



# ST STITHIANS COLLEGE

A South African School Making a World of Difference

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12 January 2015

Dear Saints family

I warmly welcome our students, parents, staff and governors to the start of 2015 at St Stithians College. We appreciate the commitment and support of all within our community as we continue our journey at Saints of inspiring excellence. May this be a year of happy fulfilment, in ways large and small.

I write to inform you of two significant appointments I have made to new positions in the College Executive: Mr Alistair Stewart as Advancement Director, and Dr Themba Mthethwa as Director of the Thandulwazi Maths & Science Academy.

## **Advancement Director**

The Advancement Director will occupy a strategically significant leadership position, with a portfolio that is critical to promoting the brand of St Stithians, building a community of belonging, and investing in institutional sustainability. The creation of an Advancement Office will draw on best practice nationally and internationally as we seek actively and responsibly to sustain our institution into the future. As experienced at other great schools, the benefits and institutional returns of this step are self-evident and exponential.

Alistair has had a distinguished career as an educationalist, including the past 15 years as Head of the Boys' Prep. There will be opportunity, as he serves out his term of notice in the Boys' Prep, to thank him appropriately for his broad-ranging and influential contributions as Head of School. Alistair will move on from the Boys' Prep at an appropriate time, synchronised optimally with the appointment of a new Head. The position will be advertised shortly, and an extensive search will be conducted to ensure that the best person is appointed.

In seeking to fill the position of Advancement Director, St Stithians requires a person of stature, vision and big-picture thinking, with a zest for marketing and promoting the present and future of Saints. Added to this is experience of fund-raising and project management. Alistair ably fulfils these criteria, with the added bonus of his intimate knowledge of our school community and its culture. He is very well placed to step up to the new opportunity of working alongside the Rector, the Chair of Council and other key role-players in our parent and alumni communities.

During the course of last year the full Council unanimously approved my proposal to expand the capacity of our existing Foundation Office, so as to enable the College to boost its relationship-building and fund-raising initiatives amongst our parents, alumni, past parents and friends of the school. In addition, there is the imperative to explore alternative

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revenue-generating opportunities. With the support of the Chair of Council and the Foundation Governors, the creation of an Advancement Office takes this intent to a higher level. This will involve optimal integration and restructuring of our Marketing department and our Foundation Office into a co-ordinated and purposeful vehicle of institutional advancement.

The Advancement Director's responsibility will range across Admissions, Brand, Communications, Public Relations, Events, Annual Fundraising, Legacy Fundraising, Alumni Relations, and the College Archive. Our existing Foundation Director, Mrs Bev Johnson, will remain a central figure in the restructured Advancement Office, with a particular responsibility for managing the fund-raising initiatives.

The Advancement Office will play a critical role in enabling us to realise our emerging goals of *Strategy 2025* and *Facilities 2030*, to be finalised during 2015. The College Executive and Council Sub-Committees have been working hard on preparing the framework for future planning, and I look forward to further input from interested individuals and parties. I am holding a Rector Connect evening on Monday 9 February at 18:00 at the One & All, and there will be other opportunities for contribution and comment as our purpose and strategy is fleshed out.

The existing fundraising priority of the Advancement Office is to raise R8m annually for the Thandulwazi Academy, a target reached in 2014 through corporate CSI funding and private donations. Alongside this existing priority, the first new fundraising brief of the Advancement Office will be to mobilise a campaign, working closely with key role-players, to raise R10m in support of our Three Pavilions project, co-funded with the College. The Three Pavilions are: one overlooking the Oval, Baytopp and Jamieson fields; another overlooking the girls' tennis and netball courts; and the third pavilion will be the refurbished conference room at the One & All overlooking the Wayne Joubert field. The third priority is to raise R2.5m to add to the R10m currently in the St Stithians Endowment Fund, a sum which has been invested over the past four years by the College through its annual budget.

### **Director of the Thandulwazi Academy**

Dr Themba Mthethwa takes up this new post on 1 February 2015, co-funded by St Stithians and the Thandulwazi Trust. Dr Mthethwa was selected from a strong field of applicants, and he brings a wealth of experience to fulfil our goal of providing focused educational and business leadership to the existing successful programmes of the Academy. Dr Mthethwa will report to the Rector as leader of the seventh school in the St Stithians fold, alongside the five campus schools and the Kamoka Bush School. With Dr Mthethwa's arrival, the Thandulwazi Academy will grow in new and impressive ways, giving further expression to our strategic intent as a *South African School Making a World of Difference*.

Originally a successful and passionate Maths teacher in KwaZulu-Natal, Dr Mthethwa entered the tertiary sector as a practitioner and researcher in the field of Maths Education. He obtained his PhD in this subject as a student of the University of the Witwatersrand. Dr Mthethwa was previously the Director of the Centre for the Advancement of Science and Mathematics Education at the University of KwaZulu-Natal. For the past two years he has been a Content Advisor to the Select Committee on Education and Recreation in the national Parliament in Cape Town.

The Thandulwazi Maths & Science Academy runs four programmes which have a significant impact in the wider education community. First, a Saturday School at Stithians provides

enrichment classes through the year in Maths, the Sciences, English and Accounting to 1000 Grade 10-12 students from 170 schools in greater Johannesburg. Second, a Teacher Development Programme runs 11 Saturday workshops at St Stithians for 1100 primary school teachers. Third, a teacher intern programme places aspiring young teachers in our schools as they study towards their education degree or diploma. In 2015 we are adding 10 new interns to our complement, which now totals 36, and this initiative makes a significant contribution to growing the next generation of high-quality teachers in our nation.

Growing from small beginnings, and expanding significantly over the past five years under the energetic and committed watch of our Foundation Director, Mrs Bev Johnson, working with her team of St Stithians project co-ordinators (Mr Zeph Khoza, Mrs Thobeka Mngambi and Mrs Karen Walstra), the Thandulwazi Academy is now well poised to grow into the future under the dedicated and focused leadership of Dr Mthethwa.

Recently, the work of Thandulwazi has received praise from senior government officials and corporate leaders. I express my appreciation to all within our community who give so generously of their time and resources to the work and impact of the Foundation and Thandulwazi.

We owe a debt of gratitude to the individuals who have, to date, chaired the committee of the Foundation Governors and the Thandulwazi Trust. Mrs Khumo Morolo, the current chair of the Foundation, is stepping down from this role and succeeding Mr Lee Astfalck as chair of the Thandulwazi Trust. On behalf of Mr Carel Nolte, our Chair of Council, I convey an invitation to individuals interested in the position of Foundation Chair to contact me, or Carel on [carel@carelnolte.com](mailto:carel@carelnolte.com). Given the developments outlined in this letter, this is an exciting time of opportunity for the College and its community of belonging.

Yours sincerely



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Rector

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