

ALL SAINTS' CATHEDRAL, KAMPALA

ANNUAL GENERAL MEETING HELD IN THE BIG WHITE TENT NEXT TO THE CATHEDRAL ON SUNDAY, 24TH APRIL 2016 STARTING AT 12:20 PM

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	Minute	Action
	<p>Agenda</p> <ol style="list-style-type: none"> 1. Opening Prayer 2. Devotion 3. Adoption of agenda 4. Communication from the chairperson 5. Confirmation of Minutes of the previous meeting – 3rd May 2015 6. Matters arising from the minutes 7. Provost’s report 8. Matters arising from the Provost’s report 9. Honorary Treasurer’s report and Presentation of the Audited Accounts, 2015 10. Matters arising from those reports 11. Lunch 12. Appointment of Cathedral Auditors, 2016 13. A.O.B (Presented as provided for in the Cathedral Constitution). 14. Closing prayer 15. Departure 	
AGM/24-Apr-2016/Min 1	OPENING PRAYER	
	The meeting started at 12:15 p.m. with a prayer led by Rev. Frank Tukwasibwe	
AGM/24-Apr-2016/Min 2	DEVOTION	
	<p>The devotion was led by Rev Hillary Jaffu based on Rom 1: 2-21</p> <p>Highlights:</p> <ol style="list-style-type: none"> 1. Righteousness is only available through Jesus and not by critical thinking and articulation of human wisdom. 2. It is imputed to us by God; we cannot achieve it on our own. It transforms a believer. 3. It is possible to know God but not honour him in our lives. 4. As believers, we need to check our thinking process and we need a stable and sober mind because we have a standard that we have to meet. We are not to depend on worldly thinking but on the word of God. Prov. 21:2 the Lord weighs the heart. Words should be to build and not to destroy. Be a people of one accord. 5. Righteousness comes from a blameless heart. Blameless hearts don’t waver in opinion but are consistent. The heart is a custodian of all that the person has, of both evil and sin. For the heart to help us to be righteous before God; we need to guard it. He concluded by urging the Christians to use their hearts rightly so as to be right with God since they are called to be the light of the World. 6. The Holy Spirit uses us to restrain evil from happening in the world. 	

AGM/24-Apr-2016/Min 3	ADOPTION OF AGENDA	
	The motion to adopt the agenda was moved by Mr John Kintu Sr. and Seconded by Mrs Joan Kabayambi Okuonzi	
AGM/24-Apr-2016/Min 4	COMMUNICATION FROM THE CHAIRPERSON	
	<p>The Provost/ Chairman</p> <ol style="list-style-type: none"> 1. Welcomed the members in attendance 2. Thanked members for coming. Gave thanks to God for good weather in view of the heat that was experienced in the early part of the year. 3. Thanked members for the support given to the Cathedral as family saying that All Saints Cathedral Kampala is a great family. 4. Thanked members for the regular support and feedback given in the past. 5. Appreciated the clergy team and all the staff and requested them to stand for recognition. 6. Acknowledged the Council Members for the support and requested them to stand for recognition and thanked them for their support to the leadership team. 7. Informed members that there would be no elections on the agenda as a result of the Kampala Diocese Synod resolution that sought to synchronise the Kampala diocese programme with that of the Province. Consequently, Synod gave the existing council an extended mandate of one year. 	
AGM/24-Apr-2016/Min 5	CONFIRMATION OF THE MINUTES OF THE PREVIOUS MEETING- 3RD MAY 2015	
	The minutes were reviewed and received for discussion	
AGM/24-Apr-2016/Min 5b	CORRECTIONS	
	<p>Corrections were made to the following:</p> <p>A) Members who were present but recorded as missing:-</p> <ol style="list-style-type: none"> 1. Can. Richard Obura 2. Mr. Ephraim Nshemereirwe 0703345522 ephraimnatamba@yahoo.com 3. Ms. Ruth Mugumya 4. Mr. Balaam Muheebwa 5. Mrs. Joan Kabayambi Okuonzi <p>B) Corrections on wrongly recorded names and addresses</p> <ol style="list-style-type: none"> 1. Serial no. 24 correct Mrs. Elizabeth Banyenzaki's email to bettybanyenzaki@yahoo.co.uk. 2. No 117 mail address was swapped with another. 3. No. 125, change name Samta to Santa. 4. No. 363, change phone number to 0772374067. 5. No. 139, correct name to Kabanankye. 6. No. 205, change the name to Barekye. 7. Delete no. 288- the name Ana Akot Ojunga is repeated. 8. No. 286, change name to Eunice Elong. 9. Numbering on pg 4- 106- after 117 needs to be corrected to follow the correct sequence. 	

