



Management Advisory & Implementation Services

P.O. Box 32071
Kampala – Uganda
www.tusaidiane.com

Certificate of Incorporation No. 97141
e-Tin 1000111344
URA File nr. 99865

Mobile: +256752766401/402
Email: tul.kees@gmail.com
tul.sharifa@gmail.com

Letter to be delivered in person by Fred Kirigwajjo Matovu

May 31, 2017

To **Kampala Archdiocese, Msgr. Charles Kasibante, Vicar General
Chairman Board Daughters of Charity, Kampala**

cc. Mirembe Foundation of the Netherlands

Dear Monseigneur,

RE.: Displeasure about treatment of Fred Matovu as a valued employee

Tusaidiane Uganda supports schools, hospitals, health centres and community-based organizations in villages and parishes with investments in education, community care (especially clean and safe drinking water) and in income generation.

Tusaidiane Uganda is the Trustee for several NGO-organizations abroad. We are receiving the funds for envisaged projects, are implementing projects on request, are reporting about progress and results, and finally are giving full accountability for funds received and projects implemented.

More information you can find on www.tusaidiane.com (under "About Tusaidiane/Goals and Finances" and under "Programs/Water") and in the Annex about Kampala diocesan projects funded by or through Tusaidiane Uganda.

We like to express our displeasure about the way you are dealing with the interest of your employee Mr. Fred Kirigwajjo Matovu and about the interests of Daughters of Charity.

Mr. Matovu has been very instrumental for Daughters of Charity projects in Nsambya/Gogonya East, and recently for the overhaul of Daughters of Charity Kiwanga Charity Home (Philip's House).

Tusaidiane Uganda and donors in the Netherlands have been happy with his work for Daughters of Charity, reason for which the Mirembe Foundation proposed him as a candidate for the Change the Game Academy together with Ms. Susan Namujjumbi to the benefit of the future of Daughters of Charity.

For us the following measures are inconceivable.

1. Refusal to formally react on a written request for extension of the employment contract.
2. Verbal communication to Mr. Matovu that donors do not like him as a person and that he therefore must hand over and leave the employment with Kampala Archdiocese as per 16th of June 2017. The view of donors (not named; local ones?) of disliking the person does not hold for the Mirembe Foundation, neither for Tusaidiane Uganda.

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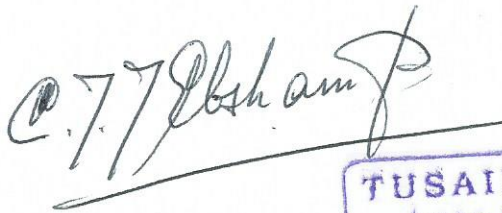
3. Signing a loan agreement by the Vicar General of Kampala Archdiocese on behalf of Mr. Fred Kirigwajjo Matovu for following training on behalf of Daughters of Charity less than 6 months before you decide to end his employment contract.
4. Throwing away the benefits for the Daughters of Charity organization of a training offered and paid for by a donor without any consultation of that donor.

We have noticed these developments and have no powers to change the situation.

What we can do is evaluate very carefully future projects:

- Which projects we are willing to fund in future?
- Which projects we -as Trustee organization- will hand in for funding to donors abroad? and
- Which advise we -as Trustee- will give to principals abroad in view of adopting new projects.

With kind regards,



Mr. Kees Ebskamp
Chairman Board
kees.ebskamp@inter.nl.net



Ms. Sharifa Nabaweesi (0752766402)
Managing Director
tul.sharifa@gmail.com



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Annex

Diocesan projects supported and funded by donors abroad with Tusaidiane Uganda as Trustee or as co-donor

1. Daughters of Charity Hiring Project in Nsambya 2010: project for hiring out tools (chairs and tables) for functions; amount ca. UGX 8 million, financed by the Mirembe Foundation.
2. Gongonya East: St Michael's Children Home
 - 2.1. Bakery Project in 2008/09 to support St. Michaels Children's Home; amount ca. UGX 7.5 million, funded by Mirembe and Rev. Fr. Piet Kramer.
 - 2.2. Safe drinking water supply by creating water supply (through underground tank and 2 elevated tanks of 4.000 liters) and the installation of a water purifier in 2013 for 30.4million shillings, financed by the Home for 16.3%, the Mirembe Foundation for 50% and by Tusaidiane for 33.7%.
3. Renovation and transfer of St. Michael's Children Home into a Nursery School: project of 9 million for playing tools, chairs and tables, financed by the Mirembe Foundation
4. Piggery project for Philip's House (Kiwanga Charity Home): 20 million shillings, financed by Mirembe Foundation.
5. Agriculture project for Kiwanga Integrated Training Centre: 17 million shillings for construction of Farm House, clearing the land and planting fruit trees, financed by the Mirembe Foundation
6. Tailoring project for Kiwanga Charity Home: sewing machines for 5.4 million shillings, 50/50 paid for by Mirembe Foundation and Tusaidiane Uganda.
7. Education through "Change the Game Academy" of Mr. Fred Kirigwajjo Matovu and Ms. Susan Namujjumbi, for which the Mirembe Foundation in the Netherlands paid € 1.712. The two beneficiaries had to pay 1 million each, for which they got a loan of Tusaidiane Uganda. The loan agreement was co-signed by Msgr. Charles Kasibante, the Vicar General.