



**The School
of St Jude**

Fighting poverty
through education

Annual Report

2025



www.schoolofstjude.org



A word from our Founder, Gemma Sisia

St Jude's has always been a place where young minds are nurtured, opportunities are created and bold ideas take shape. In 2025, that spirit was reflected not only in our students but in the new initiatives, milestones and opportunities that defined the year.

We hosted our first-ever Art Exhibition and Gala in March, showcasing the incredible talent of our students to the wider community. The event celebrated a key part of our holistic approach to education: encouraging students to think differently, express themselves and see the world through a new lens.

That same spirit of creativity continued with the launch of our Next Frontier Incubator and Small Grants Program. Designed to help alumni transform promising ideas into sustainable businesses, the program provides practical training, mentorship and funding opportunities to aspiring entrepreneurs.



Watching this cohort take their ideas from concept to reality has been one of the highlights of the year and a powerful reminder that education's impact extends far beyond the classroom.

Across our campuses, there was much to celebrate. We welcomed 279 new students to the St Jude's family and celebrated our 12th Form 6 graduation, with 166 graduates.

This year also saw our largest-ever cohort of Beyond St Jude's tertiary scholars complete their studies, with 121 graduating from university. Among them were newly qualified doctors, teachers and engineers who are now stepping into careers that will strengthen their communities and contribute to Tanzania's future. Their achievements represent years of hard work, determination and support but they also represent something larger: **the endless possibilities that education creates.**

Of course, none of this would be possible without the incredible community that stands behind us. I am continually humbled by the unwavering support of our sponsors, donors, supporters and staff, whose commitment makes every achievement possible. It is this shared belief in the power of education that sustains everything we do. After all, the future isn't something we wait for – it's something we create.

Gemma Sisia, Founder



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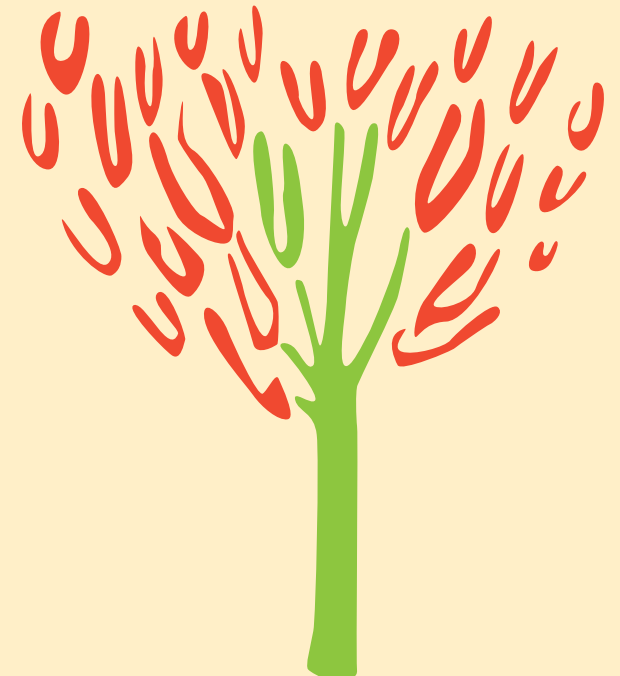
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1.0 Our organisation





1.1 Our purpose

To create an educated community of moral and intellectual leaders fighting poverty in Tanzania.

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

1.2 Who we are

The School of St Jude is a pioneering leader in charitable education in Africa and a registered charity and international non-government organisation (iNGO) in Tanzania.

All of our 1,800 students receive a free, quality education and we support hundreds of our graduates through higher education while providing volunteer teachers to more than 20,000 government school students each year.

Located across three campuses, we provide boarding for all secondary students and employ over 300 staff, 98% of whom are Tanzanian.

We are audited quarterly at the local level and annually at the international level. We rely entirely on the generosity of supporters around the world to make our mission a reality.



1.3 What we believe in

We strive for academic and moral excellence, encouraging students to do more than just succeed. 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.

1.4 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, these scholarships help cover a student's educational and boarding expenses for secondary students.

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.

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. Through our Next Frontier Incubator and Small Grants Program, we help our students and alumni bring their entrepreneurial and social enterprise ideas to life. 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.

The School of St Jude Ltd

The School of St Jude Ltd is our fundraising partner in Australia, established to provide a solid legal foundation in Australia to support the school's work 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 92% of all the funds used to support the school.

We also offer tax deductibility for donations in the United States, United Kingdom, Canada and New Zealand.

