



Dr. Charlie Martin, Pastor

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April 5, 2007

To Whom It May Concern

I am happy to write this letter of reference for Barry Banther, President of Banther Consultants.

Barry is a popular speaker for us and provided training at the following seminars: Managers' Retreat, September 2004, using the 360 Degree Surveys; and the Managers' Retreat November 2001 using Style Analysis Response forms. He's also been a consultant for us over the years and has always provided great support and helpful information to our staff.

Please let me know if I can assist you further.

Sincerely,

A handwritten signature in black ink, appearing to read "Tim Ferguson".

Tim Ferguson
Church Administrator