

CHRISTIAN EXECUTIVE ADVISORY

AUO Consultancy

Global Vision. Strategic Execution. African Impact.

COMPANY PROFILE

Founder & Principal Consultant

Apostle Uloma Ojei

INTRODUCTION

Who We Are

AUO Consultancy is a Christian executive advisory firm providing strategic counsel, organisational development and implementation support to Christian leaders, ministries, churches, faith-based organisations and international Christian institutions.

We work with leaders who have vision but require the strategy, structure, systems and local intelligence necessary to translate that vision into sustainable impact. Our particular expertise is supporting leaders and organisations navigating strategic growth, organisational transformation and expansion across Africa, with an initial focus on Nigeria.

What We Bring Together

- Christian leadership understanding
- Executive strategic thinking
- Organisational development
- African market intelligence
- Implementation coordination

Our Guiding Conviction

Vision deserves structure.

Strategy deserves execution.

Growth requires sustainability.

Our Purpose

Many Christian leaders possess extraordinary vision. They have a mandate, a people, and often significant resources and international influence. Yet the transition from vision to organisation remains one of the most difficult stages of leadership. AUO Consultancy exists to help leaders answer the questions that arise at that point:

What should we do next?

Where should we expand?

Who should lead?

What systems need to be established?

What risks should we address?

How can growth remain sustainable?

We help turn those questions into strategic decisions.

Vision, Mission & Philosophy

Our Vision

To become a trusted Christian executive advisory firm helping visionary leaders and organisations build strong, sustainable and impactful operations across Africa and beyond.

Our Mission

To provide strategic counsel, organisational insight and implementation support that enables Christian leaders and organisations to translate vision into effective structures, sustainable operations and measurable impact.

Our Philosophy — From Vision to Impact

We believe that a powerful vision requires more than passion. It requires a disciplined progression:

01	VISION	What are we called to build?
02	STRATEGY	What is the right way to build it?
03	STRUCTURE	What organisation is required?
04	PEOPLE	Who should carry the responsibility?
05	SYSTEMS	How will the organisation operate?
06	EXECUTION	How will the strategy become reality?
07	ACCOUNTABILITY	How will progress and performance be measured?
08	SUSTAINABILITY	How will the organisation continue to thrive?

Our Core Services

01 Christian Executive Advisory

Confidential strategic counsel for senior Christian leaders navigating organisational growth, expansion, leadership challenges, restructuring, succession, governance and major strategic decisions. Our role is to provide an objective strategic perspective alongside the leader.

02 Africa Expansion Advisory

Helping international Christian ministries and organisations establish or expand their presence across Nigeria and other African markets, including West, East and Southern Africa. Services span readiness assessment, market intelligence, location assessment, feasibility studies, expansion strategy, organisational design, launch planning, implementation coordination and remote oversight.

Our role is not simply to help an organisation enter Africa — it is to help it enter strategically.

03 Organisational Development

Growing organisations require structures capable of supporting growth. We help organisations develop organisational structures, organograms, reporting lines, departmental frameworks, roles and responsibilities, delegation systems, performance frameworks and operating procedures — moving organisations from dependency on individuals towards healthy organisational capability.

04 Leadership & Governance Advisory

Strong organisations require strong leadership structures. We support leaders with leadership development, governance frameworks, advisory structures, delegation, accountability, succession planning and conflict-management frameworks. We believe leadership should not simply produce followers — it should produce capacity.

Our Core Services

05 Strategic Implementation

Strategy without execution remains a document. We provide implementation support designed to help clients move from strategy to structure, people, systems and execution — including project coordination, implementation planning, milestone tracking, professional-partner coordination, leadership onboarding and executive reporting.

06 Ministry Operations & Transformation

For ministries and Christian organisations seeking to strengthen their internal operations, including administration, membership systems, discipleship structures, financial-control frameworks, communication systems, workforce systems, reporting and risk management.

07 Diaspora Leadership Advisory

International leaders often face a unique challenge: how to lead effectively in a country where they are not physically present. We help diaspora leaders establish appropriate systems for remote leadership, local accountability, financial visibility, operational oversight and performance monitoring — giving the international founder visibility without unnecessary micromanagement.

08 Strategic Retreats & Leadership Sessions

We facilitate confidential executive strategy sessions and leadership retreats focused on vision, strategic priorities, organisational health, leadership, growth, succession, culture and governance — designed for founders, executive teams, boards or senior leadership groups.

Full Church Set-Up & Transition Management

Our most comprehensive engagement, designed specifically for diaspora-based Bishops, Apostles and Pastors who need a trusted team on the ground to carry a project from mobilisation through to a fully functioning, independently run church.