	<p>10. Pg 9 Item 1- “Auditors are not supposed request” changed to “Auditors are not supposed to request”</p> <p>11. Pg 13 no. 13, all ministries’ reports should be consolidated in one report.</p> <p>12. Pg 16 no. 6 income from Muduma was too low to be reflected as income sources in our books.</p> <p>13. Delete the bullet on “last year we were not able to.....”</p> <p>14. Members urged council not to leave out the low income, but make sure that it is reflected somewhere.</p> <p>C) The minutes of the previous meeting were confirmed as a true record of what transpired at that meeting after making the corrections reflected above.</p> <p>D) Members urged council to ensure that the minutes are sent to parishioners through email or posted on the website early enough for them to make informed comments.</p>	<p>Treasurer to note</p> <p>Secretary</p>
<p>AGM/24-Apr-2016/Min 6 Matters arising</p>		
	<p>1. Members were concerned about the quality of the minutes. The secretary and management were urged to take responsibility for the minutes.</p> <p>2. The meeting resolved that the action paper be made and circulated to members soon after the AGM.</p> <p>3. That in future the action paper and Minutes should be circulated so that in case of any changes they are highlighted before the AGM report.</p>	<p>Secretary</p>
<p>AGM/24-Apr-2016/Min 7 PROVOST’S REPORT</p>		
	<p>A) A copy of the Provost’s report was clearly detailed in the AGM report 2015, handbook.</p> <p>B) This report was duly presented by the Provost.</p> <p>KEY ISSUES</p> <p>Introduced New Cathedral staff Staff members:</p> <p>a) Rev. Can. Erisa Sentongo</p> <p>b) Mrs. Collette Avako – –Nursery School teacher</p> <p>c) Ms. Eunice Aineomugisha – Nursery School teacher</p> <p>d) Mrs. Anna Kyasimire Rwakabunde – Cathedral Secretary.</p> <p>e) Simon Oluka – driver</p> <p>C) Ministry:</p> <p>1. There has been an increase in numbers for the following ministries: Baptisms, Confirmation, Thanksgiving services and Commitments to Christ. There has been a decline in the number of funerals, weddings and memorial services.</p> <p>2. Expressed thanks to the Lord for the significant growth in giving.</p>	

D) Condolences

1. Expressed sympathy towards the families that lost members.
2. The meeting kept a minute of silence and prayed for families that were bereaved.

E) Cathedral Council

The ministries and special committees of Council that have been instrumental in the achievements of the previous reporting period were introduced:

MINISTRIES AT ALL SAINTS' CATHEDRAL KAMPALA

1. Cells and Pastoral Care
2. Children's Ministry
3. Communication and Media
4. Compassion and social services
5. Family life
6. Healing & Counselling
7. Leadership Development
8. Mission, Evangelism and Discipleship
9. Music and Worship Arts
10. Prayer & Intercession Ministry
11. Stewardship
12. Youth Ministry

SPECIAL CATHEDRAL COUNCIL COMMITTEES

1. Audit Committee
2. All Saints' Cathedral Building Project (ACP) Team
3. New Field Nursery School Management Committee
4. The Executive Committee
5. The Standing Committee

The meeting was informed that the report focused on the four areas that were highlighted at the beginning of the year i.e.

