

**Report of Dunamis Fellowship Inquiry Team relating to Back to God  
Evangelistic Association April 2007**

**Part 1: Executive Report**

From the outset we were surprised by the quantity and quality of objective evidence standing at odds with the accusations levelled against Rev. Peterson Sozi and Back to God Evangelistic Association (BTGEA).

For example, BTGEA has been a government registered NGO (Non-Governmental Organization) since 1983, a status that depends upon its lodging independently audited annual accounts with the Uganda revenue authorities and official NGO Board. Certificates of Registration are renewable every sixty months. We inspected the current BTGEA Registration Certificate dated December 2003 and retained a copy thereof together with a set of BTGEA's signed financial accounts for 2005. We have also independently confirmed with their auditor that their 2006 accounts are currently being prepared.

The accounting systems and expertise of BTGEA need significant improvement and we have recommended that they seek training in this area. We appreciate that BTGEA has been given the Quickbooks software package, but without intensive training in the use of this program, this gift cannot be adequately utilised. Nevertheless, eight hours of careful scrutiny of their Excel spreadsheets and bank statements has rendered no evidence of misappropriation or concealment. The cumulative variance between opening and closing balances on their spreadsheets and their bank statements appears to amount to some US\$82 for the year 2006 and their auditor gave no indication that there were any difficulties in completing their accounts for that year. City Temple United Reformed Church in London has now agreed to send a qualified management accountant to Kampala to work with Henry Kawera of BTGEA for a week – to train him in the use of either Quickbooks – or SAGE, whichever package the BTGEA auditor prefers – and pay the costs relating thereto so this is not perceived as a long-term problem.

Much has been made of the fact that Peterson Sozi is a landowner with a beautiful home and several private properties, that he has displayed a keen interest in preserving his personal estate and it has been suggested that he has registered BTGEA property in his own name. Our view takes account of the fact that he is a citizen of a country where there is no social security, no old age pension and works in a ministry that does not offer retirement benefits. We therefore find it neither improper nor in poor taste that Peterson should act as a good provider for his and his family's needs, nor that he should use appropriate opportunities to appeal for assistance in securing these (1Timothy 5:8).

Although we did not consider it our right to demand this, Peterson Sozi offered us sight of the title to his own home and copies of land purchase agreements pertaining thereto. He offered a painstaking description of the process by which he built his (as yet incomplete) home over a period of years. We also obtained some independent advice on property values in the area and nothing we heard gave us reason to believe there was anything untoward in his personal property dealings. Indeed the only land transfer between Peterson Sozi and BTGEA that we noted was a donation from the former to the latter at Butalale.

Land tenure in Uganda is a complicated business. We have inspected and made copies both of agreements granting legal use, and of Certificates of Title to all ministry land and found that these are all in the name of BTGEA.

BTGEA requires staff to sign payment vouchers on receipt of salaries paid in cash. Salaries are therefore easily verifiable. After inspecting the payment voucher books we carried out spot-checks. We asked five staff members (4 teachers and a cook) to examine the records for June and July 2006 and check if the amounts shown were what they had received, and whether the signatures were theirs. We also asked each to sign a certificate to that effect so that we could compare these signatures with those in the voucher books. In every case the respondents confirmed that their signatures and the amounts indicated were correct. Among those we investigated, we found a respondent, one of five new teachers who received a 10% salary increase instead of the 50% increase, paid to established staff. BTGEA had informed us of this differential which – in these circumstances – we found reasonable.

From the vast quantity of – often repetitive – suspicions, allegations and accusations expressed in the various materials that we received before visiting Uganda, we agreed that it could all be distilled down to fourteen potential charges to put to the BTGEA Board and then investigate as thoroughly as time allowed.

One of us had a predisposition to accept these potential charges, one a predisposition not to, and the third – a South African company director now living in the UK – was neutral but keen to ensure that our conclusions were reached with as much understanding of the African context as possible.

Much of what we started with consisted of personal conclusions, anecdotes, etc. Little hard evidence was offered, except with respect to the “black dollar” scam, and copies of some income and expenditure reports (but not accounts)...

