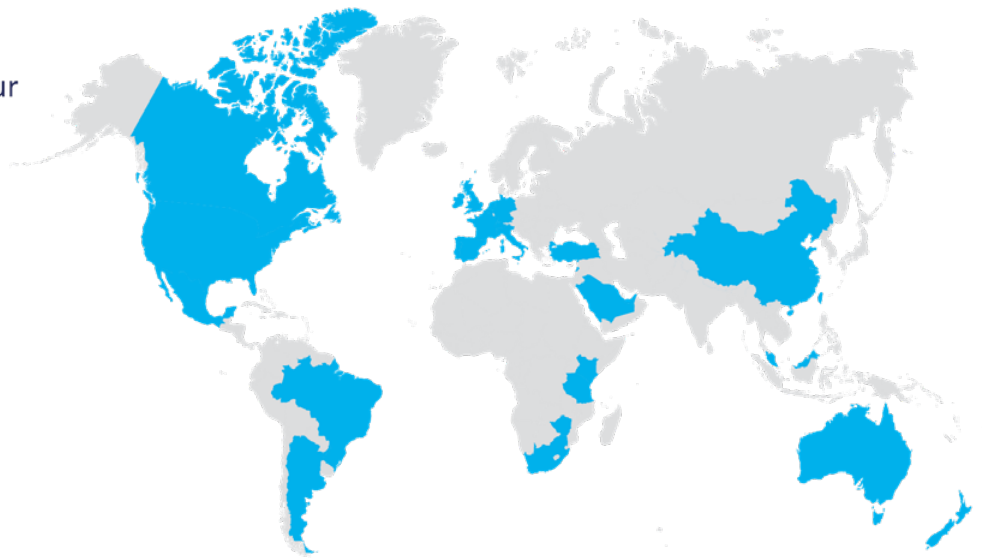
generous sponsors of our students' academic scholarships.

**28**

countries represented

**218**

international visitors due to the effects of COVID-19



## Beyond St Jude's

**85,000+**

government school students have benefited from St Jude's Community Service Year volunteers teaching key subjects like science and maths in their local school since 2015.



**512**

St Jude's graduates are currently pursuing higher education or participating in a the Community Service Year.

## Our community

**AU\$8.2 million**

is injected into the Arusha economy

**321**

staff are employed and 100% of academic staff are Tanzanian





## 2.0 Our schools







The School of St Jude provides free, quality education and living facilities to its students across three different schools. In 2021, 864 students were enrolled at Sisia Campus in St Jude's Primary School and St Jude's Girls' Secondary School in Moshono. 707 students were enrolled in Smith Campus in O and A Level at Usa River.

St Jude's provides boarding for 1,222 students from Standard 7 to Form 6.

## 2.1 Sisia Campus

### Moshono village

*Registered with the Tanzanian Ministry of Education.  
St Jude's Primary School Certificate no. AR. 02/7011  
St Jude's Girls' Secondary School Certificate no. S 5243*

After two years of operating we have successfully enrolled 427 girls at St Jude's Girls' Secondary School.

Our primary school facilitated the education of 437, our smallest intake yet as we bring our focus to secondary education. This campus, which was built on land gifted to St Jude's Founder, Gemma Sisia, is equipped with modern classrooms for students from Standard 1 to Standard 7 for primary and Form 1 to Form 4 for girls O Level secondary studies.

It also consists of three sports fields, two playgrounds, two well-stocked libraries, two dining and assembly halls and science and ICT labs.

The School of St Jude Head Office is also located in the middle of this campus.



## 2.2 Smith Campus

### Usa River village

Registered with the Tanzanian Ministry of Education. Certificate no. S.4459

During 2021, our secondary school campus was home to 350 O Level boys secondary students from Form 1 to Form 4 and 357 mixed A Level secondary students in Form 5 and 6; our largest intakes of secondary students to date. The secondary school campus is equipped with modern classrooms, boarding rooms for all students, science labs, a well-stocked library, sporting fields, a dining hall, an assembly hall and a five-acre vegetable farm.

## 2.3 Moivaro Boarding Campus

### Moivaro village

Just a short walk from Sisia Campus, is Moivaro Boarding Campus in Moivaro village. This campus provides the perfect home away from home for students from Standard 7 in primary and Form 1 to Form 4 in secondary. This modern boarding campus is equipped with a sporting field, study rooms, a dining and assembly hall, boarding rooms and everything our students need to focus on their life-changing education.

