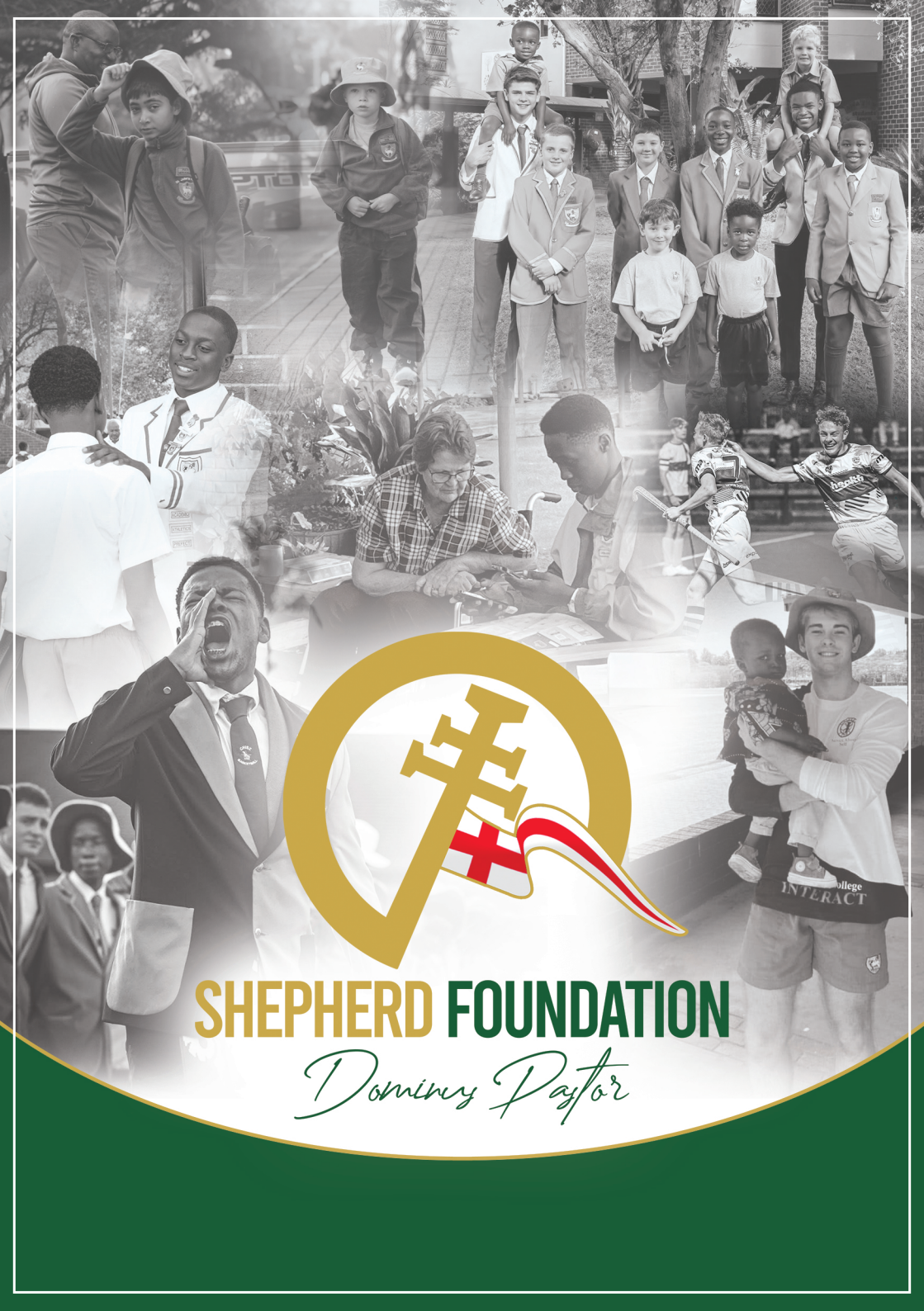




SHEPHERD FOUNDATION

Dominic Paylor



A Case for Support

For nearly seventy years, St John's has quietly proved a simple thing: an education given with real care changes a boy's life, and those boys go on to change Zimbabwe. The Trust and our schools are rightly focused on the boys in their care today. The Shepherd Foundation exists to do what they cannot easily do from an operating budget: to take the longer view, and to build what lasts for generations.

The Foundation does not replace what the Trust provides. It adds to it, across four pillars.

