



**The School  
of St Jude**

Fighting poverty  
through education

# Annual Report

2022



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



# A Word from our Founder, Gemma Sisia

The year 2022 was astounding for The School of St Jude in many ways. Among many other things, we reached our 20th-anniversary, which means 20 years of fighting poverty through education!

The 20-year milestone was a unique opportunity to look back and reflect on what we have accomplished together. We have grown from just three students, to now three schools with 1,800 primary and secondary students, a thriving community service program, and a tertiary program with a growing number of alumni graduating with university degrees and becoming the professionals their communities need. A big thanks to you for continuing to partner with us!



At St Jude's, we always strive to give our students a truly holistic education, and so in 2022, we took our commitment a step forward. All staff at St Jude's from administrators to teachers, gardeners and drivers now has a second core duty as part of their role. Our multi-talented staff act as mentors or coaches in around 50 extracurricular clubs and 10 different sports. This is on top of their role tasks and will help inspire the next generation of Tanzanian professionals.

One of the biggest challenges of 2022 was global inflation. The rise in prices affected everyone in Tanzania, however, it was the elderly people that suffered the most. So in true St Jude's spirit, our students decided to do something about it. Led by the Student Government, they organised to help 400 elderly people from some of the poorest places in Arusha. These special packages contained a variety of staple food items. With support from St Jude's staff and international donors, our students achieved their goal and gave 400 elderly people a much needed day to remember for many years to come.

Despite facing a tight deadline with limited resources, 2022 saw the highest number of scholarship applicants for Form 1, the first year of secondary school in Tanzania. We also expanded our reach to include yet another region of central-northern Tanzania, Dodoma, bringing our total catchment area to four regions!

Lastly, I would like to highlight the intentional steps we are taking at St Jude's through localisation. We currently have more than 350 staff at The School of St Jude and over 98% of them are local Tanzanians.

- 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; 100s 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 children who learn, thrive and have the chance to dream big.







## 1.7 Year in Review

### Our schools

**53%**

students are female



**1,800**

students enrolled

**66**

different tribes  
represented

**1 million**

meals served

### Our supporters

**3,872**

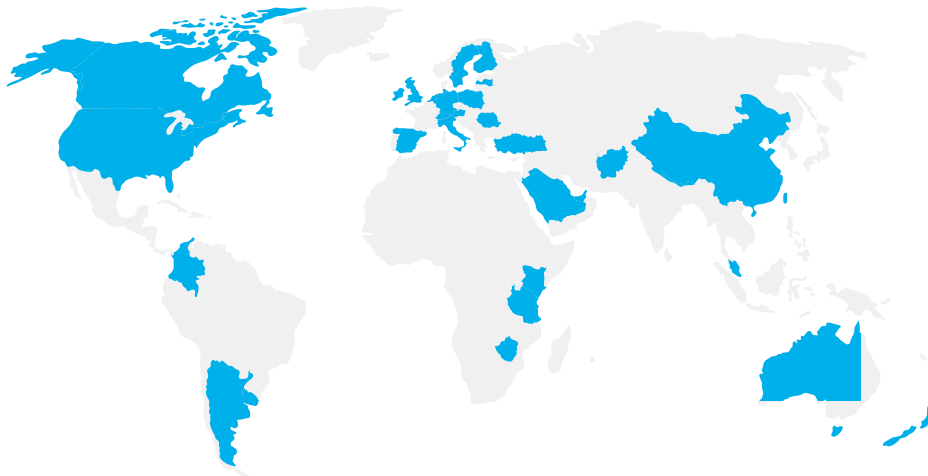
generous supporters

**31**

countries represented

**552**

international visitors



### Beyond St Jude's

**100,000+**

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



**550**

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

### Our community

**AU\$9.4 million**

is injected into the economy in Arusha

**321**

staff are employed and 100%  
of academic staff are Tanzanian



## 2.0 Our schools







# Our campuses

The School of St Jude provides free, quality education and living facilities to 1,800 students across three different schools. In 2022, we had 1,800 students across our three schools; St Jude's Primary and St Jude's Girls' Secondary School at Sisia Campus and St Jude's Secondary at Smith Campus. St Jude's provides boarding for 1,304 students from Standard 7 to Form 6.