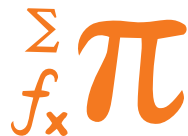




## 2.4 National Examination Results

### Standard 4

- 100% of students achieved A's or B's in their exams.
- 7th out of 80 schools in the Arumeru district.
- Top 0.1% of schools in the country.



### Standard 7

- 5th out of 69 schools in the Arumeru district.
- 12th out of 370 schools in the Arusha region.
- 100% of our students received A's or B's in their exams.



### Form 2

- 100% of students at the girls secondary school achieved Division I in their national assessment.
- Form 2 student, Geovin, ranked 1st in the country for his Form 2 national assessment.



### Form 4

- Our Form 4 boys are in top 1.1% of schools in Tanzania.
- Our Form 4 girls are in top 2% of schools in Tanzania.

### Form 6

- 125th out of 610 schools in Tanzania.
- 100% of our students passed their national exams.





# 3.0 Our graduates





## 3.1 Beyond St Jude's

The Beyond St Jude's (BSJ) Program was first introduced in 2015 to help our Form 6 graduates start the next stage of their lives, while continuing to develop their leadership potential and community spirit. BSJ is an optional program where St Jude's Form 6 graduates can apply to take part in a Community Service Year (CSY), as one way of giving back in appreciation for the free education they received at St Jude's.

During their community service, they personify the school's vision, voluntarily assisting in government schools, sharing the gifts of their education, or in various placements throughout St Jude's. Since 2015, our community service participants have voluntarily taught core subjects to over 85,000 students in local government schools who otherwise wouldn't have teachers in those areas.

Those who successfully complete their CSY may then be eligible to receive a BSJ scholarship to pursue higher education, enabling them to become the future professionals that their country needs.



- **129** St Jude's Form 6 graduates joined the Community Service Year.
- **86,288** students in under-resourced government schools have been taught by CSY volunteers since the program's inception in 2015. Approximately 16,000 students in 34 government schools were taught by our volunteers in 2021.
- **357** Beyond St Jude's tertiary scholars are attending universities/colleges throughout Tanzania.
- **86** BSJ scholars graduated from university in December 2021 bringing our total tertiary graduates to **140**.
- Our **first seven doctors** have graduated from university!



# A Story of Transformation

## Judica shares her story of transformation from one of the first St Jude's students into a thriving young professional.

Judica's story of transformation runs parallel to St Jude's own. When Judica started at St Jude's in 2003, there was one campus and less than 100 students. Today, Judica visits as a successful banker and St Jude's comprises three schools, three campuses, a ground breaking graduate program and more than 800 alumni.

In 2003, Judica was just eight years old. One day, her brother Ezekiel lifted her onto his motorbike and brought her to St Jude's for a Student Selection Day.

"There were so many of us at home we were nine children and I am the ninth. You can imagine it all of us in the same house and life was not so good. My parents were farmers, but they were farming on a very small scale. The harvests were little and it wasn't enough," she recalls. When Judica was offered a St Jude's scholarship it was a huge relief.

Each day, Judica walked to school. While the school has 26 buses today, at that stage there was only one. Since 2004, all students and staff have enjoyed daily hot lunch at school, but in those early days Judica and her classmates walked home for lunch as the school didn't yet have a kitchen!

Since then, a lot has changed for St Jude's and for Judica. "If you had asked me what I wanted to be when I started at school, I would have said, 'A policewoman'," she laughs. When Judica reached secondary school, however, she discovered a talent for business.

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It wasn't just her career aspirations which changed as Judica progressed through St Jude's. Her story changed as she sought leadership opportunities and worked towards her future. Judica moved from primary school to O Level (the first four years of secondary school) and then A Level (the final two years of secondary school). Voted Head Girl in both O Level and A Level, Judica gained opportunities to practise her role as a future leader. In her final school years, she studied book keeping, commerce and accounting.

In 2015, after 13 years of free education, Judica completed secondary school with the inaugural graduating class. She remembers week-long celebrations with crowds of supporters arriving from all over the world to be there.

Ever a pioneer, Judica was one of the first students to take part in the Community Service Year (CSY). The CSY is the first year of the Beyond St Jude's Program (BSJ) for Form 6 graduates.

Judica taught book keeping and commerce at a government secondary school. "It was the best moment of my time with St Jude's as I was giving back to the community," she says.

Soon it was time for Judica to begin her degree at the University of Dar Es Saalam, supported by Beyond St Jude's. "BSJ helped with the whole process of applications for universities. They visited us at university to see how we were doing.