It was our purpose to try to discern, from whatever additional evidence we might turn up., whether or not we could arrive at a joint discernment as to the likelihood of the ministry being corrupt. Initially we assumed there would be little hard evidence, and that we would have to rely on perceptions (given the reported lack of co-operation of the BTGEA officers and the reported state of BTGEA’s systems, books, etc).

However, after carefully addressing each allegation, finding the BTGEA board completely co-operative, and discovering the significant records and official documentary evidence noted above, we have arrived at a united conclusion that, with the exception of the very costly “black dollar” scam, there are no grounds on which to argue that this ministry is corrupt.

Furthermore it is now moot whether the “black dollar” scam issue itself should enjoy any further consideration in this regard. Peterson Sozi accepts that this was a serious failure in his fiduciary role as steward of the ministry’s resources. He has confessed and repented of it, and, we understand, been forgiven by the donors in question. We have discussed it, examined documents related to it, and do not believe there is any purpose to be served by continuous reference to it. We are convinced that Peterson Sozi has learned a salutary lesson and the personal decisions he and the BTGEA board took during our visit clearly indicate that they are determined to avoid any such mistake in the future. For example Peterson himself suggested to us that he would cease to be a signatory on

BTGEA accounts, whilst the Board agreed to review the amount which any sole signatory could sign for in future.

Apart from these decisions, we were encouraged at our final meeting by the number of decisions taken in principle by the board to begin to bring their decision-making processes, operational systems and accountability structures into conformity with modern international best practice.

## **Part 2: Summary of our work**

Following allegations of wrong practice by BTGEA, the PRMI Director requested Allen Kemp (USA) to arrange a visit to BTGEA and to include James Gray (UK) and Chris Baillie (UK). The aim was to raise the allegations for face-to-face discussion, and to gather relevant information that would inform any assessment of the situation. BTGEA agreed to receive the group and the visit took place from April 10<sup>th</sup> – 14<sup>th</sup> 2007.

### **During the visit we:**

- met with BTGEA Board on four occasions (about 14 hours)
- met with the Director individually
- addressed the 14 clearest and most substantial allegations in detail
- met daily with Mr Joseph Wangoolo, a Ugandan with substantial NGO experience, who acted as an independent consultant and to whom we were referred by a business contact of James Gray in London (i.e. someone who had no former contact with BTGEA)
- spoke with a variety of individuals
- investigated the accounts and bank statements
- met with the auditor
- carried out “spot checks” with teachers on records of their pay
- examined and made copies of land title documentation
- visited Bukesa, Mwera and Butalale primary schools and the clinic
- confirmed the status of BTGEA as a nationally registered NGO submitting audited accounts to government annually
- assessed the disposition of BTGEA officers and Board
- reviewed the materials sent us in support of allegations
- reviewed our findings daily
- offered recommendations regarding organisational, accounting and fiduciary practices that were enthusiastically adopted by the BTGEA Board for detailed development and implementation;
- together with BTGEA Board, initiated the formation of an international body to receive accounts and reports of ministry in order to be a point of reference for existing and potential stake-holders
- identified Mr Joseph Wangoolo of Kampala as the first representative of that body to be an independent, non-executive member of the BTGEA Board, paid by said international body, not by BTGEA.

**Biblical basis:** foundational to our approach has been the guidance on proceeding with charges of wrong-doing in the church found in Matthew 18:15-17 and 1Timothy 5:19. We have intended that our whole approach should be Biblically informed and led by the Spirit. We felt that natural justice required an opportunity for the accused to offer response, and that given the serious affects upon the beneficiaries of BTGEA social ministries, good judgment through exploration of all the facts was vital.