What We Coordinate

- **Staff recruitment & training** — sourcing, screening and running a structured induction and training programme for resident pastors, administrators, finance officers and ministry workers
- **Salary negotiation** — benchmarking and negotiating fair, sustainable remuneration on the client's behalf
- **Premises & accommodation** — identifying and securing rental premises for services and, where required, staff accommodation
- **Employment set-up** — contracts, payroll structuring and statutory compliance, coordinated with qualified professionals where required
- **Interim oversight** — monitoring the day-to-day running of the church on the client's behalf during the set-up period
- **Structured hand-over** — a defined transition process before full responsibility is passed to the resident pastor and local leadership

This service is built around a simple principle: we help you build it, help you run it, and only hand it over once it is ready to stand on its own.

Who This Is For

This engagement is designed especially for pastors and ministry founders in the diaspora who are not able to be physically present in Nigeria during the set-up phase, and who need a trusted party to mobilise, execute and monitor the project on their behalf until it is ready to be handed over.

The AUO Expansion Framework™

Our signature methodology for helping organisations navigate expansion — from first vision to sustained oversight.

01	VISION	Clarify the mandate and desired outcome.
02	ASSESSMENT	Evaluate readiness, opportunity and risk.
03	STRATEGY	Determine the appropriate expansion model.
04	LOCATION	Assess the most appropriate market and location.
05	GOVERNANCE	Design the appropriate organisational framework.
06	PEOPLE	Identify and develop the right leadership.
07	SYSTEMS	Establish appropriate financial, operational and reporting systems.
08	IMPLEMENTATION	Translate strategy into coordinated action.
09	LAUNCH	Enter the market strategically.
10	OVERSIGHT	Measure performance, manage risk and refine strategy.

The AUO Africa Expansion Assessment™

A confidential executive assessment for Christian leaders and organisations considering expansion into Nigeria or Africa.

The Assessment Considers

- Vision** — what is the organisation seeking to achieve?

Market — is the proposed market strategically appropriate?

Leadership — who will lead locally?

Finance — what financial model and controls are appropriate?

Risk — what could undermine the project?
- Readiness** — is the organisation prepared for expansion?

Location — where should the organisation operate?

Governance — what structure is required?

Operations — what systems are required?

Sustainability — can the model continue beyond launch?

Outcome

The assessment concludes with a clear strategic determination:

Ready for
Expansion

Ready with
Conditions

Requires Further
Preparation

Our Executive Engagement Model

1	DISCOVER	Understand the leader, organisation, vision and challenge.
2	ASSESS	Evaluate the current position, opportunity and risks.
3	ADVISE	Provide strategic recommendations.
4	DESIGN	Develop the appropriate strategy, structure and roadmap.
5	IMPLEMENT	Support execution where required.
6	REVIEW	Measure progress and refine the strategy.

Our Approach

Listen. We begin by understanding the leader and the vision.

Challenge. Where necessary, we challenge assumptions and identify blind spots.

Analyse. We assess the organisation, opportunity and environment.

Strategise. We develop practical options and recommendations.

Structure. We identify the people, systems and governance required.

Execute. We support implementation where this forms part of the engagement.

Review. We measure, learn and refine.

Our Clients

Christian Leaders

- Bishops
- Apostles
- Senior Pastors
- Ministry Founders
- Christian CEOs
- Executive Leaders

Organisations

- Churches and ministries
 - Christian charities and foundations
 - Faith-based organisations
 - Ministry networks
 - Christian educational organisations
 - International Christian organisations
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Geographic Focus



With future expansion into additional African markets based on client demand and appropriate professional capability.

Our Ideal Client

“I have the vision. I have the resources. I need the strategy, structure and people to execute it properly.”

AUO Consultancy exists to help answer that need.

Why AUO Consultancy

Christian Context

We understand the unique environment in which Christian leaders operate.

Executive Perspective

We approach challenges through strategy, leadership, governance and organisational thinking.

African Intelligence

Expansion requires understanding the local environment rather than simply exporting an international model.

Implementation

We help clients move beyond recommendations towards execution.

Discretion

Senior-level advisory requires trust, confidentiality and professional boundaries.

Long-Term Thinking

We are interested not simply in launching projects, but in building organisations capable of sustainable impact.

Our Professional Boundaries

AUO Consultancy provides strategic advisory and implementation-support services. Where a project requires regulated or specialist professional advice, we work with or coordinate appropriately qualified independent professionals, including solicitors, chartered accountants, tax advisers, property lawyers, surveyors, architects, quantity surveyors, HR professionals, data-protection professionals and technology specialists.

AUO Consultancy does not represent such professional services as its own unless appropriately qualified and authorised to provide them. For example, corporate registration and related regulatory processes in Nigeria are administered by the Corporate Affairs Commission, and client and personnel data should be handled in accordance with applicable Nigerian data-protection requirements and appropriate professional advice.

Founder & Principal Consultant



APOSTLE ULOMA OJEI
Founder & Principal Consultant
AUO Consultancy

Apostle Uloma Ojei is a Christian leader and strategic adviser with a passion for helping leaders translate vision into effective structures, sustainable organisations and meaningful impact.