That was really encouraging, to know that we had people who really cared about us, even after we finished school."

In 2019, Judica proudly graduated from university with a Bachelor of Commerce in Banking and Financial Services and her family and BSJ representatives made the trip to celebrate. "It was so exciting," she shares.

After university, Judica began working. "I was lucky because I got my first job just one week after I graduated. I was offered a job in one of the commercial banks as a Bank Officer," she smiles. In a country where youth unemployment is high, this is a testament to Judica's drive and great education.

After a year, an opportunity arose at the prestigious Bank of Tanzania, where Judica happily works today. With her salary, Judica lives independently and provides her family financial support. Her older siblings are working and things have improved for her parents. "They are living comfortably now. My parents are still farming, yes, but on a larger scale, and it's enough," Judica reports.

Just as St Jude's been transformed since its beginnings, so too has Judica. With a free, quality education and her commitment to making the most of each opportunity offered to her, Judica has realised the St Jude's vision. Where a bright but poor student once stood, now stands a young leader, fighting poverty in Tanzania.





# 4.0 Our people





## 4.1 Our Staff Leaders

### St Jude's Primary School

**Isaka Silomba**

*Headteacher*

**Ndaki Saguda**

*Deputy Headteacher – Academics*

**Judith Singibala**

*Deputy Headmaster – Operations*

**Reginald Mongi**

*Deputy Headteacher – Welfare and Discipline*

**Sr. Zawadi Syahanga**

*Deputy Headmaster - Boarding*

### St Jude's Girls' Secondary School

**Elimringi Nyange**

*Headmaster*

**Wilricky Oisso**

*Deputy Headmaster - Academics*

**Judith Singibala**

*Deputy Headmaster - Operations*

**Sr. Zawadi Syahanga**

*Deputy Headmaster - Boarding*



### St Jude's Secondary School

**Erespidus Fikiri**

*Headmaster*

**Emanuel Tsingay**

*Deputy Headmaster - Academics*

**Humphrey Nkya**

*Deputy Headmaster - Operations*

**Lodrick Msaki**

*Deputy Headmaster - Boarding*



### St Jude's Head Office

**Gemma Sisia** *Founder*

**Happy Malinzi** *Human Resources Manager*

**Johnbosco Heshima** *Finance Manager*

**Sarah Harrison** *Community Relations & Social Impact Manager*

**Laurian Mrema** *Facilities Manager*

**Kate Holland** *Marketing, People & Culture Manager*

**Nzinyangwa Mcharo** *Academic Manager*

**Vivian Deus** *Beyond St Jude's Manager*

**Rachael Hewes** *Sponsor and Donor Relations Manager*

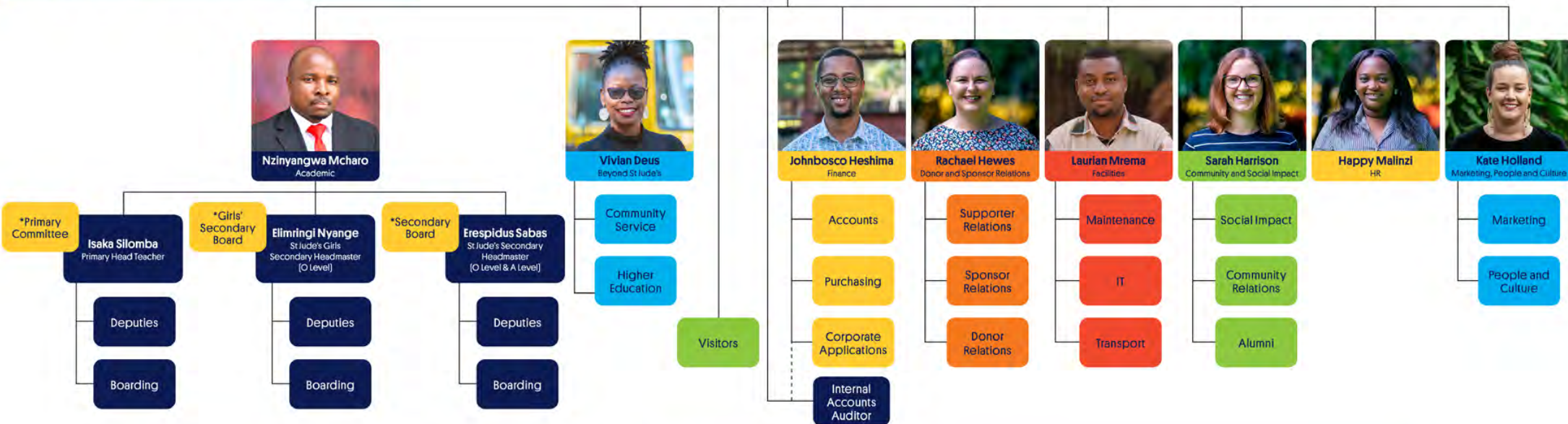


## 4.2 Our Organisational Structure



### \*Primary School Committee and Secondary School Boards

St Jude's complies with statutory requirements, operating under a Primary School Committee for the registered primary school, and a Secondary School Board for each of the registered secondary schools. These bodies are comprised of St Jude's staff, parents and local community representatives. Their statutory obligations include advising school management in relation to the Tanzanian Education Policy, and student enrolment and expulsion.



### The School of St Jude Board of Directors

The School of St Jude is registered as a non-governmental organisation (NGO) under the Non-Governmental Organisations Act, No. 24 of 2002 of Tanzania. It is a charitable organisation with accounts audited annually by an internationally recognised firm. The school is governed by a board of directors who use their expertise from a wide range of backgrounds to ensure that the school's mission and policies are followed. They support the management team and ensure that strategic goals are being achieved within specific timeframes.

### Parent Involvement at St Jude's

The School of St Jude is a success story not only because of its governance and hardworking staff but also its extended community of parents and guardians. The school strongly encourages parent involvement and is fortunate to have one parent representative on each of the school committees and boards. Five dedicated Parent Leaders oversee a larger committee of nearly 50 volunteer Parent Representatives. These representatives are voted in by the school community to act as spokespeople for all parents and guardians of St Jude's students.



### Parent Representative Duties:

- Visiting St Jude's families in their area of representation at least twice per year.
- Being a communication link between parents/guardians and the school.
- Informing school leaders of any student-related issues occurring in school or at home and mediate when necessary.
- Assisting Student Selection by visiting the home of prospective St Jude's students.
- Helping to find foster homes for students in additional need.
- Ensuring fellow parents/guardians abide by the parent expectations, which all parents sign yearly.
- Ensuring parents/guardians are rostered to be at the school bus stops for daily pick up and drop off of day students.
- Organising parents/guardians to volunteer their time at the school.