	<ol style="list-style-type: none"> 1. The Great Commission - To disciple the church to be mission focused and in line with Luke 4:18. <ol style="list-style-type: none"> a) Activities were reported for Missions, evangelism and discipleship, healing and counselling, Home cells, Children’s ministry, Prayer and intercession and the Worship Arts. 2. Create a favourable environment to harness the potential of children and youth. <ol style="list-style-type: none"> a) Reports from Mission, Evangelism and Discipleship, healing and counselling, pastoral care, intercession ministry, worship arts and Children’s church were presented. 3. Leadership Development - To identify and develop leaders for transformational ministry both within the church and to the city. <ol style="list-style-type: none"> a) Reports were given by the Mission, Evangelism and Discipleship, the Worship arts, Pastoral and home cell, Prayer and intercession, and healing and counselling ministries. 4. Infrastructure - develop infrastructure that enhances ministry growth across the board. <ol style="list-style-type: none"> a) Reports were given by the stewardship committee: there has been work at the Cathedral, Creed Resort Muduma, improvement of office facilities, acquisition of a new van, repairs of the church hall, staff toilets, old board room, vicarage fence and storage water tank. b) All Saints’ Cathedral Building Project (ACP): the debt that had held the Cathedral parish back from building in the past two years had been fully paid off. c) Reported that there is a need of a minimum of 1 billion shillings to commence on the second phase and the process of procuring a contractor and consultant for the phase is the priority for the ACP team. Requested that the former ACP team be appreciated by the meeting. d) A new ACP team has been put in place by Council and the members are: <ol style="list-style-type: none"> 1. Mr Hannington Karuhanga – Chairman 2. Mr. Collin Babirukamu – Vice Chairman 3. Mr. James Serufusa 	
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4. Mr. Balaam Muheebwa
 5. Mr. George Abonyo
 6. Mr Evans Baingana Matama
 7. Mr. Michael Lukwago
 8. Mr. Jonathan Mpuga Kagoro
 9. Rev. Can. Geoffrey Byarugaba
 10. Mrs. Carol Turyatemba
 11. Can. Mrs. Alice Turyamureeba
 12. Mr. Prince Gonahasa
 13. Ms. Masha Georgette Adikini
 14. Mrs. Catherine Wacha
- Members of ACP Technical Committee
15. Eng. Richard Mugisa
 16. Eng. Moses Kulabako
 17. Arch. Andrew Kaahwa

Ex-Officios

1. Provost
2. Vicar
3. Provost's Warden
4. People's Warden
5. Hon. Treasurer
6. Chair, Stewardship committee
7. Hon. Secretary
8. Accountant
9. Administrator

Advisory team

1. Can. Dr. Sheila Sarah Ndyabangi

2. Can. Richard Obura
3. Mr. Shem Byakagaba
4. Mr. Amos Mwesigye
5. Mrs. Vivian Igundura
6. Mr. Geoffrey Kakira
7. Mrs. Jolly Kamwesigye

Other developments included:

1. Restoration of the cathedral website which is now operational and the reactivation of the facebook page.
2. Completion of the work on the Strategic Plan 2016-20.
3. Acquisition of four new screens to improve the worship experience.
4. Progress towards overhauling the sound system; an expert has been hired to restore the system.
5. Establishment of the HR committee to support recruitment processes and advise on HR issues.
6. Completion of the HR consultancy which the HR committee will use to inform HR practice in future.

F) Strategic Plan 2016-2020

The Chair informed the meeting that whereas the 2015 work plan and budget were informed by four strategic objectives, a new Strategic plan is now in place and the meeting was requested to peruse through an abridged version with a view to approving the 2016-20 Strategic plan.

