



The School of St Jude

Fighting poverty through education

Annual Report

2024



www.schoolofstjude.org



A word from our Founder, Gemma Sisia



As we look back on 2024, I am filled with gratitude for the compassion and generosity that continue to fuel the mission of The School of St Jude. This year has been one of renewal and reflection, marked by both remarkable achievements and deeply personal moments.

We began the year with the very sad loss of my mum, Sue Rice, who passed away peacefully in March. Mum was the first person who believed that fighting poverty through education was not only possible, but necessary. Many of you sent heartfelt messages, prayers and donations in her honour and thanks to your kindness, we were able to establish beautiful new flower gardens at Sisia Campus in her memory. Knowing that every student who walks past those gardens will be reminded of hope and love means the world to me and my family.

Despite this difficult start, 2024 was a year of growth and transformation across all corners of St Jude's. We welcomed 253 bright new students, celebrated our biggest-ever Form 4 graduation and saw 200 students complete Advanced Level studies at our 10th Form 6 graduation. Our Form 6 graduates shone in the national exams with an incredible 99.5% achieving Division I and II, including a female student who topped the results. At the same time, we celebrated a powerful milestone in

gender balance, with female teachers now making up 44% of staff at our Girls' Secondary School.

The achievements of 2024 reflect the dedication of our passionate staff, 99% of whom are Tanzanian and the strength of our community. From new classroom renovations and an accessibility ramp at our Primary School library, to our students bringing home trophies and medals from the East African Schools Debate Championships, each milestone is a reminder of what is possible when people believe in the power of education.

As we move steadily toward our 25th anniversary in 2027, I remain humbled by your unwavering commitment. Every student who steps into a classroom, every graduate who becomes a leader in their field, every family whose life is transformed, is your impact.

Thank you for walking this journey with us, for believing in our mission and for fuelling lasting change in Tanzania.

Gemma Sisia, Founding Director



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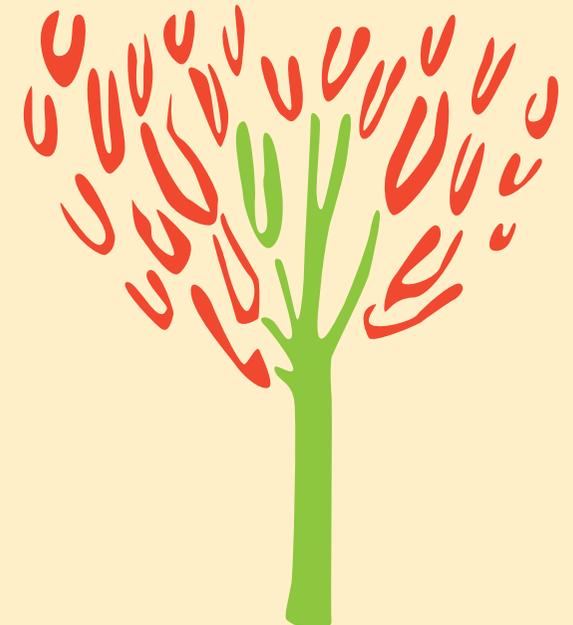
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1.0 Our organisation





1.1 Our vision

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

1.2 Our mission

To give bright Tanzanian students from poor backgrounds free, quality education so they can lead their family, community and country to growth and prosperity.

1.3 Who we are

The School of St Jude is a pioneering leader in charitable education in Africa. All of our 1,800 students receive a free, quality education. We also support hundreds of our graduates through higher education and provide volunteer teachers to more than 20,000 government school students each year. Located across three campuses, we provide boarding for all secondary students and 98% of our 300+ staff are Tanzanian.

1.4 What we believe in

We strive for academic and moral excellence and 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 widespread poverty in Tanzania.

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.





1.5 Who we help and how

St Jude's offers academic scholarships to students from local government schools who come from a poor background and also demonstrate academic promise and a great attitude towards studies. With support from our international family of sponsors and donors, St Jude's provides academic scholarships that help cover a student's educational and boarding expenses, including:

- learning resources and classroom essentials
- highly-qualified and well-resourced teachers
- school, boarding and sports uniforms
- daily, nutritious meals and clean water
- safe and reliable bus transportation
- nurturing and hygienic boarding facilities
- health and welfare support
- well-maintained libraries, computer rooms and science labs
- extracurricular and career-focused activities
- everything required for a successful education!

We provide a holistic education that includes food, transport and a home away from home, with a focus on our students' wellbeing and future success. As a result, we have three schools filled with thriving students who achieve top academic results in the country and the skills and confidence to succeed and lead.

St Jude's also supports hundreds of our graduates through higher education each year. We equip our students with job-readiness skills such as CV writing, interview preparation and networking.

At the same time, we're contributing to the local economy by working with over 300 local suppliers and employing more than 300 Tanzanian staff.





1.6 How we are funded

The School of St Jude is a registered charity and international non-governmental organisation (iNGO) in Tanzania. We rely entirely on the generosity of our supporters from around the world to make our mission of providing free, quality education for 1,800 bright students from poor backgrounds a reality.



The School of St Jude Ltd, Australia

The School of St Jude Ltd is our fundraising partner in Australia. It was founded so that The School of St Jude would have a solid legal foundation in Australia to support the work of the school in Tanzania. All donations made to The School of St Jude Ltd are made available to the school in Tanzania. Through The School of St Jude Ltd, our Australian supporters provide over 88% of all the funds used to support the school.

We are pleased to offer tax deductibility for donations not only in our home country and the US but also in other key regions, including the United Kingdom, Canada and New Zealand. This allows our generous international supporters to contribute with the added benefit of tax savings, making it easier to support the mission of St Jude's from around the world.

American Friends of The School of St Jude

American Friends of The School of St Jude (AFSJ) is the school's funding support base in the US. Formed by long-time supporters of St Jude's, AFSJ is a 501(c)(3) public charity with federal tax-exempt status in the US. AFSJ provides financial and other support to The School of St Jude in Tanzania.

Local supporters

The support of our local community remains a cornerstone of St Jude's success. In particular, our alumni and staff continue to contribute meaningfully through the St Jude's Spirit Program, an initiative designed to foster engagement and encourage a culture of giving within the St Jude's community. Launched as a platform to unite our key stakeholders, including international supporters, students, families, alumni, local community members and staff, the Spirit Program sees both financial and non-financial contributions that support and advance the mission of St Jude's.