# 5.0 Our financials



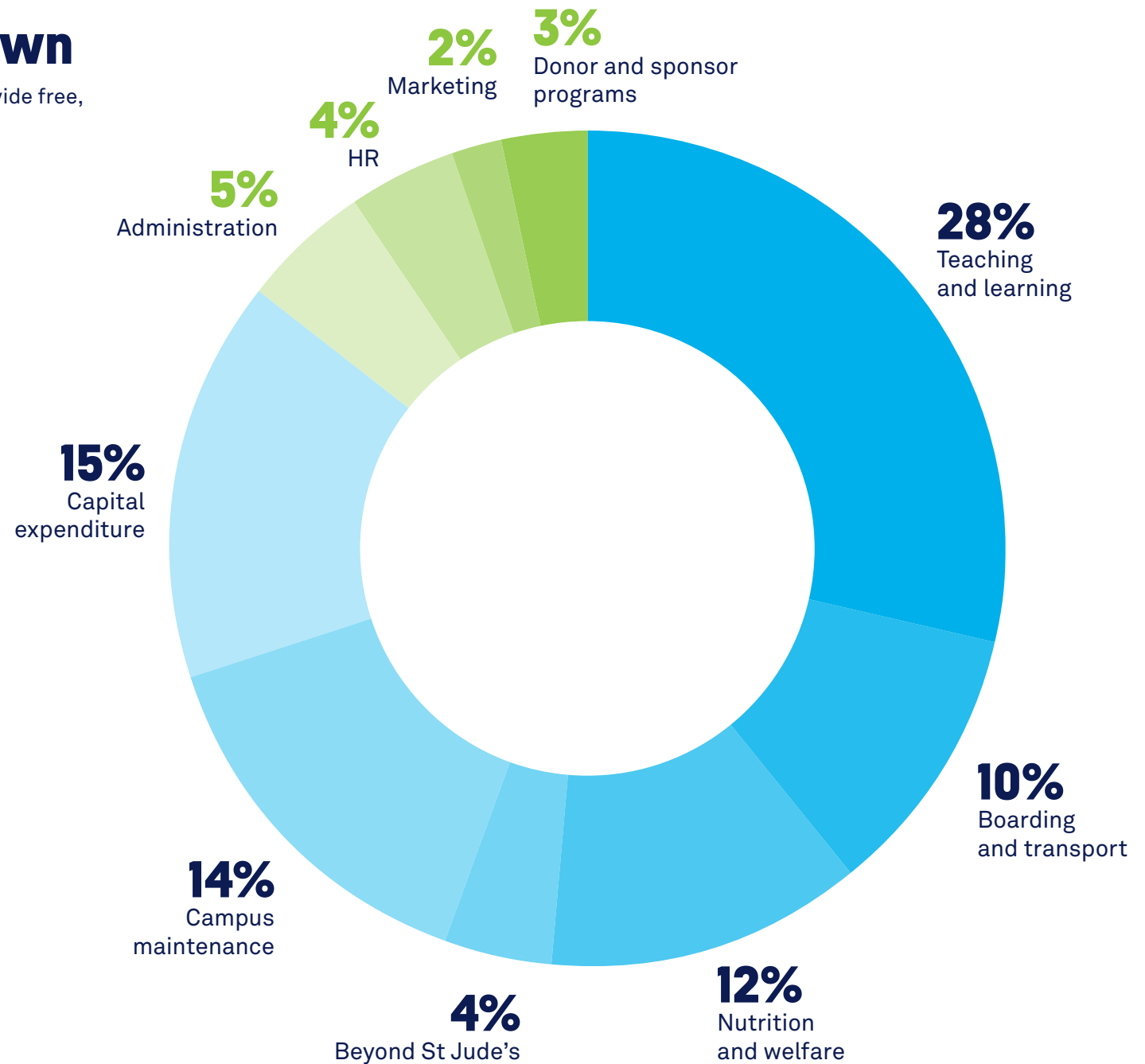




## 5.1 Spending breakdown

In 2021 it cost 13.6 billion Tanzanian shillings to provide free, quality education to our students.

- School
- Management



The School of St Jude injected AU\$8.2million into Arusha's local economy through purchasing from local suppliers and staff salaries.

AU\$0.97 of every dollar raised in Australia is made available to support The School of St Jude in Tanzania.



# 6.0 Our supporters







## 6.1 Super Supporters

**Our creative supporters think outside the box to help fight poverty through education.**

Fundraise, donate, sponsor or share our story – those are four main ways you can support St Jude's. Yet, time and time again, our supporters find the most creative ways to help St Jude's.

There are 3,407 St Jude's supporters which means there are 3,407 ways to support the school. These creative supporters challenge themselves to perform athletic feats, put their craft skills to the test, make speeches, bake cakes and host trivia evenings in order to help St Jude's fight poverty through education.

Today, we'd like to introduce you to one of our super supporters who got particularly creative to spread the word and raise funds for St Jude's.



## Chris and friends: A winning hand for St Jude's

Chris and his friends visited Tanzania and St Jude's in January 2020, just before COVID-19 turned the world upside-down. "We met the teachers, students and some of the families and it highlighted how important the school was in changing the lives of many, as well as for the future of Tanzania," he says.