Highlights of the Plan:

- a) **Vision:** Christians rooted in Christ, growing in Faith and abounding in Fruitfulness.
- b) **Mission:** United to glorify God by
 1. Worshipping God
 2. Fulfilling the Great Commission

	<ul style="list-style-type: none">3. Nurturing the Saints4. Caring for the Community and5. Developing effective leaders <p>c) Strategic Objectives</p> <ul style="list-style-type: none">1. Build a Godly Character2. Increase Ministry Involvement3. Improve Resource use and mobilisation4. Improve Discipleship and Mentorship5. Improve worship experience6. Enhance evangelism7. Expand Service Coverage and Scope8. Improve Operational Efficiency9. Strengthen Strategic Partnership10. Improve Communication11. Improve skills, competencies and knowledge of the Word12. Improve Church infrastructure13. Improve Governance and Culture <p>E) Thanked the following for support received in the course of the year:</p> <ul style="list-style-type: none">1. Mrs. Alice Turiho2. Mrs. Christine Mugume3. Mrs. Annet Matama4. Assistant Wardens5. Council and Ministry and fellowship committees6. Parishioners for unreserved and total support to the ministry. They fund 100% of the cathedral budget and actively participate in all the ministry activities and lead and co-ordinate many of our programmes.7. Appreciated all for making the time to attend the AGM and	
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	<p>appealed to them to contribute with the spirit of Christ to motivate us to help the leadership do better and not put them down.</p> <p>8. He paid tribute to the dedicated team of the clergy with a clear calling and vision for ministry and to cathedral council for every support and the devout congregation.</p>	
<p>AGM/24-Apr-2016/Min 8 Matters Arising from the Provost's Report</p>		
	<p>Can. Moses Bwire moved a motion to receive the report and discuss it and was seconded by Mr. Jimmy Kiwanuka Salongo.</p>	
	<p>Members thanked the Provost for the report.</p> <p>On Mission Evangelism and Discipleship</p> <ol style="list-style-type: none"> 1. Sought explanation for the large number of those who had committed their lives to Christ since they were more than the number of the parishioners. 2. Explanation that the missions go beyond the Cathedral members. 3. A member advised that the church hold more memorial services soon after a funeral for the peace of the departed soul 4. The clergy warned that this instruction was based on wrong theology; funeral services and memorials are for the bereaved and promised to handle this misconception in a series of teachings. 5. Members also expressed concern about the lack of follow up for those that are giving their lives to Christ. 6. The meeting received clarification that there are several ministries that provide follow up to new believers including but not limited to the discipleship bible studies, home cell, Monday Fellowship and Friday sessions for new believers. 7. Members expressed concern about the mandate of the mission, evangelism and discipleship committee that it does not reflect teaching of the word of God to establish its own parishioners in the faith. 8. Members expressed concern that the mission and evangelism and discipleship ministry is not involving the entire church in the mission work. It is only the youth who seem to be involved and that their focus was only in the greater Kampala area, neglecting rural areas. 9. Leadership responded that the Cathedral works with other parishes and organisations in their areas of expertise and listed the many different fellowships (Mothers' Union, Christian Women) that engage in outreaches and evangelism across the country. <p>Weddings</p> <ol style="list-style-type: none"> 1. Members expressed disquiet with regard to the declining numbers of weddings yet our population is growing. 	<p>Clergy</p>