**Cultural awareness:** we believe that miscommunication and misunderstanding have played a significant role in the perceptions of wrong-doing on both sides. It happens very easily. For example, when we enquired of one teacher if he had received the 2006 pay rise he responded with “no.” So it seemed to us that we had found something amiss. However, further discussion with him revealed that, as a very new teacher, he had not received the same level of pay rise as others (but he had received a pay rise). We checked the records with him, and this confirmed the position. Had we not been so deliberate, we would have gone away misunderstanding what he had said to us. We observed that Ugandan use of English seemed much closer to UK usage than to USA usage – and we could miss meanings between the three of us because of our different language nuances. At one level cross-cultural communication is easy and friendly. But the more we do together, the more we need to communicate, and the more we discover that it’s not so simple as it first seems. This applies not just to language, but to all aspects of culture, and we may be very confident we have read a situation well when, in fact, we have not understood. It is very hard to accept that another’s worldview has as much validity as our own. We would urge everyone to take this aspect seriously, and to be thoughtful about all dynamics of assumed or perceived power in relationships if we are to partner with each other well in the gospel.

**Objective evidence and anecdotal accounts.** We have mentioned that much of what we had received (and in some instances accepted) as evidence was either anecdotal or less substantial than it at first appeared. The emotions of anger and mistrust create their own momentum, and affect perception. We believe our conclusions are so different from the allegations because we were looking for facts, not for problems.

**Prayer:** our work has been far more productive than any of us imagined it could be, and we are immensely grateful to those who have carried the process in prayer.

**Lessons we learned.** The outcomes from this breakdown are so grave that we must urge all to learn from the mistakes made. This dispute, and the crisis for so many that are associated with it, was without doubt born amidst good intentions. Eagerness to help in a hard world can lead to repeating frequently-made mistakes - unless we become informed. We may believe that good intentions and a conviction that we are moving in step with the Spirit are all that is necessary to successfully engage in cross-cultural mission and ministry. But more is required. The Christ-like humility of Philippians 2 is essential both to our realising our need to learn and to our on-going good judgments.

*We are profoundly disturbed by the cost to the vulnerable that remains the outcome of a momentum of errors, misinformation, inaccuracy, and failures in communication. We urge swift resolution to avoid prolonging the harsh effects on so many lives. We urge whoever has helped this ministry financially or otherwise in the past to please do so again as a matter of urgency. The mistakes made, however well-intentioned, are being paid for by children, staff and members of communities that know real poverty.*

We are unable to draft a form of words that conveys how we wish to implore all involved to immediately put right what has gone so wrong.

**Copies of the full text of the report,** (including parts 3 and 4) together with supporting documentation (copies of signed and audited accounts, copies of land title deeds, etc) may be viewed at PRMI offices in Black Mountain, USA, Back to God EA offices in Kampala Uganda or, by arrangement, with James Gray or Chris Baillie in

the UK by agreement with BTGEA. They are confidential – not available to be copied  
– and may be accessed only by agreement.

## Part 3: The allegations

**This part of our report**, together with Part 4, supporting documentation (copies of signed and audited accounts, copies of land title deeds, etc) may be viewed at the PRMI offices, Black Mountain, (USA), Back to God EA offices, Kampala (Uganda) or by arrangement with James Gray or Chris Baillie (UK) by agreement with BTGEA.

The bulk of our time was spent exploring the allegations made against Peterson Sozi and BTGEA. The following notes contain our distillation from the materials sent to us of the main allegations, together with notes on the responses made at meetings with BTGEA Board.

- 1. The Black Dollars Scam.** documents were supplied to Joe and Sharon Wilson of Atlanta Georgia, USA by Peterson Sozi, president of BTGEA, in March of 2005 to explain how \$153,000 of donated funds had disappeared. They include his confession of losing the money to a group of swindlers. The \$153,000 missing funds were from \$22,000 donated funds by Wilson's church, Peach Tree Presbyterian, and \$131,000 grant from Outreach Foundation of the Presbyterian Church USA. The donated funds were to be used to buy books, uniforms and food for the Kivulu slum children and the grant was to be used to build an evangelism school. The written confession was obtained when the Wilsons, acting as representatives of Peach Tree Presbyterian and the Outreach Foundation, travelled to Uganda in March 2005 to follow up the use of \$153,000 donated to BTGEA.

Peterson has stated that he purchased the chemicals in \$5k batches (= 30 purchases of something that is not working) but the only available receipt is for \$45k.