When the group returned home to Australia, they knew they wanted to fundraise to help St Jude's. After some discussion, Chris, Jayson and Dan came up with a unique idea. "One of the guys is a part owner of a local brewery and we all liked playing poker so we thought it would be great to combine the two – a poker tournament in a brewery," Chris remembers.

So far, Chris and his friends have held two poker fundraisers. A portion of each player's entry fee is a donation to St Jude's and on the day of the tournament there's an auction to raise further funds for St Jude's.

"We have approximately 40 players who progress through a series of rounds to a final table," Chris explains. "We sent the message around to all of our friends and from there word of mouth has spread."

The tournaments have been a huge success, both in terms of fundraising and spreading the word about St Jude's. "Before we start the tournament we always explain to everyone our experience at St Jude's and why we are doing this... Everyone has been really supportive and many have dug deep in their pockets to donate more. It's great to see," Chris says.

To date, the friends have donated over AU \$5000 to the school following their poker tournaments.

We're so grateful for the way Chris and his friends have used their creativity to help St Jude's and excited to hear that they're planning another fundraising tournament for February 2022.

**Left No Strangers to a Challenge:** Left to right are Chris, Pedro, Dan and Matt at the summit of Mount Kilimanjaro in January 2020. All four friends were involved in the poker tournaments.

**Right A Poker Tournament and Fundraiser:** Players at one of the fundraisers.





## 6.2 A Virtual Roadshow

Meet St Jude's Form 6 graduates and ambassadors, Ester and Victor, in an online event with Gemma.