## 2.1 Sisia Campus

### Moshono village

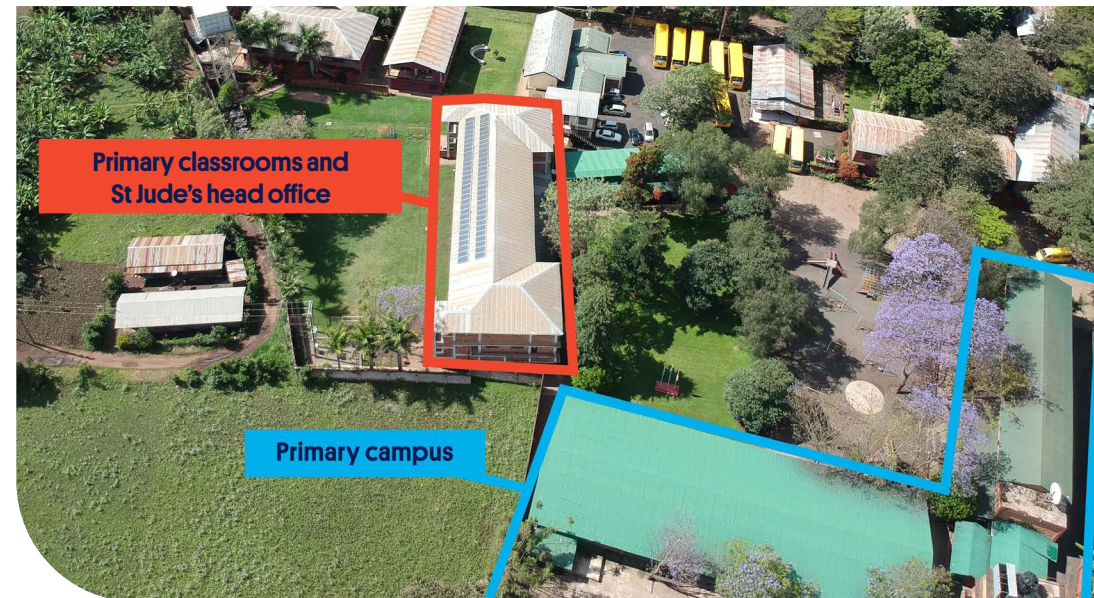
Registered with the Tanzanian Ministry of Education. St Jude's Primary School Certificate no. AR. 02/7011 St Jude's Girls' Secondary School Certificate no. S 5243.

Sisia Campus provides educational facilities for students attending both St Jude's Primary School and St Jude's Girls' Secondary School. The campus is also equipped with three sports fields, two playgrounds, two well-stocked libraries, two dining and assembly halls and science and information technology labs. This campus rests on a 10-acre piece of land that was gifted to St Jude's Founder, Gemma Sisia.

In 2022, three years after opening, St Jude's Girls' Secondary School had 410 students.

Our primary school educated 396 students, a smaller intake compared to previous years, as we bring our focus to secondary education.

The School of St Jude head office is also located in the centre of this campus.







## 2.2 Smith Campus

### Usa River village

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

Smith Campus is home to St Jude's Secondary School situated about 40km from Sisia Campus.

In 2022, our secondary school campus was home to 404 O Level boy secondary students from Forms 1 to 4 and 423 mixed A Level secondary students in Form 5 and 6. 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 Forms 1 to 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.





# 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 **100,000** 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 Tanzania needs.

- **79** St Jude's Form 6 graduates joined the Community Service Year.
- **100,000** students in under resourced government schools have been taught by CSY volunteers since the program began in 2015.
- More than **12,000** students in **23** government schools were taught by our volunteers in 2022.
- **372** Beyond St Jude's tertiary scholars are attending universities/colleges throughout Tanzania.
- **59** BSJ scholars graduated from university in December 2022 bringing our total tertiary graduates to **201**.







## 3.2 Going the extra mile

### St Jude's alumni are extending their impact through the Alternative Pathways Program

At least once a week, Hamisi, a college student pursuing a Diploma in Computer Science and Technology, sets out from his college in downtown Arusha to a government school on the fringe of the city. Once there, he trains teachers how to use computer software programs such as Microsoft Excel and Word.

“Our school has close to **5,000 students**,” explains Ms Dorothea, a teacher at the school. “Updating, managing, and tracking all student data is not an easy task,” she adds.