*This is cited as an example of when designated funds have not been used as agreed upon by the donor*

### Notes from meeting

Peterson gave out the money in varying amounts – including \$45,000 on one occasion. Most of it was not receipted. Peterson destroyed some of the receipts, the one he retained because he took it to the USA embassy. The conmen did some demonstration cleaning of notes which Peterson took to bank and foreign exchange office who confirmed them as genuine. The con was sophisticated. It is currently being practiced and was recognised by a local businessman we consulted as widely practiced in Kampala and catching out many people, including a number of Catholic priests. Peterson even received a text from USA by one of the conmen, etc. The conmen were able to describe Peterson's home, describe current activities as Peterson did them.... We accept Peterson's explanations of the circumstances and his confession, but used this example to impress upon him the importance of corporate decision-making, which he accepted. (Neither his wife nor the other board members were consulted before he undertook this misadventure.)

- 2. \$36k is unaccounted for since February 2006.**

One of the BTG-USA Board goals of the two 2006 mission trips this summer was to verify that funds were used as designated and to help BTGEA staff learn rules of accurate financial reporting. August team leaders, Laurie and James Miller, spent four hours reviewing bookkeeping with Henry Kawera and found at least \$28,000 unaccounted for since February 2006. This includes money from other organizations and individuals as well as money from BTG-USA

Connie has supplied spreadsheets.

*The \$36k seems to be the 28k here plus the 8k mentioned below.*

Notes from meeting

Henry: James Miller did not look at the bank accounts. An opening and closing balance was not recorded. It is a record of income and expenditure report, not an account. The bank statements are available for our inspection to settle this.

As mentioned above, BTGEA has been a registered NGO since 1983 and, in order to maintain this status, has had to submit audited annual accounts to both the official Uganda Revenue authorities and NGO Board. (The exception is 2006 for which the audit reports were being withheld due to non-payment of the audit fee for 2005. The audit fees for 2005 and 2006 have, however, now been paid and the 2006 audit results will be forthcoming shortly.)

Allen raised the point that Henry is accused of refusing to answer questions and became angry and to have said that if he answered BTGUSA would not support BTGEA again. Chris confirmed that a member of his church was present in an adjacent room during the incident and had been upset by *James Miller's* manner, not Henry's.

Allen stated that he had called James Miller who had been reported to state that Henry had told him, "If we told you how we used the (missing) money you would never support us again." James did not confirm that he actually made this statement. Henry, when questioned directly, refuted saying this. On balance, taking account of the only third-party evidence available, we decided that there was no reason to doubt Henry's refutation.

Peterson does not agree that he spoke angrily with James Miller during that time. Peterson thanked James for the work he had done. There is not even agreement as to which room any discussion took place in. Peterson recalls it as a friendly farewell. When BTGEA group wrote email to BTG-USA, James and Laurie were still in Uganda. Dunston recalls it was a short stop-over at the office between a game park visit and going to the airport. It seems there is some confusion between that communication and the conversation.

Peterson states that they have never said that they would not be accountable. We do not accept that the reported discussion can be relied upon to suggest that BTGEA or Peterson stated they are unwilling to be accountable. There are no third-party witnesses to this particular conversation (but we noted that any such unaccountability would have run contrary to the willing accountability we encountered throughout our visit).

It appears that the monthly accounting procedure required by BTGUSA of BTGEA prior to releasing the following month's full funding created hardship and confusion for BTGEA. When Henry Kawera was talking to James Miller about how this monthly reporting procedure was unworkable it is possible that James Miller perceived Henry to be saying that BTGEA would not be financially accountable at all. This likely miscommunication has caused great stress for all.

The required monthly accounting procedure resulted in BTGEA falling behind in funds needed for ongoing operations. There simply was not time at the end of the month to give account for how cash withdrawn from the dollar bank account was used to pay contractors for the capital improvement projects. When funds were held back until full reporting was received then overall operations suffered. Sometimes there was confusion as to how wired funds were to be used and delays occurred whilst they enquired about designation of funds sent (as the figure was greater than originally agreed). The delays in getting the clinic completed were due to many factors.