	<p>2. There was an assurance from clergy that the reducing numbers are not worrisome as they were more interested in the quality of the marriages (All Saints was voted as providing the best premarital counselling program in the city), and urged members to get concerned about the growing number of divorces.</p> <p>3. Parishioners expressed concern about wedding people that are not members of our church.</p> <p>4. Clergy gave assurance that there is a vetting process for couples to ensure their church of origin is in fellowship with the Cathedral. They also pointed out that this is also a ministry opportunity that should not be missed.</p> <p>5. Members expressed concern about the lengthy period required between registration and weddings because it sometimes leads to cancelling weddings when couples are not ready.</p> <p>6. The Clergy clarified that there is need for adequate time to prepare the Couples.</p> <p>Committees</p> <p>7. Members pointed out that the Procurement Committee was missed out of the committees.</p> <p>8. Leadership explained that the procurement guidelines were under revision but in the meantime the Stewardship Committee was managing the procurement functions.</p> <p>9. Members suggested that in the absence of a substantive procurement committee, experts in procurement should be incorporated into the stewardship committee.</p> <p>10. Members resolved that the ministries in future should suggest how they plan to address the challenges that they highlight in their reports so that the plans can be discussed and AGM can take decisions.</p> <p>11. Leadership commented that the solutions to many of these challenges are already addressed by the strategic plan and the ones that are not will be addressed by council.</p> <p>12. One of the members of the Music and Worship arts ministry expressed a concern that the people in this ministry do not know one another. She suggested that a retreat to address issues of love and unity be arranged in the near future.</p> <p>13. Members resolved that the Council proceeds to work out the details with the ACP Committee on accomplishing phase two of the building.</p> <p>Strategic Plan</p> <p>14. The meeting resolved that the new vision statement be adopted i.e. "Christians, rooted in Christ, growing in faith and abounding in fruitfulness".</p> <p>15. With regard to objectives; the following was agreed: Make the first objective (Building a Godly Character) to be the overarching goal.</p>	<p>Stewardship Committee</p> <p>Ministry leaders</p> <p>Council</p> <p>ACP</p>
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6. Purchase of new cathedral van to facilitate work at the cathedral.
7. East Africa One Song festival was successfully held. Members of the One Song Committee were commended.
8. The Cathedral won the FiRe Awards (Financial Reporting Awards) 2015 organised by the Institute of Certified Public accountants of Uganda for improving financial reporting in Uganda.
9. Total assets have grown from Shs. 11.2 billion in 2014 to Shs. 11.7 billion in 2015.
10. Liabilities have reduced from Shs. 2.2 billion in 2014 to Shs. 393 million only in 2015 all of which were payables and no loans.
11. Over past 5 years, general income has continued to grow. From 2014 to 2015 income for the cathedral increased from 4.4 billion to 5.1 billion, a 15% increase. This has mainly been due to an improvement in tithing from 1.6 billion to 1.9 million in 2015.
12. Recognised the impact of the ACP Gideon Strategy as a key ACP income growth driver and expressed gratitude to ACP for a job well done.
13. Investments in Newfield- the school achieved 88% of projected income and receipts grew by 12.7% in 2015.
14. There has been an increase of 12% of the parishioners' giving.
15. Core cathedral receipts: Tithe and offertory contributed the biggest share of parishioners' giving. Tithe grew by 16.5% from 2014 to 2015. The Cathedral achieved 108% of the projected income from tithes.
16. Collection trends in various worship services indicate that some services give more than others. Trend is growing upwards for all the services.
17. Offertory giving is not growing but is close to the projections.
18. Thanksgiving reduced by 16%.
19. Giving towards compassion has been low and declining.
20. Weddings income also reduced by 7.8%.
21. Giving in children's church continues to grow from 67.7 million to 78.6 million in 2015.
22. There was a reduction in employee costs.
23. Total remittances to the diocese increased by 10.4%.
24. There has been an increase in ministry costs.
25. The church regularly paid monthly loan repayments at first and later settled the entire loan, rolling away the reproach and breaking the yoke of the loan away from our necks. Glory be to God.
26. There was an increase of 39% in funds going to the extension account.