PILLAR 1 - BUILDING FOR THE FUTURE

The landmark buildings and infrastructure that shape the schools for generations, and go on serving boys, families and the wider community long after the people who paid for them have gone.

PILLAR 2 - REACHING BOYS WHO CANNOT REACH US

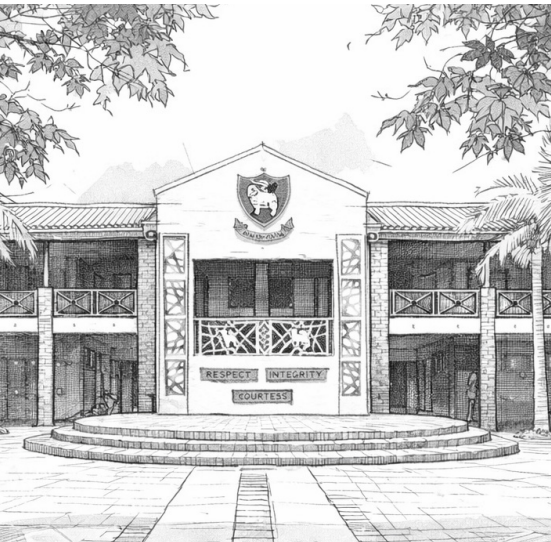
There are boys of real character and talent whose families will never be able to pay the fees. We find them, bring them in on full scholarships, and back them in every part of school life, from first day to last.

PILLAR 3 - FUTURE-PROOFING THE SCHOOLS

The world these boys are heading into changes faster than any school budget can keep up with. We fund the exploration and innovation, the new teaching, the technology, on a trial basis. What works, the schools keep. What does not is the Foundation's cost to carry, not theirs.

PILLAR 4 - HONOURING THE PEOPLE WHO BUILT THIS

Quiet, dignified support for the teachers who gave their working lives to our schools, some of whom now face circumstances that bear no relation to what they gave. The Foundation stands with them, so that no one who gave their working life to St John's should have to face hardship in old age alone.





You decide where your support goes. A gift can be directed to a single pillar, a specific combination, or given to the Foundation as a whole to deploy where the need is greatest. You may also choose to give solely to the endowment, where your gift is invested and preserved permanently, with only the investment income drawn down to support the Foundation's work year after year.

WHY NOW?

The Foundation launched on 17 July 2026, at the Old Johannians' Annual Dinner marking both the 70th anniversary of the St John's Educational Trust and the 40th anniversary of St John's College.

This is not an idea on paper. The Foundation is a properly constituted body, separate from the Trust, with its own independent Council, its own legal footing and a clear plan. We are not asking you to back a possibility. We are asking you to join something already underway.

Every gift made in this first year is recorded, permanently, as a founding gift. Years from now, the record will show who was there at the start.



The Four Pillars



Building for the future

The Foundation will support capital projects and institutional investments that fall beyond any single Trust budget cycle, investing with the next fifty years in mind, not the next five. Every contribution will be additive to what the Trust is already doing. The Foundation does not direct. It enables.

At any given time the Foundation will identify a flagship capital project as the focus of this pillar: a landmark facility, built to the highest standard, designed to serve boys, families and the wider community for generations.



Reaching boys who cannot reach us

There are extraordinary young Zimbabweans, boys of character, talent and potential, whose families cannot pay SJET fees and never will. Working with our schools the Foundation will find those boys, bring them in on full holistic scholarships, and support them across every dimension of school life.

A Foundation scholarship is not a fee waiver. It is a complete commitment to a boy's development from arrival to graduation and beyond. A scholarship boy should make St John's better, not simply be made better by it.





Future-Proofing the schools

The world these boys will enter is changing faster than any school operating budget can track. The Foundation's role is to work alongside the schools, funding pilots, visiting practitioners, curriculum partnerships and technology initiatives on a trial basis. What works, the schools absorb permanently. What does not is borne by the Foundation, not the Trust.

This is not change for its own sake. It is how schools that are excellent today remain excellent for the generations that follow.



Honouring the people who built this

This is the moral heart of the Foundation. The men and women who gave their professional lives to SJET boys built something remarkable often across decades of extraordinary economic turbulence in Zimbabwe. Some are now in financial circumstances that bear no relationship to the contribution they made, through no fault of their own.

The Foundation will provide direct, discreet and dignified assistance to former staff in genuine hardship. Over time it will work to strengthen retirement provisions for current and future staff, so that a gifted teacher building a career here can do so with greater security in old age.