1.7 Year in review

Our schools

52%
students are female



66
different tribes represented



Over 1 million
meals served

Our community

AU\$10.5 million
is injected into the local economy in 2024

323
99% of our 323 staff are Tanzanian

Beyond St Jude's



437
graduates are attending university through the Beyond St Jude's Scholarship Program across 48 universities

181
Community Service volunteers

69
government schools in and around Arusha benefitted from our Community Service volunteer placements

40,000+
government primary and secondary school students reached by a volunteer community service teacher

Our supporters

3,724
generous supporters

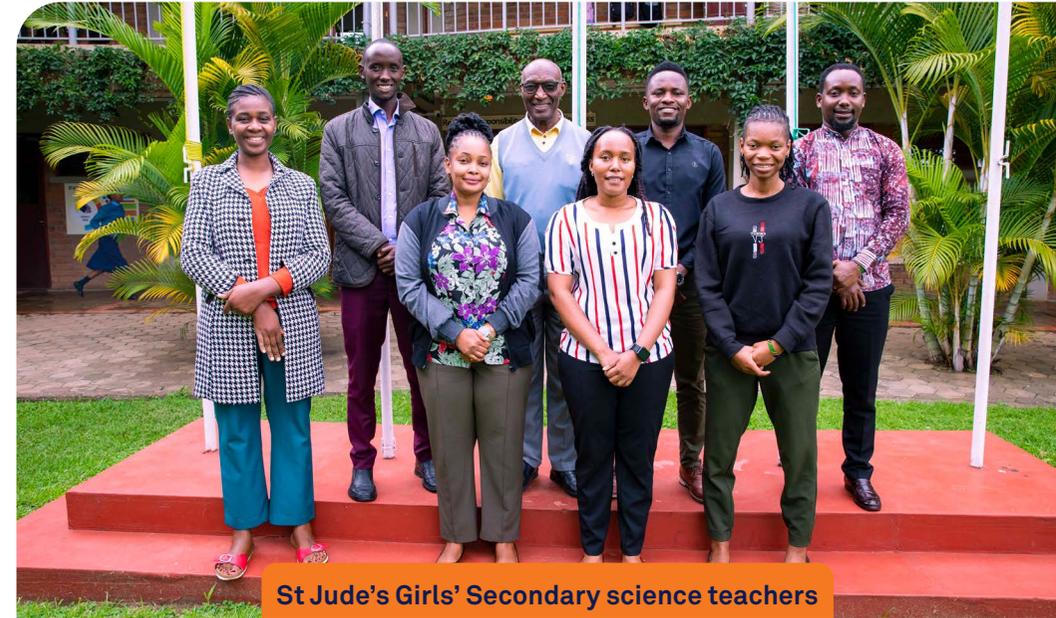
30
countries represented

1,368
international visitors



1.8 Year's highlights

- » St Jude's welcomed 253 new students in Standard 1 and 2, Form 1 and Form 5.
- » 200 students graduated from Advanced Secondary School at our 10th Form 6 Graduation.
- » 99.5% of Form 6 graduates achieved Division I or II in national exams, with a female student topping the results.
- » Female teachers now make up 44% at St Jude's Girls' Secondary School, up from just 12.5% at its opening back in 2020.
- » 235 students graduated from Ordinary Level education at our biggest-ever Form 4 farewell and awards ceremony.
- » 31 classrooms renovated with fresh paint, murals and improved learning spaces across campuses.
- » Students triumphed at the East African Schools Debate Championships, earning nine trophies and 17 medals.
- » The St Jude's Alumni team launched the first Career Magazine, featuring career advice for alumni and inspiring graduate stories.
- » New accessibility ramp at the primary school library, making the space inclusive for all.



St Jude's Girls' Secondary science teachers



Group photo of graduates at the Form 4 farewell and awards ceremony

2.0 Our impact





2.1 Our impact stats



The percentage of our students living in mud houses drops significantly from 38% at entry to 4% by graduation.

92% of St Jude's university students are the first in their families to pursue higher education.



30 St Jude's alumni have gone on to start their own businesses, and in the process, provided employment for 250 people.

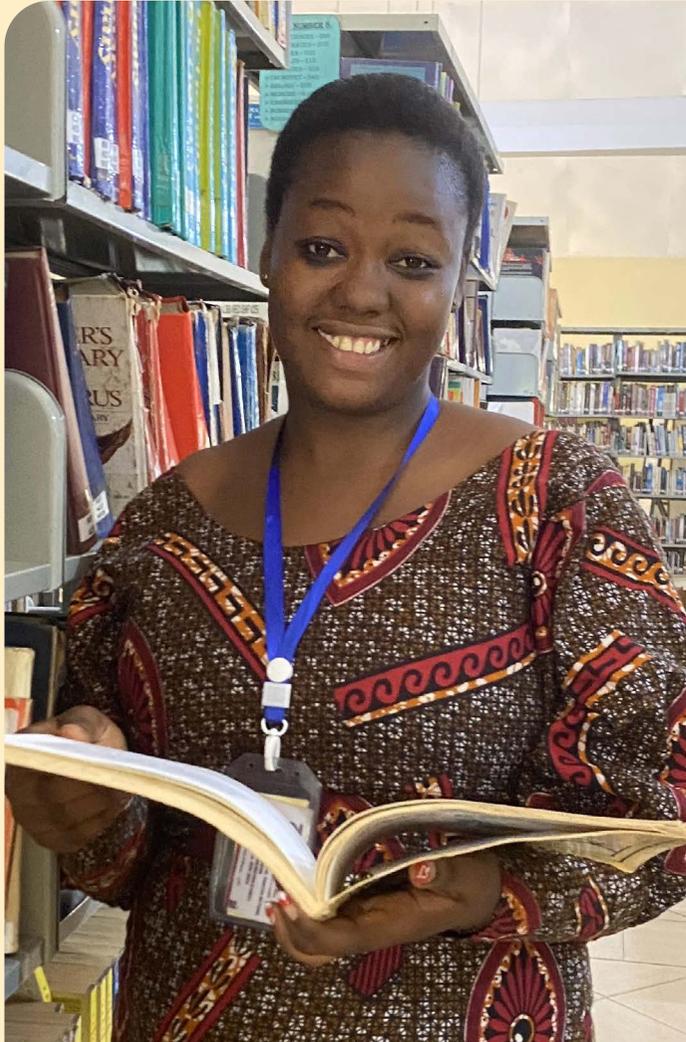


Based on our poverty assessment criteria, upon graduating from advanced secondary at St Jude's, 88% of our students' families would no longer qualify for a St Jude's scholarship as they did when the students joined St Jude's in Standard 1.