Lastly, it is noted that James Miller observed excel spreadsheets with a surplus balance on them and asked, "Where did the money go?" We concluded that the money was merely in the bank, as yet dispersed as cash.

**3. Teacher's pay: teachers have not been paid at times, or have not received the 50 % pay rise funded by BTG-USA**

*Upon the August team return in mid September 2006, BTG-USA learned that the teachers and medical staff of BTGEA had not been paid with money already sent to BTGEA for this purpose. That amount was approximately \$8,000. BTGEA continued to refuse to give account for the funds*

Notes from meeting

Henry agreed to show the signed receipt books to the team. They received payment in June and July, and then the funds dried up.

There were about 5 new teachers who, it was agreed, would not get the full 50% increment at that point (but would later).

*NB – see our notes in parts 1 and 2 about our investigation and how the evidence was tested.*

**4. There are never doctors in the clinic when BTG-USA visitors have visited**

*(NB The number of patients seen per month as recorded in the accounts seems very small)*

Notes from meeting

Peterson: the doctors are not full-time – there has never been money for that. They come in the evening, because they work elsewhere. When discussing the budget with Connie in May, clinic staffing was considered and a figure agreed.

**5. The nurse was being paid for by BTG- USA and West-Can URC in England at the same time**

Notes from meeting:

A pay rise was paid for by USA upon BTGEA request. Thus both UK and USA sources were contributing to the nurse's overall pay, but neither knew the role of the other.

**6. Peterson's house and other properties** seem out of proportion to the income expected for him. His house could not be built for the cost he states (\$60k)

Notes from meeting

This was thoroughly discussed at the afternoon meeting and we are satisfied that there is no case for wrong-doing.

*NB see note in Part 1 where we state that later we saw documentation*

**7. Disappearing surplus:** BTGEA report (with substantiating accounts) regular unaccounted for excesses of income from BTG-USA over expenditure by BTGEA

Notes from meeting

See above: the main problem seems to be a confusion between income-and-expenditure reports and complete financial statements (the former do not give the whole picture)

- 8. Conversion rates:** BTGEA show a conversion rate (\$US to Uganda shilling) that is significantly less than that obtained by Connie and her team. This is taken to mean a better rate is being obtained than shown.

Notes from meeting

The money comes through the bank and so is necessarily converted at bank rates. Forex (foreign exchange) dealers offer better rates if you carry money into the country and use them. Receipts would be available for inspection when we visited the office.

- 9. Connie and Peterson's agreement.**

Connie and Peterson recorded a plan made together in USA to help them carry out the agreement. "*Peterson changed from this plan in using the funds..... They had done very little in the building and certainly not what was claimed on the expenses sheet Henry sent. Henry's accounting for the first \$10,000 is in the next attachment. When there was only demolition done at that point, and then the walls being mudded at the end of July when I left, How could there be paint expenses?*" (See disbursements for June & July 06)

Connie states that Peterson claims the money was spent differently because BTGEA did not say how it should be spent

Notes from meeting

Refers to the dental clinic – see above. The paint was for adapting another room for temporary accommodation for the dental clinic until the new clinic was in operation. This was made clear in a report to Connie.

- 10. Finance for Dunstan's wedding:** Peterson requested BTGEA provide funds for Dunstan's wedding. This was refused and BTG-USA adjusted speed of cash flow until after wedding. Connie believes that funds were used for the wedding.

Notes from meeting

We find no evidence for this, but we do find support for the honest funding of the wedding according to normal Ugandan practices in which many family and friends share the costs and provision. Peterson mentioned that there wasn't even enough funding coming in to complete the clinic so how could they use funds for the wedding.

- 11. The Tractor and dental equipment.**

Notes from meeting.

The tractor was bought by Norm D. Willis W is a farmer and he advised. When the tractor came it proved to be a John Deere large and old. The consumption of diesel was overwhelming for growing corn – costs exceed value of crop. Its not a fit machine for the purpose. It cannot be run economically. No-one will buy it. Parts must come from USA as there is no John Deere agency in Uganda. The gesture is appreciated and although the cost was significant, it is of limited practical value.