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 both financial and non-financial 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 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.





1.5 Year highlights



St Jude's welcomed 279 new students in Standard 1 and 2, Form 1 and Form 5.



Launch of our inaugural Art Exhibition and Gala, spotlighting student artists.



We had 166 students graduate from Advanced Secondary School at our 12th Form 6 Graduation.

We had 155 of Form 6 graduates achieve Division I or II in national exams, with a female student topping the results.



Our largest Beyond St Jude's graduation to date celebrated 121 graduates, including 10 newly qualified doctors.



Launch of our Next Frontier Incubator and Small Grants Program, which supported 65 alumni to turn their ideas into sustainable business ventures.





Our schools



52% students are female

1,800 students enrolled

66 different tribes represented

Over 1 million meals served

Our supporters

3,500+ generous supporters

30 countries represented

1,600+ international visitors

Our community

AU\$14.3 million was injected into the local economy in 2025

327 staff are Tanzanian, making up 99%

Beyond St Jude's



69

government schools in and around Arusha benefitted from our community service volunteer placements

400+

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

20,000+

government primary and secondary school students reached by a volunteer community service teacher

133

community service volunteers



2.0 Our impact





2.1 Our impact stats

95% of our Form 6 graduates are now members of the St Jude's Alumni Association, staying connected to the school and the wider St Jude's community.



Each week, our school buses travel a combined 8,870 kilometres to safely transport students to and from school.



We held six blood donation events, with 583 students rolling up their sleeves to donate blood and support patients in need.



95% of our tertiary graduates are employed, with 48% building careers in STEM-related fields.



2.2 Reimagining the Future

In 2025, we shone a light on helping our students reimagine the future across our reporting and fundraising efforts.

Reimagining the future is about creating endless possibilities through education. In Tanzania, seven out of 10 high school-aged children are not enrolled in secondary school. At St Jude's, we empower students with the knowledge, skills and confidence to dream big and reimagine what's possible.

Our holistic approach to education nurtures every aspect of a student's development, encouraging critical thinking, creative expression and entrepreneurial spirit.

Through our programs, students have the opportunity to explore their individual talents, broaden their horizons and reimagine what's possible for themselves, their communities and their country. This goes far beyond providing 100% free tuition to our students. It means empowering 1,800 students to reimagine a future filled with endless possibilities.

After all, the future isn't something we wait for – it's something we create.





Nadia

At St Jude's, all classes are taught in English and our ESL program helps students build the communication skills they need to confidently explore and pursue diverse careers. For graduates like Nadia, that foundation has been invaluable. Now studying nursing and midwifery and completing an internship at Mount Meru Hospital in Arusha, she uses the communication skills gained at St Jude's to collaborate with international doctors and advocate confidently for her patients.

[Watch her story here](#)



Robert

During his time at St Jude's, Robert developed a time-saving vegetable grater that won the 2023 Science Day. His innovation is already being used in our school kitchen to streamline meal preparation and is now being refined for wider use in hospitals and other community kitchens across Arusha. As one of the first participants in the Next Frontier Incubator and Small Grants program, Robert is gaining the mentorship, resources and support needed to take his innovation from a school project to a promising business venture. [Watch his story here.](#)



Amani

Since the launch of our Student Art Program in 2022, art has become a vital part of our holistic approach to education. Amani, a 2024 Form 6 graduate, developed his passion for art at St Jude's, where he discovered creative expression enriched his learning. Through the Community Service Year (CSY) program, he mentors younger students and supports the school's art gallery. With a full scholarship to study medicine abroad, his journey shows that academic success and artistic growth can go together. [Watch his story here.](#)



2.3 The Next Frontier Incubator and Small Grants Program

In 2025, we launched a new initiative designed to support alumni with turning their business ideas into reality.

The Next Frontier Incubator and Small Grants Program was established to help alumni transform innovative ideas into sustainable businesses. The 20-week program equips aspiring entrepreneurs with the practical skills, mentorship and resources needed to build strong foundations for long-term success.

In 2025, the program:



Supported a total of **65 alumni** founders across two cohorts



Awarded approximately **AU\$100,000** in grant funding to help participants grow and scale their ventures



Connected participants with local and international mentors



Delivered hands-on training in business planning, financial management, legal compliance and entrepreneurship



Supported ventures across **15 different sectors**, spanning manufacturing, tourism, education, construction, transport and the creative arts



Maliki, Class of 2021, is the founder of Dr Shoe, a business specialising in refurbishing and reselling second-hand shoes in Arusha.