Budget

1. If all goes as planned, we hope to raise 6.6 billion inclusive of ACP and Newfield Nursery School income.

	<ol style="list-style-type: none"> 2. Funds have been allocated based on the strategic objectives. 3. Special emphasis on mission and evangelism – 151 million allocated to that ministry. 4. Music and Worship- desire to improve worship experience, 102 million will go to that. <p>Recognised and appreciated the following:</p> <ol style="list-style-type: none"> 1. Parishioners, the givers. ASCK is 100% self sustaining. People faithfully give their tithes and offerings. 2. Assistant Treasurer Mr. Kagoro Mpuga Jonathan. 3. Assistant Wardens who ensure that all the money is accounted for. 4. Accounts department. 5. Auditors for their hard work, dedication and professionalism. 6. Executive committee, standing committee and members of Council. 7. Family; especially his wife Rachel. 	
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AGM/24-Apr-2016/Min 10 **MATTERS ARISING FROM BOTH REPORTS**

	<p>Members proposed that the report be received and discussed: This motion was moved by Mrs. Vivian Igundura and seconded by Mr. Balaam Muheebwa</p> <ol style="list-style-type: none"> 1. Member requested for an explanation on the emphasis of the matter and it was explained- the need to consolidate the mortgages. 2. Members were concerned that the Cathedral was spending on the Vicarage yet it is not included a Cathedral asset. The Council was advised by the Provincial Treasurer that there was no reason why the vicarage and properties on plots 1 and 3 Lugard Road cannot be included in the balance sheet. 3. Members expressed concern about the small budget for the healing and counselling ministry and wondered how it would be sufficient to pay a full time counsellor. Management was urged to expedite hiring of a full time counsellor. Recommendations from the HR consultant’s report will address this. 4. The meeting was informed that the Management and Human Resource Committee were addressing the issue of long serving volunteers and temporary staff with the view of finalising before end of May 2016. 5. Member proposed the introduction of an electronic order of service and song-sheet so that the church eliminates printing costs and also preserves the environment. The meeting welcomed this proposal. 6. Members expressed concern that the budget for the communication and media was small yet there is a need to introduce the live streaming of services 7. Clergy called for those with technical expertise in ICT to offer their services to the church but also noted that though progress to improve communication was slow, it was steady. 	<p>Treasurer to follow up</p> <p>Management</p> <p>Vicar</p> <p>Parishioners</p>
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	<p>8. Members congratulated council for:</p> <p>1) The significant growth in assets from 11.2 to 11.7 billion Ugandan Shillings.</p> <p>2) The income growth above the overall budget of 3.7b compared to 3.8 billion shillings realised.</p> <p>3) Increased expenditure on ministry expenses; the core reason for church existence.</p> <p>Urged that teaching on giving continue to be given.</p> <p>9. Member thanked the Honorary Treasurer for professional work and a very clear report.</p> <p>10. A member requested the auditor to help Accountant on how to record the hanging mortgage. Auditor informed the meeting that the accountant is expected to follow it up.</p> <p>11. Members wished to know the special programmes that spent 3 times their estimated budget. An explanation was given that when these are included under ministries they distort the expenses for ministry yet they are one off e.g. One Song and Alabaster conference.</p> <p>12. The item of bonus on employee cost was considered to be a misnomer and members resolved that it should be renamed "Christmas package".</p> <p>13. Members were concerned about the large deficits of the nursery school and requested the church to help in this area.</p> <p>14. Members recommended that going forward, the budget would indicate the projections; and the actual for the previous year.</p> <p>15. The meeting resolved to accept the treasurer's report and approved the budget pending the suggested adjustments. The motion was moved by Mr. Geoffrey Kakira and seconded by Mr. Dick Muhwezi.</p>	<p>Accountant</p> <p>Management</p> <p>Treasurer</p> <p>Treasurer</p>
AGM/24-Apr-2016/Min 11	APPOINTING OF THE AUDITORS	
	The AGM agreed that Kazibwe Kenneth & Steven Certified Public Accountants be appointed as the Cathedral Auditors for the year ending December 2016.	Council
AGM/24-Apr-2016/Min 12	A.O.B	
	There being no other business, the meeting was adjourned.	
AGM/24-Apr-2016/Min 13	Closing prayer	
	The meeting closed with a prayer at 5:42 pm led by Rev. Can Diana Nkesiga.	

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The Very Rev Michael Mukhwana (Chairman)

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Dr. Kukunda Liz Bacwayo (Hon. Secretary)