2.2 Impacting the Community, One Child at a Time

Tabitha's powerful story of resilience, passion, and leadership.



Leading by Example: Tabitha is an entrepreneur, a university scholar and a leading changemaker in her community.

After more than 12 years at St Jude's, Tabitha was ready to embark on her next adventure – pursuing her dreams at university. So, in 2020, 22-year-old Tabitha travelled to Tabora, a town in central Tanzania, for her tertiary studies. But as she soon found, the transition wasn't easy.

“I have always been a big city girl,” says Tabitha, who, until this time, had spent her entire life in Arusha, one of Tanzania's biggest cities and a vibrant tourist hub. “Tabora felt small and didn't resemble Arusha at all. My first impression of the place was a little underwhelming,” she adds.

Nevertheless, Tabitha embraced the change. Later, she realised that the town's rural, remote setting was the perfect place to put her skills and knowledge to good use.

“In retrospect, Tabora was exactly where I needed to be to make the change I wanted to see,” reflects Tabitha. “I've always been passionate about helping special groups within the community; specifically those denied access because of their disabilities.”

In just three years, Tabitha went from a novice university student in a new town to an inspiration in the community. She established a reputable nursery and daycare centre that caters to children under the age of seven, including those with disabilities and learning challenges.

“It all started from a deep desire to help children in need, especially those with disabilities,” reflects Tabitha. “I noticed that these children were not being taken to school because their parents felt as though they were wasting money.



A Heart of Service: Tabitha (back row, second from right) volunteered as a teacher at a government school during her Community Service Year placement.

So, I figured there needs to be a daycare in the community where these parents could see their children thriving as much as the other children that go to school,” she adds passionately.

Her business started in 2022 with just five students. Tabitha’s resolve to make the centre a vibrant and special place for children made it stand out. Her innovative approach to childcare and education, including the use of interactive games, movies and songs, began making waves in the community.

By the end of 2023, the number of children had risen to 20, 10 of whom had already progressed to primary school.

“My best highlight is seeing my students grow in character and academically,” says Tabitha proudly. “Students from the centre not only continue to thrive in their primary schools, but they are also setting the bar for academic performance and good behaviour,” she adds.

In Tanzania, there persists a negative attitude towards individuals with disabilities, resulting in parents often hiding their children from public view. This deprives them of education and opportunities to socialise with their peers.

Tabitha’s mission is to bridge this gap and extend educational opportunities to more children with disabilities.

“It’s not always easy to convince parents to take their children with disabilities to school,” says Tabitha. “But when they see children with similar circumstances at the centre happy and flourishing academically, it becomes easier to break down some of those negative notions associated with them,” she adds.

Tabitha is currently in her final year of university, pursuing a Bachelor’s degree in Education in Special Needs. She is one of the many alumni from St Jude’s putting her skills to good use and impacting the community. Tabitha hopes to use her education to continue breaking down barriers and make education accessible to all children.



2.3 The Journey of a Changemaker

Irene returns to lead positive change in her hometown after pursuing higher education.

Like most students joining St Jude's for the first time, Irene was blown away by her initial impression of the school. The highly resourced environment and the various opportunities at St Jude's motivated her to explore new interests and hobbies.

"I started at St Jude's when I was in Standard 2, so almost everything was a new experience," recalls Irene. "I loved playing in the sand after school hours, picked up volleyball as a hobby and ooh, the school buses – I loved them so much," she adds with a smile.

Irene went on to spend the next 12 years at St Jude's, excelling in academics while developing crucial leadership and communication skills. She was an active member of several clubs, including public speaking, debate and the book club. After completing her secondary education, she promptly joined the Beyond St Jude's Scholarship Program (BSJSP), where she spent a year in community service, further honing her leadership abilities.

Her efforts and determination paid off, and Irene won an international scholarship to pursue higher education in neighbouring Kenya.

"I learned many things throughout my time at St Jude's, and one that has always stuck with me is the responsibility to give back and make a positive change in my community," reflects Irene. "As I left to pursue my childhood dream of becoming a businesswoman, I knew it would involve the community somehow," she adds.



Meet the Founders: Irene and her co-founder at their centre.

Fuelled by her spirit of hard work and resilience, Irene wasted no time in turning her dream into reality. She capitalised on her skills and experience from St Jude's by earning a Bachelor's degree in International Business Administration. After university, she went straight into entrepreneurship, putting her knowledge to good use by launching a clothing business in her hometown of Arusha. Within just a few years, Irene's business skyrocketed, opening job opportunities to others.

Did you know?

Irene is one of the many graduates from St Jude's whose businesses are providing employment in the community. Since our first graduates in 2015, 30 St Jude's alumni have gone on to start their businesses and, in the process, employed 250 people.

Irene, however, was far from done. In due time, she expanded on her positive impact on the community.

"I met a friend who had a successful recovery from addiction," Irene narrates. "The more I learned about his journey and experience, the more I was inspired. After many discussions and research, we teamed up to start our own rehabilitation centre here in Arusha," she adds proudly.



Leader in the Making: Irene during her St Jude's days.

The first days weren't easy for Irene. She enrolled in a special NA (Narcotics Anonymous and Alcoholics Anonymous) program to better understand addiction while multitasking between her business and getting the rehab program off the ground.

"Though quite challenging, it was worth it," reflects Irene.

Today, the centre has 30 residents recovering from different types of addiction. Her program follows a holistic approach to helping individuals achieve lasting recovery, focusing on mental wellness, emotional support, group therapy, and spiritual guidance as part of their daily sessions. Irene oversees the entire operation, ensuring everything runs smoothly. She routinely stays in touch with the residents' families, updating them on their progress.

"Over 68% of those who seek help through our program achieve sobriety and go on to lead productive lives," remarks Irene. "One of our managers at the centre was once a resident here who achieved full recovery and is now helping others do the same," she adds proudly.

Irene and her partner plan to expand their operations to include vocational training to equip their residents with practical skills to make a living once they leave the centre. Despite the big plans, Irene remains focused, taking it one day at a time with her mantra: "Just for today."

"It means dealing with what is in front of me today. When tomorrow comes, we'll sort it out with the same weight as the present," she explains. "It's one of the many things I learned through the NA program," she adds.