The dental equipment: BTGEA were not allowed to open the boxes until James Miller came. It was not touched or mismanaged. It was a gift to BTGEA and government had allowed it to be tax-free. James Miller solicited funds using BTG name (eg \$6000 from a church in Alaska as priority... but BTGEA was not consulted. Donors gave for it to be part of BTGEA, so it cannot simply be given away. Brian was understood to say previously that the equipment could not be used by him. However, Brian is now requesting it. BTGEA still intends use it as originally planned.

## 12. BTGEA budget & wire info Feb 06 – Aug 06

re Standard Chartered Bank Account in Uganda

*We gave a set amount that was to be used to fund the schools. After our Fund raising dinner in April, we met with Peterson and our Board at a retreat and established the budget for how funds would be spent. That is reflected in the wires May through August. Peterson got approval to finance whatever his priorities were, he made the estimates of costs to do the projects and we supported his leadership in determining the course of ministry. He agreed to spend the money as was designated at the board meeting and show evidence of that with monthly financial reports and scanning and emailing of receipts where major projects were done. We approved and financed the hiring of a communications officer (Gladys was Peterson's choice for that) and office equipment, (computer, scan/fax/copier, and digital camera) so that this communication could take place without strain on their staff. This person would also facilitate communication between prayer partners by regularly visiting the schools, helping the children write letters and taking their photographs and delivering letters and gifts from US sponsors.*

*You can see the we paid for medical staff that was only there during the weeks of our mission.....*

*There was a lot of money that disappeared from Feb to August that was unaccounted for. If you follow the total receipts reported and then expenses for each month and carry forward the balances, you will see that there is much missing. This is the amount that Henry and Peterson refused to give account to James and Laurie during a four hour meeting. They just kept saying..."It's all right here"... it is not.."*

Notes from meeting:

We were invited to check the books to allay concern that donated money is sitting in a privately-named account and not being utilised.

After carefully examining email communications and bank statements and speaking directly with the individuals involved both in the US and Uganda. Allen offers some observations.

In June of 2006 there was a flurry of activity going on for BTGEA and BTGUSA and communication appears to have broken down. In April \$163,000 was raised in pledges and gifts in a Portland, Oregon fundraiser and those funds were to be immediately utilized to complete a dental clinic by August. Funds were also designated for increasing teacher salaries by 50%, paying a medical doctor and dental hygienist, making vehicle repairs, purchasing a generator, computer equipment, and water filtration equipment, building a school room in Butalale, and other smaller projects. A team from Portland, OR was coming in early July and a visiting family was teaching PRMI's Dunamis in June. The amount of activity at this time was dizzying.

In August Peterson Sozi understood from an email that \$28,600 had been wired to BTGEA for the dental clinic renovation. He wrote that the money had not been sent and we confirm this from the bank statements. This figure was the budgeted amount for the dental clinic renovation plus the generator, air compressor, and water filter, not a deposited amount. Peterson notes that he is not receiving enough money for all the new projects. We recorded from the Nile Bank statements, BTGEA received from BTGUSA on 04 Apr. \$2635 and on 21 Apr \$2485; on 02 May \$4085; on 01 Jun \$19,585; on 03 July \$19,235; and on 01 Aug \$11,452. No more funds came from BTGUSA after August 1. This was a total of about \$35,000 of additional funding.

On our April 2007 trip we verified the construction of the Butalale classroom building (\$14,000) and the dental clinic (\$28,600 budgeted) though we did not ask to see the generator or water filter, and we verified that teachers received their salary increases (though the increase only lasted 2 months as all funding was terminated by August 2). These two large building projects alone account for \$42,600 and only \$35,000 of additional funding was actually

dispersed by BTGUSA for these projects. We also verified that two non-BTGUSA projects were completed, a well had been dug at Butalale (\$10,000) and a classroom built at Mwera (\$6000). We note that BTGEA was running about a month behind in cash flow beginning in June when all the additional capital projects began. When Peterson Sozi mentions in his August emails that the funding is not enough, that is quite clear to us. It was not. The ministry was operating in a deficit. Now that all capital projects have been completed and many overseas donors have terminated their giving, the ministry faces the severe situation of no longer being able to pay teacher and staff salaries and under supporting the children in their schools.