Initially, Ms Dorothea and her team would manually fill the students’ data one by one into their school’s system, an arduous process that took days and sometimes weeks to complete.

“Thankfully, a young man showed up for a volunteering spell at our school and showed us the powerful automation of computers,” says Dorothea excitedly. “With Excel, for instance, we could compile and grade examination results within a day or two – a task that used to take us at least a week of exhausting work,” she explains.

Hamisi first arrived at the government school as one of the **35 volunteers** sent to assist under-resourced government schools around Arusha as part of the Alternative Pathways Program (APP) for Form 4 graduates of St Jude’s.

**Right Showing the Ropes:** Hamisi equips government school teachers with computer programs to simplify their work.





In Tanzania, the first four years of secondary school are called Ordinary Level (O Level) studies; from Forms 1 to 4. These are typically followed by the final two years of secondary education which are called Advanced Level (A Level); Forms 5 and 6. The APP allows Form 4 graduates (O Level) to pursue a diploma or certificate at college instead of the traditional St Jude's A Level pathway through secondary school after a semester of community service.

“During my time at St Jude’s, I developed a deep interest in computer studies. By the time I graduated Form 4, I was confident in my future career path and promptly opted for APP,” says Hamisi.

His sentiments are echoed by Avity, who coordinates community service for Beyond St Jude’s (BSJ) scholars.

“Although APP was launched rather recently, it has become quite popular among Form 4 (O Level) graduates looking for an accelerated route to a career. We started with six students in 2020, and since then more students have been opting for APP,” explains Avity.

As part of the program, APP scholars volunteer for a semester of community service at a government school ahead of their college studies. They typically assist with administrative tasks, exam marking, tutoring, and other areas of need within the schools.

“Studying at St Jude’s instilled in me the spirit of giving and community service, so, I was very excited at the opportunity to volunteer,” Hamisi says.

This is demonstrated by Hamisi’s willingness to continue volunteering even after completing his Community Service Semester (CSS) and starting college.

In 2022, 29 Form 4 graduates joined the APP, the highest number yet! They are currently volunteering in various placements around government schools in Arusha, and like Hamisi, are beginning to making an impact in the community where they live.