St Jude's is bringing Tanzania to you this year with The St Jude's Special. Usually, Founder, Gemma Sisia, along with a St Jude's graduate ambassador, would be making their way around Australia to connect with supporters and share the news about St Jude's. This year, Gemma, two extraordinary graduates, Ester and Victor, and some of our previous ambassadors will be making their way to your screens, wherever in the world you are.

Ester and Victor will be telling their stories in their own words, and while they tell them best, we'd like to introduce them to you today!

Both Ester and Victor are St Jude's Form 6 graduates from the Class of 2020, and commenced at St Jude's in primary school. They're excited to connect with the supporters who have made their education possible and continue to support them as they embark on their lives after school.

Victor and Ester are now midway through their Community Service Year (CSY) during which they are volunteering as teachers in local government schools. The CSY is part of the Beyond St Jude's (BSJ) Program, where participants spend one year giving back to the community before commencing further studies. Victor explains, "I am in a government school voluntarily teaching physics to Form 2 and Form 3. There are about 40 to 60 students in a class... two to three times as many as at St Jude's."

Ester is also teaching in a government school, where she teaches Civics to Form 1 students, about 300 in total. She's been looking forward to her CSY for a long time and loves that she can make a difference in her community.

"My brother and sister graduated from this school. There are good students here, but they lack resources... I wish sometimes I could have another year here!"

While the show doesn't require air travel or changing time zones like the usual tour, it will still put the graduates' public speaking skills to the test as they share their stories with you, our international supporters.

"At first, I was very nervous about it," says Victor, "But then I remembered that I am a teacher and I am always speaking to students. So I imagine that everyone watching is a student and then I can do it."

Ester too is ready to speak to St Jude's supporters from around the world. But she wasn't always so confident. "My family were surprised when I told them about this. My mum was like, 'Are you going to be able to do this? You're very shy,'" she laughs, before continuing.

"I want to say to people; St Jude's taught me how to live, how to be confident. I want to say to supporters; don't stop what you're doing, even though you're far away. You are changing the lives of thousands of people here in Tanzania."

There'll be some familiar faces at The St Jude's Special too. When you join the event, you'll get to reconnect with 2020 Ambassador, Judith, 2019

Ambassador, Godwin, 2017 Ambassador, Winrose and 2016 Ambassador, Dorice. For those of you who met these ambassadors on previous tours, there's a lot of exciting news to catch up on!

Victor and Ester will lead an engaging conversation with each of the past graduates so you can get to know them even better – and they already have their questions prepared!

"I'm really excited to see them," exclaims Victor. "I have lots of questions, like what are their experiences of moving to another country to study?"

Of course, the show is your chance to hear from Gemma about how St Jude's began and the school's progress over the last 12 months. A passionate presenter with an inspiring story to tell, Gemma loves to speak about St Jude's, and new and returning supporters will be captivated.





# 7.0 Support us







## 7.1 Contact Us

### Australian Fundraising, Donations, Media and Rotary Enquiries

Emily Umbers  
0497 084 528  
[australia@schoolofstjude.org](mailto:australia@schoolofstjude.org)

#### Use this contact for:

- Help or resources for a fundraising event in Australia
- Questions about Rotary and St Jude's
- Questions about donating goods to the school
- General enquiries if you are an Australian-based supporter
- Australian media opportunities
- Requests for information or interviews
- Help with publicity for your fundraising event

### General Enquiries

[info@schoolofstjude.co.tz](mailto:info@schoolofstjude.co.tz)

#### Use this email for:

- Questions about donating or sponsoring that are not answered in our Support Us FAQs
- Job or volunteering enquiries that are not answered in our Work With Us FAQs
- Information about visiting the school
- Help with planning your trip to Tanzania
- Marketing opportunities
- Information about visiting the school
- Help with planning your trip to Tanzania
- Any further information about the school

### Contact Gemma personally

[gemma.s@schoolofstjude.co.tz](mailto:gemma.s@schoolofstjude.co.tz)

### Postal addresses

#### Tanzanian postal address

The School of St Jude  
PO Box 11875  
Arusha, Tanzania, East Africa

#### Australian postal address

The School of St Jude  
PO Box 82  
Kew East VIC 3102

### To share in the good news follow us on social media



To find out more and make a contribution to our school head to our website at **[www.schoolofstjude.org](http://www.schoolofstjude.org)**





[schoolofstjude.org](http://schoolofstjude.org)



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