Through St Jude's Incubator Program, he received a US\$5,000 grant, which he used to purchase professional shoe-washing and drying machines. This investment enabled him to expand his business beyond refurbishing and reselling shoes to offer professional shoe-cleaning and care services.

Today, Maliki serves customers across the city, demonstrating how targeted support can help young entrepreneurs turn promising ideas into thriving businesses.

3.0 Our people





3.1 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

Dr Richard Masika

Directors

Mark Cubit

Rachael Hewes

Fr Festus Mangwangi

Prof. Liliane Pasape

Gemma Sisia

The School of St Jude (Australia) Board of Directors

Mark Cubit *Chairperson*

Gemma Sisia *Deputy Chairperson*

David Collins *Treasurer*

Rita Harris *Secretary*

Angela Bailey *Director*

John Bailey *Director*

Shean Gannon *Director*

Nicholas Rice *Director*

Kim Saville *Director*

Cindy Skarbek *Director*

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.

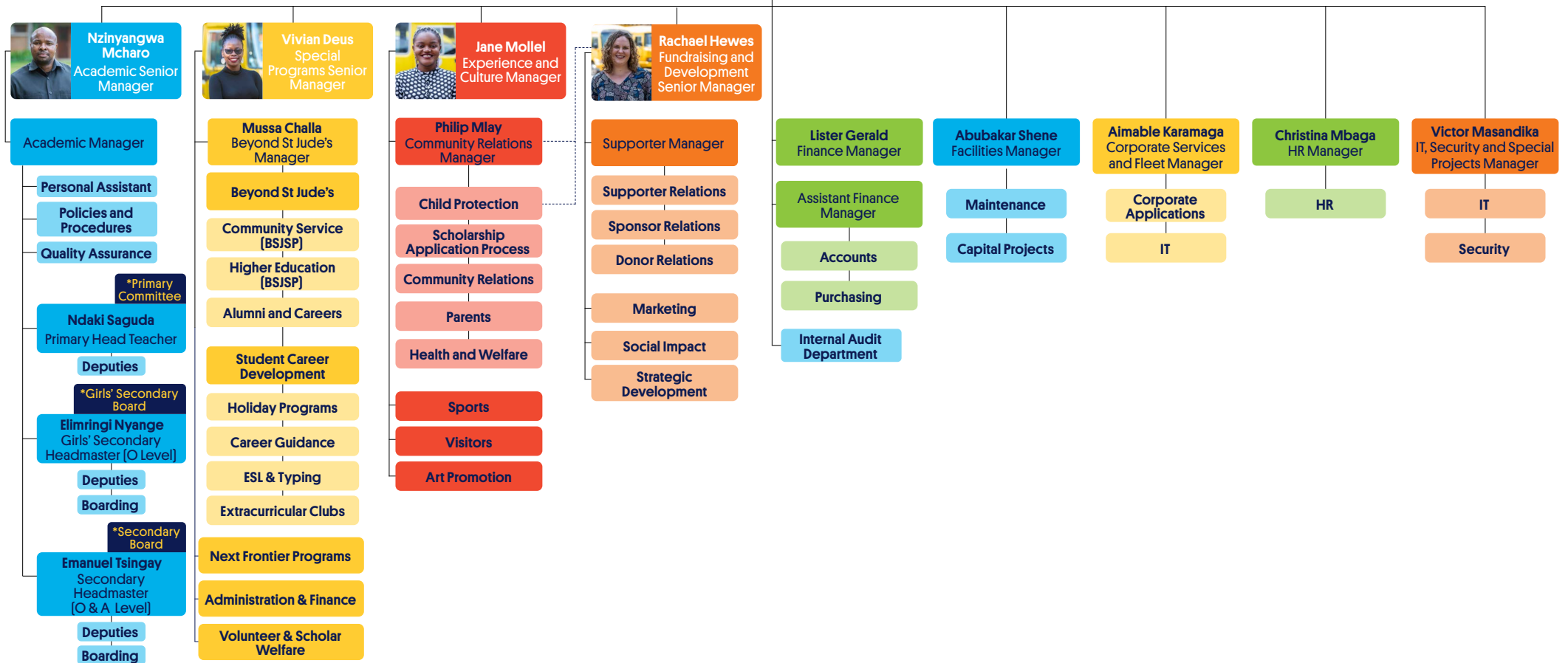
3.2 Our organisational structure



International Non-governmental Organisation (iNGO) Board of Directors



Gemma Sisia
Founding Director



4.0 Our stories





4.1 The St Jude's community

From the supporters who believe in our mission to the alumni who carry it forward in their own lives and communities, each person plays an important role in our story.