Irene's journey reflects the values of kindness and respect, which are core to St Jude's. Her story showcases the ripple effect of education and how it can empower communities to achieve and do more. You can support St Jude's by spreading the word about our stories and impact in fighting poverty through education.



Inspiring Kindness: Irene delivering a keynote speech during Tanzania's Uhuru Torch Race event in Arusha.

3.0 Fuelling change





3.1 Fuelling change through access

In 2024, we shone light on what truly fuels change across our reporting and fundraising efforts

Fuelling change is removing barriers to accessing education. At St Jude's, this means more than just providing 100% free education to our students. It involves getting them through the school gates and ensuring they are supported to overcome the complex social and environmental barriers that often lead to students dropping out.

Whilst tuition fees are a significant barrier for many, other hidden costs create a burden for families. That's why our approach goes beyond simply removing one barrier; it addresses the entire educational experience.

At St Jude's, access means free transportation, boarding, stationery, uniforms and much more, addressing all the barriers that prevent students from accessing education. That's why this is fuelling change.

3.1.1 Fuelling change from the ground up



Removing Barriers: With your help, St Jude's approach to access in education addresses key pain points in the students' education journey.

Education is the right of every child. Yet, there are still millions of school-aged children globally without access to education because of various barriers. In Tanzania, for example, the general population of adults aged 25 and above only averages 5.8 years of formal education.

Even at government schools, parents are expected to make significant contributions to aid their child's education. This includes costs for food, security, examinations, stationery and sometimes even extra tuition.

Students are expected to walk to and from school, spending more than an hour and a half every day, or parents pay for additional transport or boarding fees.



St Jude's model for holistic education

St Jude's leads with a clearly defined theory of change that addresses key pain points in the student's educational journey. Whilst tuition fees are a significant barrier for many, other hidden costs create additional burdens for families. Thanks to our wonderful supporters, St Jude's approach goes beyond simply removing one barrier; it addresses the entire educational experience.

A recent study estimated student expenses, excluding boarding fees, to be around US\$140 annually - a significant burden for the 75% of Tanzania's population living on less than US\$3.20 per day. This forces families to make difficult choices and the need to sacrifice the education of their children for basic necessities.

With the help of our donors and sponsors, we provide a comprehensive scholarship program that overcomes hidden barriers. It covers not only tuition, but also:

- **Safe and reliable transportation:** This eliminates the burden and risk of long commutes, ensuring students arrive at school ready to learn.
- **School uniforms and essential learning materials:** These are provided, removing financial stress and promoting a sense of community and belonging.
- **Boarding accommodation and nutritious meals:** St Jude's provides a safe and supportive environment, promoting wellbeing and focus on studies.

This approach to access is producing exceptional results. St Jude's maintains a 100% completion rate for its students with an impressive gender balance ratio.

"I'm so grateful for St Jude's. My daughter goes to school and stays in safe hands. The burden of childcare expense has been reduced."

– **Mama Ruth**
[\(watch her story here\)](#)

Even when the challenge of school fees is managed, dropout rates remain high. This underscores the reality that access to education is a complex issue extending beyond just financial barriers, such as tuition.



Access through boarding and transportation

St Jude's provides boarding accommodation for 80% of its students. This includes a dedicated boarding facility for girls opened in 2020 with a capacity for over 400 boarders. The boarding program fosters academic success through a structured environment. It includes:

- **Physical exercise sessions:** Promoting physical and mental well-being.
- **Dedicated study time:** Allowing focused learning without distractions.
- **Access to sports facilities:** Encouraging healthy competition and teamwork.
- **Buddy system:** Pairing new students with experienced students for a smooth transition.

“When I was a day scholar, my schedule was so busy because I had to help at home! But now that I’m boarding, I get a lot more time for my schoolwork.”

– **Fatuma, Form 1 student** ([watch her story here](#))



Fuelling Access: St Jude's model provides positive outcomes for both students and their families.

Lack of access to boarding can be a huge barrier to academic performance, particularly for girls who are often expected to contribute significantly to household chores and childcare, taking away from study time and impacting their overall academic achievement. Boarding schools provide a safe space where girls can focus on their education without the burden of household responsibilities.

St Jude's boarding program ensures the students get sufficient sleep and rest, and thereby, the energy to face the demands of schooling.

St Jude's fleet of 25 buses alleviates long commutes. It reduces the walking distance of students by almost 8,500km per week, relieving pressure from students sacrificing early hours of sleep to walk to school.

With your help, the St Jude's model tackles the barriers to education, providing a safe and supportive environment that fosters academic success!



3.2 Fuelling change through opportunity

Fuelling change is providing opportunities that set students up for success. At St Jude's, we fuel change by providing a holistic education that addresses the needs of the whole child, not just their academic needs. By supporting their health and nutrition, we enable them to make the most out of every opportunity at school.

3.2.1 Broadening horizons through holistic education

Every year, St Jude's enrolls hundreds of students from poor backgrounds throughout Tanzania at primary and secondary school levels. All of our new students undergo a full health check to ensure they are healthy enough to make the most out of the free, quality education provided by the school. This is repeated annually throughout their time at school.

Welfare Program

Providing additional support to students needing extra help.



Nutritious Meals

Serving 1 million nutritious meals every year!



Broadening Horizons

Health Checks

Facilitating health checks for all students once a year.



Holistic Education

Offering extensive sports and extracurricular programs.



This annual health check not only identifies existing health issues among our students but also allows the school to tailor support for those with specific needs. This support may include medications, special dietary plans, or additional educational support to help students catch up when their health impacts their learning.

Studies have shown a clear link between good health and educational outcomes. A common problem, such as a worm infection, for example, can have a significant impact on a student's cognitive function and physical development, ultimately hindering their ability to learn.[1]

Proper nutrition is also critical to a student's wellbeing and academic performance. It is a cost-effective investment, with studies indicating a US\$9 return for every US\$1 invested in school feeding programs.[2]

St Jude's provides over 1 million hot meals yearly to its 1,800 students and more than 300 staff members. These meals were carefully planned to meet the nutritional requirements of growing children, including a variety of fruits and vegetables. Our students consistently report feeling energised and focused throughout the school day, leading to improved academic performance. This is consistent with data from the World Food Program, which indicates that school feeding programs can lead to a 3-4% increase in test scores.