**Above Learning Practical Skills:** Dorothea (right) learning how to use computer programs from Hamisi (far left).

**Below Catching Up:** Hamisi catches up with fellow CSS volunteers stationed at the school.





# 4.0 Our people







## 4.1 Our staff leaders

### St Jude's Primary School

**Ndaki Saguda**

*Headteacher*

**Elineema Kileo**

*Deputy Headteacher – Academics*

**Emmanual Sangito**

*Deputy Headmaster – Operations*

**Reginald Mongi**

*Deputy Headteacher – Welfare and Discipline*

### St Jude's Girls' Secondary School

**Elimringi Nyange**

*Headmaster*

**William Lowassa**

*Deputy Headmaster - Academics*

**Emmanual Sangito**

*Deputy Headmaster - Operations*

**Sr Pivirginia Safari**

*Deputy Headmaster - Boarding*



### St Jude's Secondary School

**Emanuel Tsingay**

*Headmaster*

**Elibariki Mollel**

*Deputy Headmaster - Academics*

**Humphrey Nkya**

*Deputy Headmaster - Operations*

**Lodrick Msaki**

*Deputy Headmaster - Boarding*



### St Jude's Head Office

**Gemma Sisia** *Founder*

**Nzinyangwa Mcharo** *Academic Senior Manager*

**Vivian Deus** *Special Programs Senior Manager*

**Rachael Hewes** *Fundraising and Development Senior Manager*

**Thomas Mhando** *Operations Senior Manager*

**Rehema Kibwana** *Human Resources Manager*

**Lister Gerald** *Finance Manager*

**Philip Mlay** *Community Relations Manager*

**Jane Mollel** *Experience and Culture Manager*

**Laurian Mrema** *Facilities Manager*

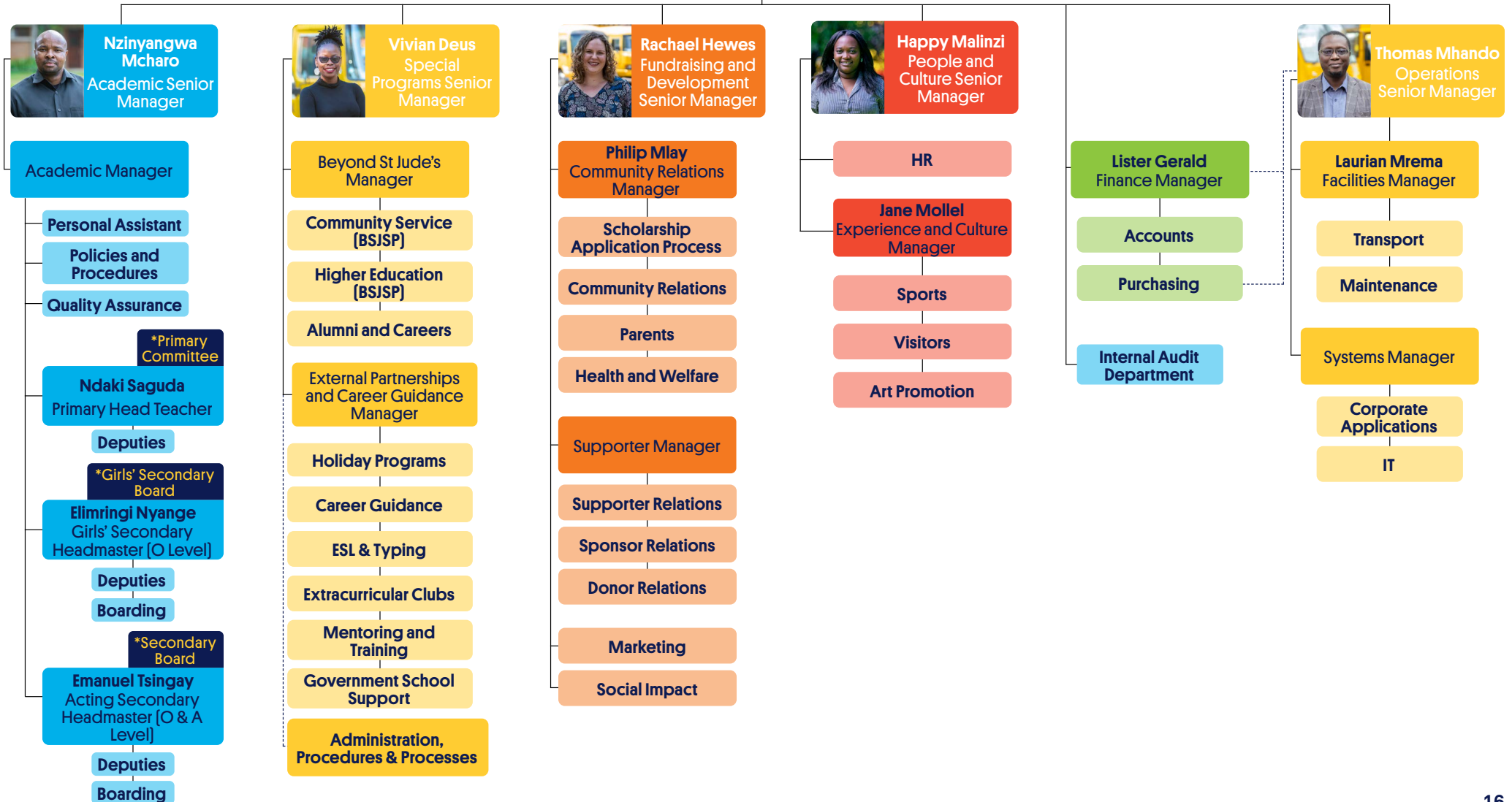


## 4.2 Our organisational structure

### International Non-governmental Organisation (iNGO) Board of Directors



**Gemma Sisia**  
Founding Director





## The School of St Jude Board of Directors

The School of St Jude is registered as a international non-governmental organisation (INGO) 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.

## \*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, student enrolment and expulsion.

## 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 Scholarship Applications by visiting the homes 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 annually.
- Ensuring parents/guardians are rostered to be at the school bus stop for a daily pick up and drop off of day students.
- Organising parents/guardians to volunteer their time at the school.
- Conducting quarterly meetings with the parents in their area of representation to get any feedback that is valuable to the school.
- Advocating for St Jude's by informing the general public in their area of representation about the activities St Jude's does in fighting poverty through education.