Pedalling for a cause

When it comes to supporting meaningful causes, Leigh knows the power of going the extra mile. Introduced to The School of St Jude through his employer, TechnologyOne, Leigh took on a gruelling cycling challenge to raise funds for the school.

After months of training, he completed the 315-kilometre ride in June 2025, overcoming steep hills and long stretches that pushed both his body and mind to the limit.

His efforts raised £6,900, which was matched by a generous donor, bringing the total amount to £13,800 (approximately AU\$28,600).

“I live a very fortunate life, and for me, riding 315 kilometres over 10 hours is nothing compared to the challenges many others face daily. A little discomfort can go a long way in changing someone else's life,” he says.



4.2 Alumni making an impact

Angel's green impact goes global

St Jude's alum Angel, who completed her tertiary studies in India, is turning climate action into impact through her youth-led organisation E.C.H.O (Elevating Climate Harmony Ontime), which is focused on tackling climate change.

Through E.C.H.O, she has led initiatives including tree planting and waterway restoration, earning international recognition for its environmental impact.



In 2024, E.C.H.O made history by winning the prestigious Humanitarian Excellence Award from the I CAN Foundation, standing out among entries from all 28 Indian states and more than 80 competitors worldwide.

Now back in Tanzania, Angel is bringing her expertise home.

She is working on innovative solutions including designing solar-powered cooling systems for farmers, developing irrigation and building climate resilience in vulnerable communities.