Opportunity through holistic education

While it's hard to overstate the impact of education on students, the results vary wildly. Despite education being the primary indicator for personal success and economic growth^[3], people often struggle to turn their knowledge into tangible benefits for themselves and their communities.



Broadening Horizons: Long'ida explores his passion for agriculture and entrepreneurship at St Jude's.

In Tanzania, for instance, the chances of landing a job within the first year of graduating from university are 5-8%. This reality calls for an intentional model that empowers students to make use of available opportunities or create the opportunities themselves.

This is why a holistic approach to education is key to the St Jude's model. It broadens our students' horizons and provides them with the necessary skills that help them to better compete in the employment market or pave the way to their entrepreneurship journey.

Consider Long'ida, a St Jude's Form 5 student. Long'ida isn't just pursuing academic studies. He is also a part of the Agriculture club at school and leads a student-run initiative to grow vegetables on the school's farm.

Annual school events such as the Science Day exhibitions further showcase the power of this approach. At the most recent Science Day, students showcased their ingenuity by developing a working bean sorter, an automatic stamping machine and a clothes dryer. These projects not only demonstrate their technical skills but also cultivate a spirit of innovation and problem-solving that will benefit them throughout their lives.

As a result, our tertiary graduates are competitive in the Tanzanian job market. A growing number of St Jude's alumni are also starting businesses, fuelling economic growth not just for their families but also for their communities through job creation. These exceptional results demonstrate the entrepreneurial spirit and self-reliance fostered by the school's holistic approach.

[\[1\] A 2013 case study by WHO in Kenya](#)

[\[2\] World Food Programme \(2023\)](#)

[\[3\] The World Bank](#)



3.3 Fuelling change through freedom

Fuelling change is paving the way to higher education and providing support to our graduates as they embark on a self-determined future. Through the Beyond St Jude's Scholarship Program (BSJSP), our graduates enter the workforce debt-free, armed with a wealth of skills and knowledge. This empowers them to pursue fulfilling careers, launch innovative businesses and start making a positive impact in their communities.

Your support is relieving the financial, social and mental stress on our Beyond St Jude's (BSJ) tertiary scholars. BSJ sponsorship supports scholars with mental health, learning resources and living expenses, allowing them to graduate debt-free. This sets them on the path to thrive in their careers and entrepreneurial endeavours.

This means freedom! Freedom to take risks and start businesses, freedom to pursue fulfilling careers and the freedom to give back to their families and community. By comparison, the average government-loaned graduate faces a mountain of debt. Immediate salary deductions (of up to 25%) and years of repayment limit their career options and hinder their early success. That's how support fuels change through freedom.

3.3.1 Unlocking potential through the freedom to thrive

Completing university is a momentous achievement, but for many Tanzanian graduates, it's just the beginning of a new financial struggle. The cost of a tertiary education often necessitates student loans, saddling graduates with debt that can take eight to nine years to repay, with significant and immediate salary deductions ranging from 15% to 25%^[1].

This financial burden puts immense pressure on graduates to find employment in a challenging job market. As a result, most of them enter the workforce with enormous stress and anxiety, affecting their career choices and life decisions down the line.

BSJSP graduates, on the other hand, have a different experience. As recipients of a BSJSP tertiary scholarship, they enter the workforce completely debt-free. This is in addition to years' worth of valuable skills developed in the Community Service program and knowledge through tailored mentorship and support from the Beyond St Jude's teams. Consequently, they are better positioned to confidently pursue fulfilling careers, launch businesses, support their families and give back to their communities.



Fuelling Change Makers: BSJSP Tertiary scholars graduate from university debt-free, allowing them to embark on transformative careers and entrepreneurial endeavours.



“With free, quality education at St Jude’s from primary school up to Advanced Level studies and a full tertiary scholarship courtesy of BSJSP, I am able to complete my education debt-free. This allows me to dare and pursue my recycling business without worrying about loan repayments.”

– David, BSJSP tertiary scholar ([watch his story here](#))



Fuelling Change Through Freedom: David, a St Jude’s alum and BSJSP Tertiary scholar in his last year of university, is a leading entrepreneur with a booming hair recycling start-up.

The Tanzanian education system

There are three key stages of school in Tanzania: seven years of primary school from Standards 1 to 7, then four years of secondary school from Forms 1 to 4 in Ordinary Level (O Level) studies, and finally, the final two years of secondary school, Forms 5 and 6 in Advanced Level (A Level) studies.

Students who successfully complete Form 6 are eligible to pursue higher education at university, but the financial burden can be significant. Securing a government loan becomes highly competitive due to budgetary constraints and a growing applicant pool. A recent study by the World Bank indicates a decline in government funding for higher education, even though the demand is expected to double by 2030[2].

The Beyond St Jude’s Scholarship Program (BSJSP)

In 2015, St Jude’s launched the BSJSP. This is an optional program for our secondary school graduates to help them start the next stage of their lives. The BSJSP is available after the completion of each stage to both Form 4 and Form 6 graduates.

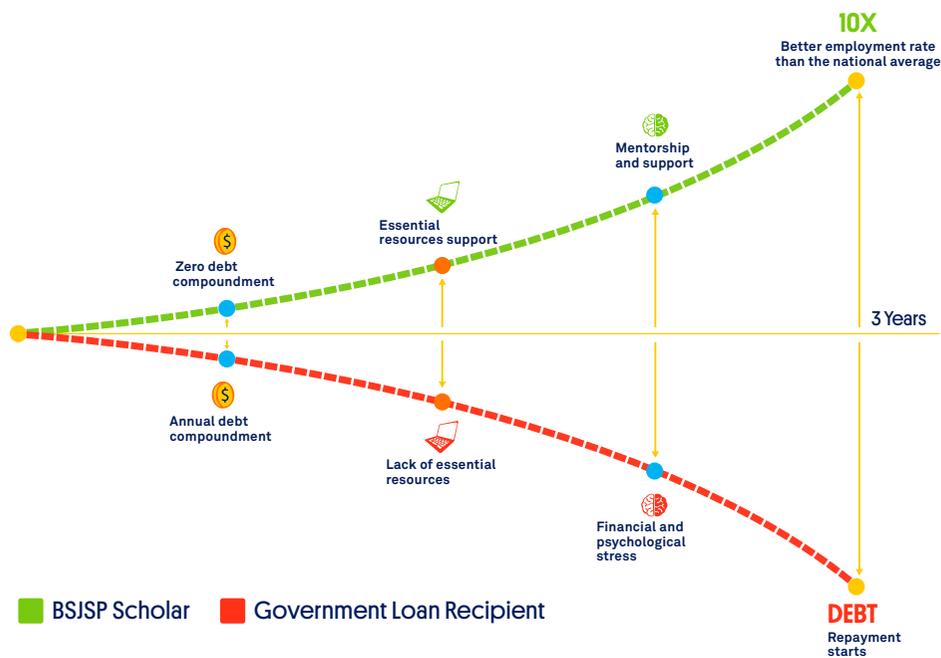
Once accepted into the BSJSP, our students undertake Community Service placements, volunteering in understaffed government schools, or various placements throughout St Jude’s.