**Added by Allen at Meeting:**

**13: \$10k Peterson Sozi raised in Canada that never made it to the ministry**

Notes from meeting:

Peterson Sozi states that he has never been to Canada. So we were unable to understand this accusation in order to pursue it.

**14. Swiss church that gave money to buy property that was titled in Peterson's name**

Notes from meeting:

This was related to the land at Mwera. Peterson agreed to show the land title for Mwera – it is in BTGEA's name, not Peterson's. The Presbyterian Reformed Church of Uganda took the issue to court, but the case was withdrawn by PRCU. The correspondence and documents relating to the case would be made available for our inspection.

**Follow-up on checking points (Thursday night)**

1. accounts inspected and found to be sound. On US\$273,000 expenditure, a \$82 variance was minimal and probably due to use of varying conversion rates (James used a single one, but over the year the rates vary).
2. records of teacher pay and pay increase were spot checked, 4 staff (Cook, Principal and 2 teachers) examined their own recorded signatures and signed statements attesting they received the amounts shown (certificates attached)
3. clinic visited: operational and much improved from October, dent carrying out work, new dental equipment partially set up, no evidence of mistreatment of equipment to lay-eyes. The email exchanges about the equipment involved references to dumping trash that we believe were misunderstood.
4. Peterson brought land titles for Mwera and record of the transfer showing the land to belongs to BTGEA, having originally had use of the land (12 April 1995). (Copies attached). Initial right of use, request to build led to purchase on behalf of BTGEA, one witness to the purchase was an Elder in the Reformed Presbyterian Church of Uganda.
5. Other land titles were shown as owned by BTGEA:
  - a. Kalagala (between Mwera & Butalale)

1. District	Mengo
2. County	Busiro
3. block	136
4. plot	10
  - b. Butalale Farm land donated by Sozi and secured legally in 2006 12.15 hectares (c29 acres)

- |             |         |
|-------------|---------|
| 1. District | Mubende |
| 2. County   | Singo   |
| 3. block    | 44      |
| 4. plot     | 16      |

c. Bukesa: Capital Community Church School site (lots 867, 865 & 866)

- |             |               |
|-------------|---------------|
| 1. District | Mengo         |
| 2. County   | Kibuga        |
| 3. block    | 10            |
| 4. plot     | 865, 866, 867 |

d. Mwera, 10 acres on hill adjacent to school site

- |             |        |
|-------------|--------|
| 1. District | Mengo  |
| 2. County   | Busiro |
| 3. block    | 136    |
| 4. plot     | 15     |

e. Legal-use (but neither free-hold nor lease-hold) June 2006, church site Lumonde in Luwera. Also BTGEA named in the agreement (in Luganda)

f. Maggwa: 3 pieces: agreement in Luganda

6. Peterson produced land title for the land where his home is built (Makindye) to demonstrate the price paid in addition to the land he traded for it (equivalent approx \$200). (NB we protested that this was not our business as it is private, but to allay fears of malpractice he insisted it was included.
7. Peterson produced Certificate of Registration as an NGO, annual renewal of which requires independently audited accounts (requirement confirmed independently), together with Certificate of Registration and Certificate of Incorporation.

## PART 4: the future

Ideas for Back to God Evangelistic Association to consider in developing structure.

