

**From:** Lubaba Hilts  
**Sent:** Saturday, December 22, 2007 2:43 PM  
**To:** Keith Strawn  
**Subject:** Concerning James

Hey Keith,

I am worried about how James runs the center. He always said the boys come first but that only applies to other employees and not to him. Remember I have been there for one whole year and have seen it all. James couldn't hide much from me because I speak both language I knew and heard thing more then any missionary there.

James does not take responsibility for many things; he always points the finger to someone else. He is verbally abusive to his staff members. I have seen him yelling at staff members. He blackmails some of the mothers; by saying "I am the one who bought you here from Addis and gave you this job." His family has way too much power in the center that makes the staff fell inferior. His wife goes to the place where the mothers live and has been verbally abusive to the mothers. James makes rules like; mothers can't go into the staff housing area. But Gdamnesh, who is a friend of the family, can go anywhere she wants. Gdamnesh spends most of her time at James' house then she does in her own. There is water problem there and when the truck go out and get water in the big blue bucket; there is always one bucket full that has to be put aside for James' family. One night the boys didn't have drinking water and I saw the mothers going back home with empty buckets when James has one big bucket full for his house. Of course I had something to say about it so James shared his water. He uses the truck to go back and forth to the river to get him water so he can build his block for his house. Then when the blocks are done he uses the truck to deliver all the blocks to kamashi, I can't imagine anyone else doing that and not pay for it. He favors the Gumiz race over the others. Example, there are Oromo guards there and when one Gumiz guard was hired, James lets him eat with the boys. When employees go to Ghimbi for work reason they are given a little bit of money. But I have seen James take the money and go to Ghimbi but for personal business. When any employees get sick James doesn't want to give them permission to go get medical treatment but when anyone in his house gets sick he takes the red car and goes anywhere he needs to, get them medical treatment. People should have the right to go get medical treatment when they are sick but I have seen what kind of pain workers have to go through just to get permission from him. I have never seen a group of people who have their rights taken away as much as these people have. I know it is not cultural but there is a different energy there. I am not joking when I say this, the perfect word that fits the place and the atmosphere is "prison"

Now James blames the people Claire and I were close to, saying, they are leaking information to you and I; and he also warns workers not to email you.

I hope you understand that I am not saying these things to hurt anybody, but in hope something good may come out of it. The people there including James knew that I did not spend a year there to make friends, but to help those boys. There is not a single person that I didn't have conflict with in that place because of the boys. The boys have always come first in my priorities because I was there for them and not anyone else.

I know things aren't easy right now but I am always praying for those precious boys they are the first thing I pray about in the morning and at night before I go to sleep. God has a time when he will work things out. His time is not our time!

I have already emailed James about all of these concerns.

Lubaba

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