This experience not only strengthens their skills but also equips them with valuable knowledge, preparing them for success in higher education pursuits. After successfully completing their volunteer placements, they go on to access higher education supported by St Jude’s sponsors and donors. Since its launch in 2015, over 112,000 government secondary school students have benefitted from our Community Service volunteers teaching core subjects like science and math.



The BSJSP vs the Tanzanian Government's Higher Education Students' Loans Board (HESLB)

While both programs support tertiary students financially, the BSJSP offers significant advantages: All these factors add up to give our tertiary scholars a better start in life, setting them up for success in their future endeavours.



Fuelling change through freedom

The benefits of the BSJSP extend far beyond the individual graduates. By entering the workforce debt-free, they have greater financial security to invest in their professional development or pursue entrepreneurial ventures.

Our survey shows a remarkable entrepreneurial spirit among BSJSP graduates. For every 10 of our graduates, one launches a business. Those who opt to enter the job market have an employment rate 10 times better than the national average, with many supporting their siblings' education and improving their families' living conditions.

[1] Tanzania's Higher Education Students' Loans Board

[2] World Bank Report (2021)

Support received	Government Higher Education Student Loan	BSJSP Tertiary scholarship
Tuition fee payment per year	✓ Can be partial or full payment	✓
Accommodation and living expenses contribution per year	✓	✓
Additional mentoring and support	✗ Additional cost to scholar	<ul style="list-style-type: none"> • Pre-university training • Twice a year visits by BSJSP team • Mentorship program • Mental health support
Equipment support	✗ Additional cost to scholar	✓ Laptop for each university scholar

4.0 Our people





4.1 Structure, governance and maintenance

Our Board of Directors

The School of St Jude is a company limited by guarantee and has no share capital.

It is governed by an international non-governmental organisation (iNGO) Board of Directors who use their expertise from a wide range of backgrounds to benefit the school. It is the Board's role to ensure that the school's mission and policies are maintained. They support the Management team and ensure that strategic goals are being achieved within specific timeframes.

Two seats on the iNGO Board of Directors are designated for members of our Australian fundraising partner, The School of St Jude Ltd.

Our iNGO Board of Directors

Chairperson

Bibiana Mardai

Directors

Dr Mark Cubit

Rachael Hewes

Dr Richard Masika

Fr Festus Mangwangi

Gemma Sisia

Mary Maeda

The School of St Jude (Australia) Board of Directors

Mark Cubit *Chairperson*

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Our Primary School Committee and Secondary School Boards

The School of St Jude operates three schools, all registered under the Tanzanian Ministry of Education. They are St Jude's Primary School, St Jude's Girls' Secondary School and St Jude's Secondary School.

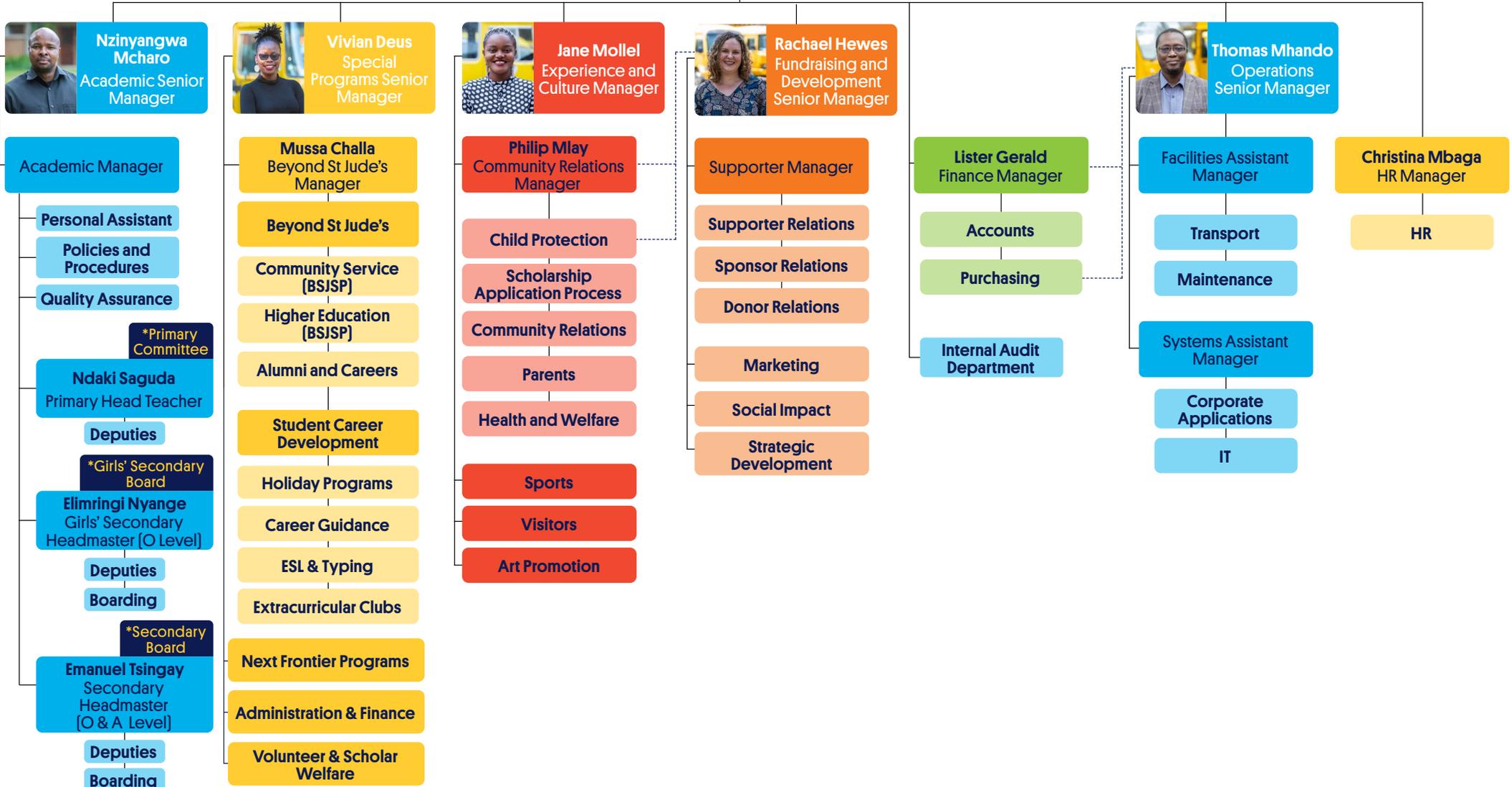
Per statutory requirements, St Jude's Primary School operates under a Primary School Committee and the two secondary schools under a Secondary School Board each. These bodies are comprised of St Jude's staff, parents and local community representatives. Their statutory obligations include advising the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