5.0 Our financials

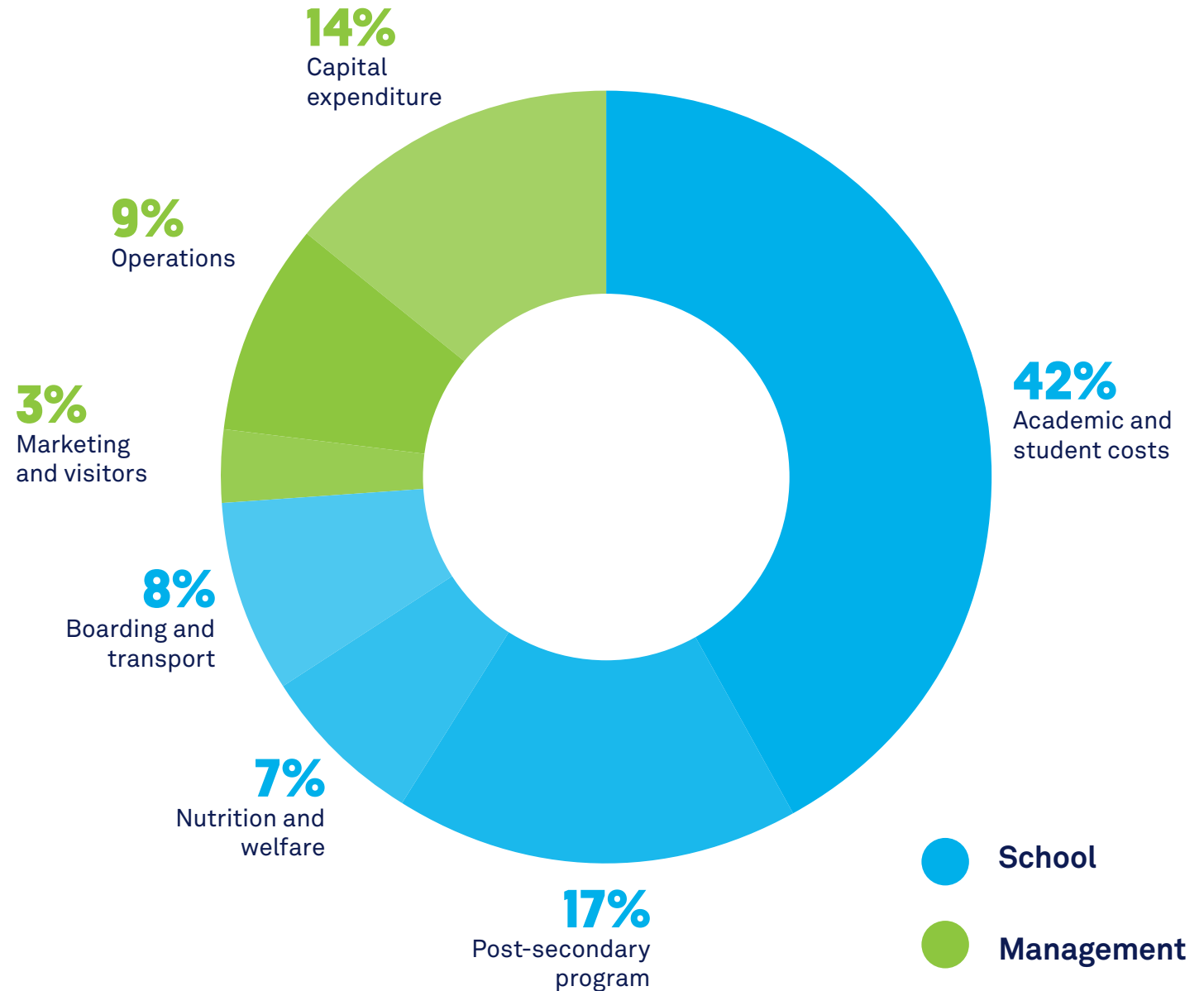




5.1 Spending breakdown

In 2025, The School of St Jude injected **AU\$14.3 million** into Arusha's local economy through purchasing goods and services 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.





5.2 Planning for the future...

The School of St Jude Strategic Plan 2025 – 2029

Overview

The School of St Jude is a pioneering leader in charitable education within Africa. We provide a free, quality, holistic education to primary and secondary students across our three schools located in Arusha, Tanzania. The school also supports our graduates through higher education.

The School of St Jude is an international non-governmental organisation (iNGO) and registered charity that relies on the generosity of our supporters from around the world to provide 100% of the annual revenue required to operate.

The 2025–2029 Strategic Plan builds on the achievements of the previous plan and provides a roadmap for growth, sustainability, and excellence. It sets six strategic goals aligned with the school's vision, mission, and values, ensuring continued impact in fighting poverty through education.

Our vision

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

Our mission

To give bright, poor Tanzanian students a free, quality, holistic education so they can lead their family, community and country with Respect, Responsibility, Honesty and Kindness to growth and prosperity.



Our strategic goals

Our Schools = Sustainability

Our schools are providing facilities that are continuously improved to support the strategic objectives and long-term sustainability of the school.

Our Students = Excellence

Our students are receiving a nation-leading, values-driven and holistic primary and secondary education.

Our Graduates = Leadership

Our graduates are actively demonstrating moral and intellectual leadership in community service, higher education, employment, and entrepreneurship.

Our Supporters = Growth

Our supporters are internationally diverse and have a strong commitment to giving and advocating for our vision, mission, and approach.

Our People = Empowerment

Our people are highly skilled and proactive and demonstrate our core values, with the majority of leadership positions held by Tanzanians.

Our Impact = Change

Our impact is proven in fighting poverty through education.

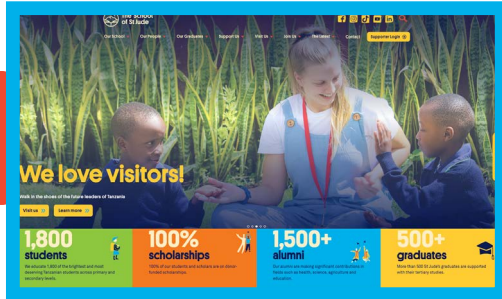
6.0 Stay connected





6.1 Ways to stay connected

Visit our website [here](#)



Follow us on social media



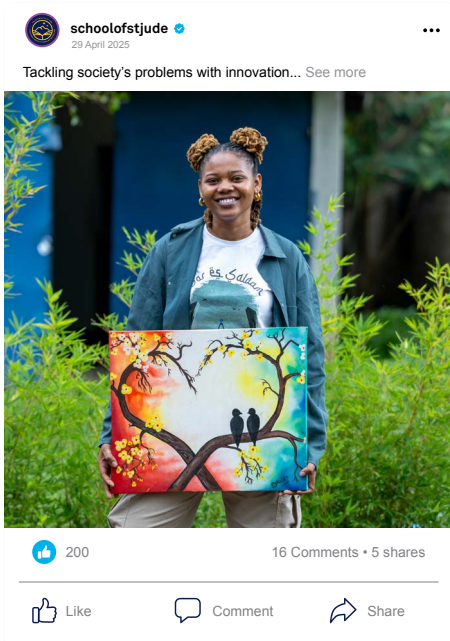
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6.2 Contact us

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] 412 604 042

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 directly

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



www.schoolofstjude.org



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