1. In working with international partners, the capacity to show clearly the purpose, ideology, systems and methods of a ministry facilitate good understanding and confidence.
2. Mission statement – what BTGEA exists for, allows people to know the purpose and allows people to see if the intended direction is one they support
  - a. evangelistic
  - b. holistic
  - c. Uganda and international
3. Vision statement – what BTGEA believes to be the future for its work
4. Core value statement – what principal values BTGEA holds and operates by
5. Specific objectives defined:
  - a. evangelism within and beyond Uganda
  - b. education – schools, child & youth ministry
  - c. health – clinic, schools nursing, dental
  - d. other .....
6. Structure for service delivery
  - a. flexible
  - b. management
    - i. Board: policy-making, aspirations, define aims and objectives
    - ii. Executive director (Board member, bridge between Board & operation, ensures interpretation of policies into action
    - iii. Co-ordinators for each “department” (education, health)
    - iv. Finance & administration
      - a. support staff: driver,
      - b. accounts and cash-flow management
      - c. manager of the overall structure and business
7. Partner Consultative Group (and / or Advisory Council) in Uganda:
  - a. 3- 4 people representing partners or independent directors appointed by agreement with “stakeholders” (constituted Christian groups with a current or recent share in BTGEA’s work)
  - b. receive regular reports and accounts
  - c. do not have authority to direct, to finance
8. International network core group (or stakeholder/reference/network group):
  - a. 3-4 people from among international partners
  - b. having no power, working to defined terms
  - c. removes from its ranks any who seek to compromise BTGEA autonomy
  - d. channelling no funds (unless donating for accounting purposes – see below)
  - e. appoints non-voting, non-executive director of BTGEA, subject to BTGEA approval

- f. receives independent reports from its non-voting, non-executive director and accounts prepared by an internationally acceptable firm of chartered accountants
- g. pays its non-voting, non-executive director
- h. pays for BTGEA's annual accounts to be audited
- i. meets primarily by email
- j. available to potential partners as a reference
- k. available to BTGEA for consultation if BTGEA should require this
- l. BTGEA Board to have right to veto membership

BTGEA adopted this idea, proposing as the initial group Allen Kemp, James Gray, Chris Baillie, Brad Long, Norm Duinink, Dr Sam Logan (Westminster Theological Seminary)

#### **Intentional points:**

1. MOU with all partners based on a specimen
2. Separate Sozi account out for private use only and not used as part of BTGEA accounts (Board concurred)
3. Romans 1:11 etc to be made aware that monies will be requested to go into BTGEA's own dollar account only
4. A clear statement about how funds are to be wired in the future to be included in the proposed specimen MOU for partners
5. Accounts need to be kept in an easily presentable, internationally accepted format by a professional firm of internationally acceptable chartered accountants.
6. Training to develop the necessary computing/book-keeping skills to meet the above requirement needs to be a priority (Already in place – see offer by City Temple URC, above.)
7. Board to ensure that family and employee members are balanced adequately by other independent members.
8. There needs to be a properly-minuted, formal quarterly Board Meeting to set policy. (More casual monthly management meetings are in order but even these should result in a clear set of action points.)

#### **FRIDAY day-time:**

##### **Mwera & Butalale** (Allen & Chris with Peterson Sozi)

- some teachers have needed to leave, including the Principal of Butalale, especially those with families to feed
- reported that some students are not at school due to inability to meet fees

##### **Kampala** (James with Henry, auditor)

- all bank statements now in,
- signed audited reports for 2005 now in
- 2005 and 2006 now paid for

#### **FRIDAY night**

- Joseph Wangoolo joined the evening meeting
- Reported discussion on future (James's notes)
- International core group network (see notes)
  - o membership proposals by Peterson: Allen Kemp, James Gray, Chris Baillie, Brad L, Norm D, Dr Sam Logan (Westminster Theological Seminary)
  - o Safeguarding the role
  - o BTGEA Board to have right to veto

- BTGEA board briefly met without guests and
  - o received the recommendations in principle for further discussion
  - o will exercise due diligence and investigate the suggested appointment of Joseph Wangoolo to the BTGEA board as a non-voting, non-executive member.

We are grateful to Connie Earwood for supplying documentation and the perspectives of BTG-USA, to the Board and staff of BTGEA for facilitating our visit, responding to sensitive questions and opening to us all documentation we requested, to all who have offered documents, insight and opinion, to the anonymous donor of funds for air travel, to Brad Long and PRMI for convening our team, and to all who have supported through prayer.

What matters is that the cause of Christ should not be impeded but strengthened, and that those who already had more than enough to struggle with are released from the harsh consequences of the withdrawing of financial support from BTGEA.

Rev Dr Allen Kemp, Mr James Gray, Rev Chris Baillie.      May 5<sup>th</sup> 2007