What Your Support Delivers

The figures below are purely illustrative. To make each level tangible, we have shown what a gift of that size would achieve if it were applied to scholarships, where a full Foundation scholarship at the College, covering fees, uniform, books and pastoral support, costs approximately \$100,000 over six years. The same gift could equally be directed to any other pillar, or to the endowment. These are examples of what your support can do, not a fixed menu.

\$6,000

Shepherd's Friend

One term of a Foundation scholarship or a contribution toward staff welfare support for former teachers who gave their careers to St John's. Founding donor recognition, named permanently in the Foundation's records.

\$18,000

Shepherd's Scholar

Funds one complete year of a Foundation scholarship, first day to last, or a meaningful contribution to building for the future or the future-proofing work. Named on the Foundation website.

\$100,000

Shepherd's Legacy

One boy. Form 1 to Form 6. Fully funded for the entirety of his secondary education, or a transformational contribution to building for the future or the endowment. Your family's name on something permanent.

\$500,000

Shepherd Endowment Founder

Gifts of this scale go directly to the endowment capital base. Investment income is deployed annually across the Foundation's four pillars, preserving the capital permanently while funding the work every year.



If a teacher shaped your time at St John's, support the pillar that honours people like them. If you believe in buildings that outlast their donors, give to building for the future. If your instinct is innovation, back the future-proofing work. And if your priority is the Foundation's permanence, give to the endowment.

Every gift matters, whatever its size. You choose the amount, the pillar, and the timing. And if you would rather talk before you give, we would welcome it. Tell us what matters to you, and we will build a gift around it.



The Foundation's Vision

THE LONG TERM FINANCIAL AMBITION

The Foundation is being built to last in perpetuity. Its long-term ambition is a permanent capital base whose investment income, not each year's fundraising, becomes the principal source of its annual support to the SJET. That is the architecture of an endowment. What that capital protects is human: a boy whose place does not depend on this year's donations, a teacher whose support does not rise and fall with this year's appeal. An endowment is how the Foundation keeps its promises in the years when giving is hard as faithfully as in the years when it is plentiful.

This is the work of decades, and we are honest about where it begins. In the early years the Foundation will deploy more than it invests, because the need is real now and the capital base is still being built. Over time the balance shifts deliberately: more capital preserved, more support funded from investment income, until the day the Foundation can meet its commitments from income alone and the capital is never touched. The discipline of accumulation, even when more could be spent, is what separates an institution that supports the SJET for a generation from one that supports it forever.

GOVERNANCE

The Foundation is a structure wholly separate from the Trust, with its own governing body and its own fiduciary discipline. It is overseen by an independent Council / Trustees, charged with stewarding its capital, directing its support, and holding it to the purpose set out in this document. This vision is the standard against which the Council governs, and it is intended to guide those who hold these responsibilities long after its first custodians have passed them on.

THE SHEPHERD FOUNDATION'S PRINCIPLES

- Congruent with the SJET. The Foundation's values extend the Trust's. It will never act in a way the Trust would not sanction.
- Additive, not substitutive. The Foundation does what the Trust cannot reasonably do. It must never become a vehicle for the Trust to underspend.
- Long-term by design. Its measure of success is what the SJET looks like in decades not at the next prize giving.
- Rigorous about impact. Every scholarship, grant and intervention will be measured honestly. We will know what worked and say so.
- Discreet where discretion is owed. Scholarship recipients and staff in hardship are people, not case studies.
- Independent in governance, aligned in purpose. The Foundation maintains its own fiduciary discipline always in service of the Trust's mission.

WHAT SUCCESS LOOKS LIKE

A generation from now the schools' infrastructure is among the finest on the continent. A meaningful proportion of the student body attend because of the Foundation, and the schools are visibly stronger for it. The Trust has been able to take risks that kept it leading, because the Foundation absorbed the cost of exploration. And the teachers who gave their working lives to this school have grown old knowing the Foundation stood behind them.

Underwriting all of it, the Foundation's support rests on accumulated capital not on the generosity of donors in any given year, but on the wisdom and discipline of those who came before.

HOW TO GIVE

Gifts of any size are welcome, scan the QR code to visit the donations page.
For major gifts and Founders Circle membership, please contact:

Takada Nyamambi directly at foundation@stjohns.co.zw
Website: shepherdfoundation.net