Her work sits at the intersection of faith, leadership, strategy, organisational development and Africa. Through AUO Consultancy, she seeks to help visionary Christian leaders navigate the complex journey between what they believe they are called to build and what is required to build it effectively.

Her leadership philosophy is grounded in three convictions:

Vision must be matched by structure.

Leadership must be matched by accountability.

Growth must be matched by sustainability.

Leadership Philosophy

Vision — Know what you are building.

Structure — Build an organisation capable of carrying the vision.

Accountability — Create systems that protect both people and resources.

Wisdom — Understand the environment in which you are building it.

People — Put the right people in the right positions.

Sustainability — Build something that can continue beyond the founder.

Signature Principles & Engagement Types

AUO's Signature Principles

Do not send money before you build structure.

Do not build structure before you have strategy.

Do not appoint people before you have accountability.

Do not launch before you have a plan for sustainability.

These principles underpin our approach to expansion and organisational development.

Selected Engagement Types

ENGAGEMENT	DESCRIPTION
Executive Advisory	Confidential ongoing counsel.
Strategic Project	Defined challenge with defined deliverables.
Expansion Project	Assessment through implementation.
Organisational Review	Independent review of structure, leadership and operations.
Transformation Project	Restructuring and organisational strengthening.
Retainer Partnership	Ongoing strategic advisory relationship.
Executive Retreat	Focused leadership and strategic planning engagement.

The AUO Executive Partnership — for leaders who require ongoing strategic counsel. A retained relationship may include monthly executive consultation, strategic reviews, leadership advisory, organisational assessment, expansion advice, risk review, quarterly planning and executive reporting. Engagements are individually designed around the client's needs.

Investment & Fees

Every AUO Consultancy engagement is priced around the scope, complexity and duration of the specific project. The structure below applies particularly to Full Church Set-Up & Transition Management engagements.

How Our Fees Are Structured

FEE COMPONENT	COVERS	INDICATIVE AMOUNT
Consultancy Fee	Strategic advisory, assessment, planning and design work	—
Mobilisation Fee	Commencement of the engagement: staffing, sourcing, initial set-up activity	—
Execution Fee	Delivery of the agreed plan through to launch and hand-over	—
Logistics & Set-Up Costs	Premises rental, staff accommodation, travel and related project expenses, calculated per project	—
Staff Recruitment & Training Fee	Sourcing, screening and training resident pastors, administrators and workers	—
Monthly Oversight Fee	Interim monitoring of church operations during the transition period	—

All fees are calculated on a per-project basis once the scope, location, staffing requirements and logistics have been assessed. Consultancy, mobilisation and execution costs are kept distinct from statutory charges, third-party professional fees, and property or project expenses. Where appropriate, fees and payment schedules may be discussed and negotiated as part of the proposal stage.

Before Any Engagement Begins

A formal consultancy agreement is signed by both parties before AUO Consultancy commences any set-up, staffing, property or implementation work. This agreement sets out the scope of services, fees, payment schedule, timelines and the responsibilities of both parties.

Our Long-Term Vision

AUO Consultancy is being developed with a long-term ambition to become a recognised Christian executive advisory platform connecting global Christian leadership with African opportunity through strategy, structure and execution.

Executive advisory	Africa expansion advisory
Leadership programmes	Executive retreats and masterclasses
Research and publications	Strategic and leadership intelligence
Digital learning	Annual executive forums

The AUO Africa Vision

Africa is not simply a destination for expansion. It is a continent of diverse markets, cultures, cities, leadership environments, regulatory systems, economic realities and ministry ecosystems. Successful expansion therefore requires more than enthusiasm — it requires understanding, strategy, local intelligence, leadership, structure and execution.

AUO Consultancy seeks to help global Christian leaders approach Africa with the seriousness, preparation and strategic discipline that the opportunity deserves.

OUR SIGNATURE MESSAGE

DON'T START WITH A BUILDING. START WITH A STRATEGY.

A building does not create a sustainable organisation. People, systems, leadership, governance and strategy do. That is why AUO Consultancy begins with the questions that come before the building: why, where, who, how, what structure, what systems, what risks — and what happens next.

A global vision deserves a local strategy.

A local strategy requires the right structure.

The right structure requires the right people.

The right people require accountability.

And sustainable impact requires all of these to work together.

That is the work of AUO Consultancy.

GET IN TOUCH

Contact AUO Consultancy

Christian Executive Advisory — Global Vision. Strategic Execution. African Impact.

FOUNDER & PRINCIPAL CONSULTANT

Apostle Uloma Ojei

WEBSITE

faithgiantsfellowship.org

EMAIL

faithgiantsministries17@gmail.com

LINKEDIN

Uloma Ojei

TELEPHONE

Nigeria: +234 805 846 6101

UK: +44 7447 352073

LOCATIONS

United Kingdom | Nigeria | Africa

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AUO CONSULTANCY

GLOBAL VISION. STRATEGIC EXECUTION. AFRICAN IMPACT.