## 5.0 Our financials

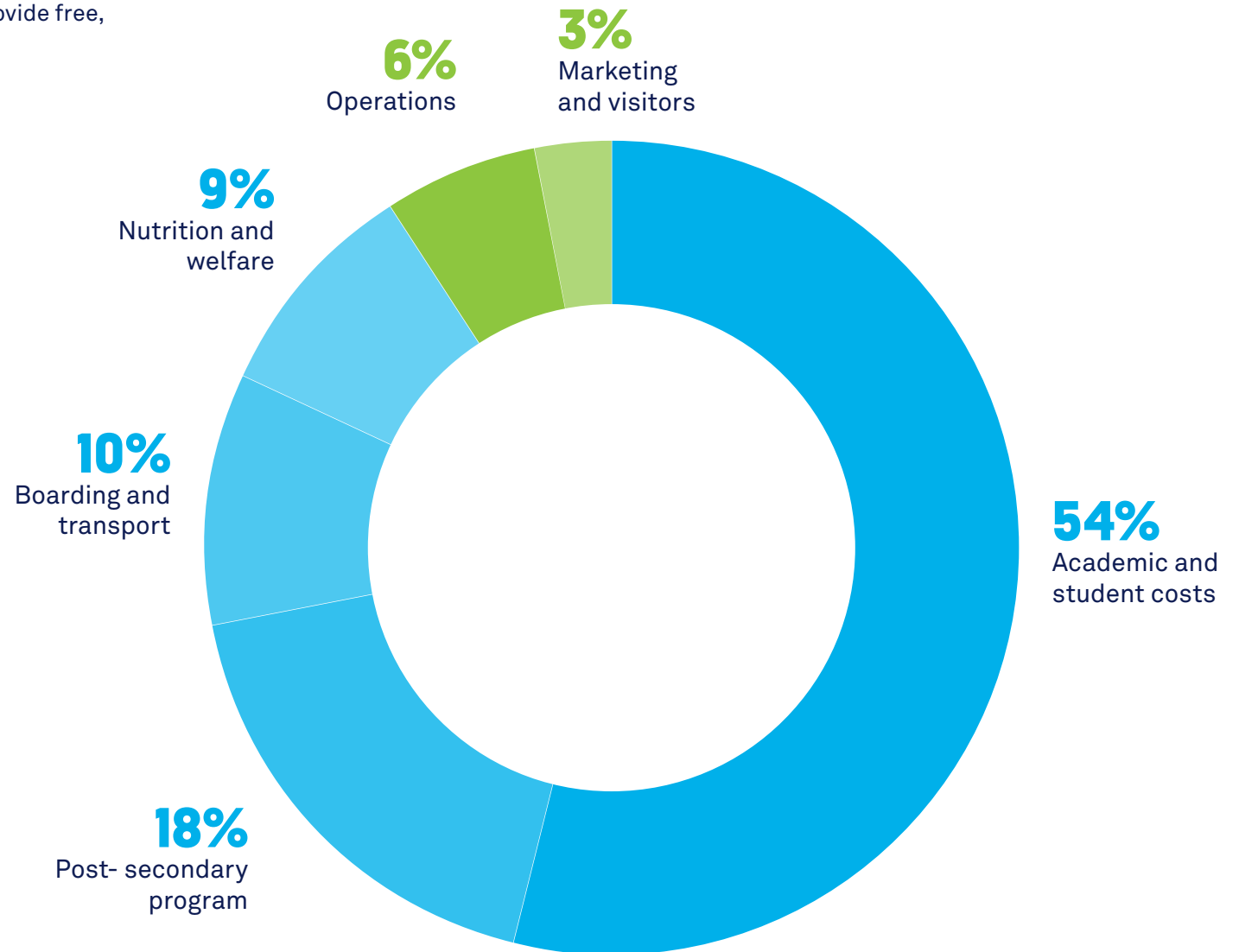






## 5.1 Spending breakdown

In 2022 it cost 15.7 billion Tanzanian shillings to provide free, quality education to our students.



The School of St Jude injected AU\$9.4 million 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 continue to find new and engaging ways to fund the fight against poverty through education with their donations.**

Over the years, our supporters have challenged themselves to perform athletic feats, put their craft skills on display, host fundraisers and trivia evenings in order to help St Jude's fight poverty through education. With more than 3,870 supporters, we love hearing about and sharing new ways to fundraise for our school.