4.2 Our organisational structure



International Non-governmental Organisation (iNGO) Board of Directors

Gemma Sisa
Founding Director





4.3 Staff success story: Inspiring the next generation of innovators

At St Jude's Girls' Secondary School, one of our passionate science teachers is helping to shape the next generation of problem solvers, innovators and Science, Technology, Engineering and Maths (STEM) leaders. As a physics and chemistry teacher and mentor to 40 students in the Science and Innovation Club, Ms Jackline shares her love for science by guiding students to explore the natural world with curiosity and confidence.

Her mentorship focuses on solution-based projects that encourage students to apply scientific knowledge and creativity to address real challenges within their communities. "The students are very clever and mentoring them is truly an honour," she says.

This year, the Innovation Club celebrated impressive achievements. One of their prototypes, an automatic stamping machine, won second place overall at St Jude's annual Science Day. Another project, a clothes-drying machine, took first place in the physics category.

Beyond the awards and achievements, she is driven by a bigger vision: empowering more girls to pursue STEM. "I hope to see more girls getting into STEM-related fields. Technology and innovation have the potential to revolutionise many industries in the future, and it would be great to have more females leading that change."

Her dedication to teaching and nurturing young innovators reflects the spirit of St Jude's and provides students not only with education, but with the confidence, skills and inspiration to shape the future.



Mentoring Scientists: Jackline is one of the female science teachers and club mentors at St Jude's.

5.0 Our supporters





5.1 Cycling for a cause

The scorching heat, rough roads, wild animals and the risk of getting lost are just some of the challenges awaiting Andrew Warren and his team of six other cyclists. Yet Andrew kept good spirits and his sense of humour, sharing regular updates on social media as the team began their gruelling 1,600km cycling adventure across East Africa.

“Our little adventure will support free education for students whose families can’t afford it,” wrote Andrew on one of his social media posts. “Every AU\$3,200 we raise, can fund one student’s education for a year, including stationery, tuition, transport, boarding, extracurricular programs – everything they would need for a successful education. That’s a good enough motivation,” he shared.

Andrew is no stranger to challenging himself for St Jude’s. In 2019, he went on a solo adventure to cycle about 1,600km in East Africa to raise funds for the school. This was followed by another similarly demanding challenge in 2020 with nine other cyclists. When he couldn’t travel to East Africa in 2021 due to COVID-19 travel restrictions, he rode the Red Hill in Canberra 41 times, equalling the elevation of Africa’s tallest mountain, Mt Kilimanjaro in Tanzania.

Now, five years since his first solo adventure, Andrew returned to East Africa for a third round of adventure with six other motivated cyclists. Some are returning from previous expeditions, while a few are joining for the first time. One cyclist, who found the team on Facebook, joined after commenting, “I’m struggling to find a reason not to do this.”

Although the team were mostly men from older generations with established careers in law, banking and medicine, this year’s trip featured a welcome change. One of the members from the previous expedition brought his son along for the adventure, making them the first father-son duo to cycle for St Jude’s.



Pedal After Pedal: The team typically puts between 60 – 130km cycling everyday.



Super Supporters: The 2024 Cycling for Africa team at Kigali, Rwanda ahead of their adventure.

“We are particularly delighted to have someone to bring the average age of the team down by a significant amount,” noted Andrew. “But we’re all scared of him because we think he’ll be an awful lot fitter than us old guys!” added Andrew jokingly.

The adventure involved the team riding from Kigali, Rwanda, heading east across Tanzania. They entered Tanzania and pushed to the northeast corner of the country. In between, they passed Lake Victoria, Africa’s largest lake, looped around the iconic Mt Kilimanjaro, and touched the Kenyan border to the east.

The route took them through Arusha, where they briefly visited St Jude’s to see firsthand the impact of their support.

“The ride was developed in the true spirit of adventure. Each day, we rode to the next general destination, found somewhere to stay and something to eat, and get up the next day to do it all again!” shares Andrew on his fundraising website.

By the end of the ride, it was clear that the group had seen some of what Africa’s all about, from the busy cities to villages to farms to Maasai grazing lands to amazing wildlife.

Andrew and his team successfully raised over AU\$22,000 for St Jude’s throughout the cycling adventure.



5.2 Enhancing ICT literacy, nurturing STEM pathways and careers for students

Over the past decade, the TechnologyOne Foundation has been an avid supporter of St Jude's, fuelling the interest and skills of our students in technology and lending their expertise to streamline office systems. Additionally, TechnologyOne staff have actively participated in various charity and fundraising activities for St Jude's through the years.

Powering connectivity

Our school's robust IT infrastructure is made possible through TechnologyOne's donation, as well as our internet connectivity, IT infrastructure and licensing for various eLearning programs for students across all our campuses.

Technology support

TechnologyOne donates software programs that assist St Jude's with budgeting, forecasting, database management and supply chain management. Their staff also closely collaborates with our Corporate Applications and IT teams in customising technology to meet the school's specific needs.

Supporting STEM learning

TechnologyOne provides ICT and software support that enhances teaching effectiveness in our school and nurtures our students' digital literacy. In March, TechOne also offered career and study advice for our students, giving them perspectives on the range of career pathways available in the STEM fields and further generating interest in STEM learning at St Jude's.



Run for St Jude's: TechnologyOne staff regularly participate in charity challenges to support the school.