This year we celebrate two of our super supporters' fundraising activities to inspire you!

### Penny Wars – Culver Academies

Students at Culver Academies in the United States are going above and beyond in supporting the fight against poverty. Through a student-run organisation called Leadership Committee for Africa (LCA), they create their own fundraising activities to support partner organisations that are best in class.

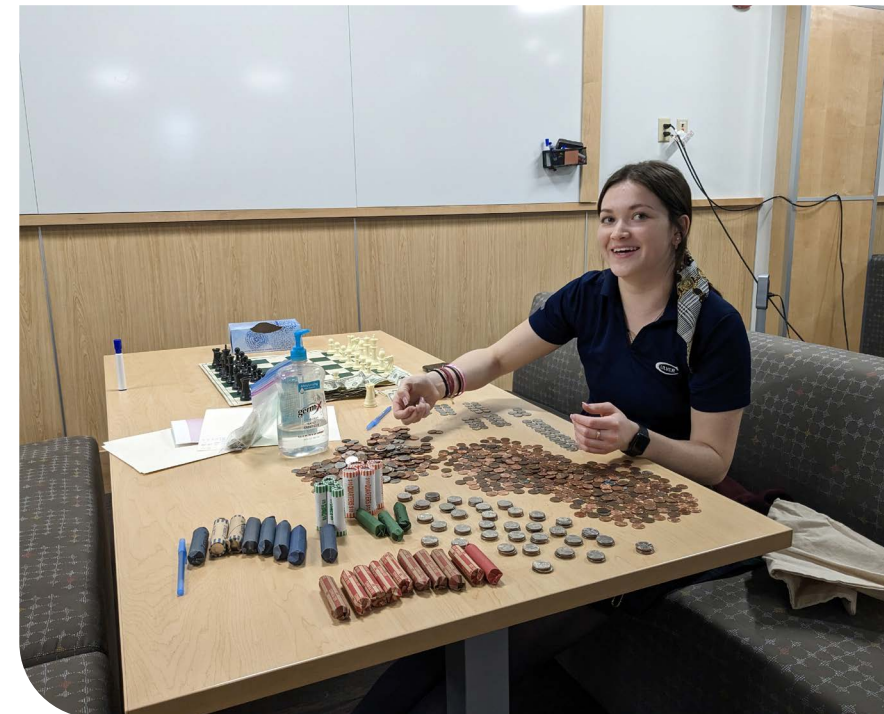
"Like St Jude's, Culver Academies is also a boarding school and students are grouped into smaller communities called Dorms and Barracks, which is similar to the House system here at St Jude's," explains Alexandria (pictured right) who is one of the student leaders of LCA.

"Naturally, there is plenty of competition between different dorms. So, there is a system in which a dorm can earn an extra point when one of its members donates a penny to a good cause. This brings in a lot of healthy competition," she adds.

Going by the name Penny Wars, this highly competitive game between Dorms not only gives its members a chance to earn extra points by donating pennies to their respective Dorm, they can also sabotage the other teams.

"The way we organise this competition is that we use water jugs to collect pennies for each team," explains Alexandria. "Change counts as positive points and bills as negative. So you can donate for your team with spare change and sabotage others with bills. We share the rules and promote it then have them out in our dining hall for a little over a week. We then take them to count and tally the winner, the counting is always a lot of fun," she continues.

**Right Counting it up:** It can take up to several hours to count all the pennies!





## Challenge yourself for St Jude's – TechnologyOne

Over in Australia, staff from TechnologyOne, an Australian software company challenged themselves by participating in the 2022 Noosa Triathlon to raise funds for St Jude's.

The multi-sport festival had participants compete in a series of three sports which involve a 1500m swim, 40km bicycle ride, and a 10km run. TechnologyOne's triathlon team proudly raised over AU\$5,800 to support the school's health and well-being programs.

TechnologyOne has been a proud supporter of The School of St Jude since 2014 supporting their STEM and eLearning program primarily.

**Right Run, Swim, and Ride:** Challenge yourself for St Jude's.





# 7.0 Support us







## 7.1 Contact us

### Australian fundraising, donations, media and Rotary enquiries

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**Emily Umbers:** 0497 084 528  
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

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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

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gemma.s@schoolofstjude.co.tz

### Postal addresses

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#### 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

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





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



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