6.0 Our financials

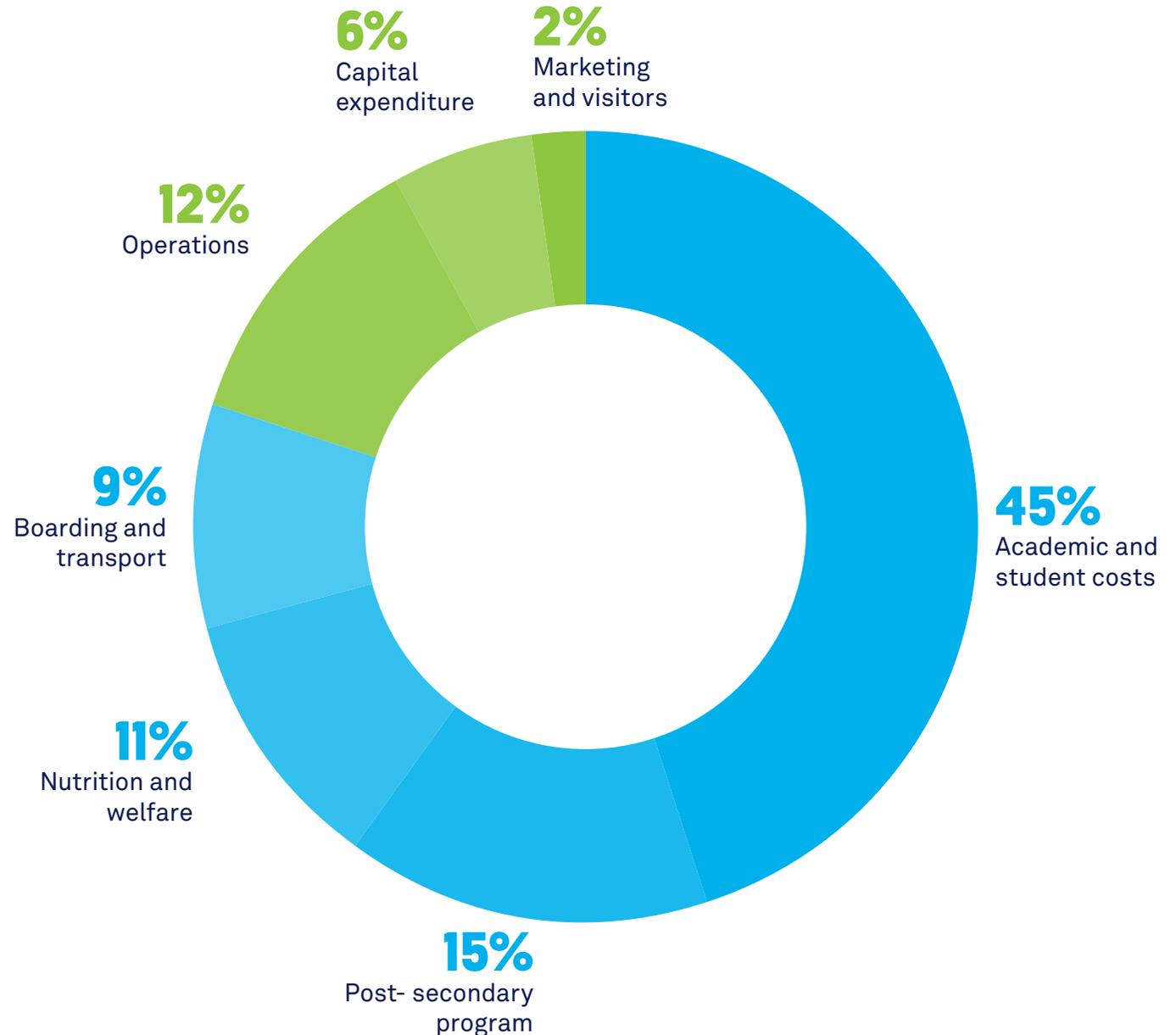




6.1 Spending breakdown

In 2023 it cost 18.1 billion Tanzanian shillings to provide free, quality education to our students.

- School
- Management



The School of St Jude injected **AU\$10.8** million into Arusha's local economy through purchasing from local suppliers and staff salaries.

97c of every dollar raised from our international supporters is made available to support The School of St Jude in Tanzania.

7.0 Stay connected



Visit our website



Subscribe to our newsletter



Ways to stay connected

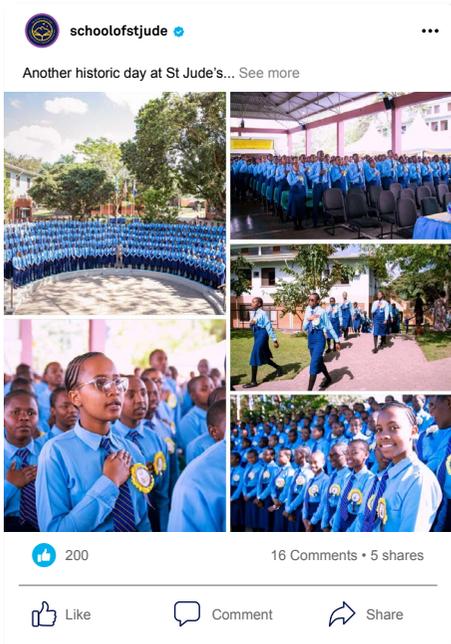
Our monthly podcast

Inside St Jude's



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7.2 Contact us

Australian fundraising, donations, media and Rotary enquiries

Sandy Rotunno

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
- Australian media opportunities
- Requests for information or interviews
- Help with publicity for your fundraising event
- General enquiries if you are an Australian-based supporter.

Australian Financial Enquiries

David Collins +61 (0) 412 604042

treasurer@australia.schoolofstjude.org

Use this contact for:

- If you require further assistance after contacting our accounts team.
- Financial questions about your supporter account
- Help with changing your credit card details

General enquiries

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 [Working With Us FAQs](#)
- Help with planning your trip to Tanzania
- Marketing opportunities
- Any further information about the school

American Friends of The School of St Jude

American Friends of The School of St Jude
info@afstjude.org

Use this contact for:

- Donating or sponsoring in US Dollars
- General enquiries if you are an American-based supporter
- American media opportunities

Contact Gemma personally

gemma.s@schoolofstjude.co.tz

Postal addresses

Tanzanian postal address

The School of St Jude
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Arusha, Tanzania, East Africa

Australian postal address

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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



www.schoolofstjude.org



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