

AFRICA CHRISTIAN TRAINING INSTITUTE

Post Office Box 15621, Panama City FL 32406-5621

January 10, 2012

TE Robert S. Hayes
1401 Calhoun Avenue
Panama City, FL 32401

Dear Bob,

At our annual Board of Directors Meeting, January 10, 2012, the Africa Christian Training Institute (ACTI) extended you a call to become US Director of the Africa Christian Training Institute. In this capacity your official functions are (1) To organize and facilitate Ministry Teams in Uganda with a view to evangelism and church planting, (2) To aid the Board in organizational matters together with other members of the ACTI, and (3) To assist the Treasurer, Mr. Russell Jinks, with USA financial matters and the transmittal of funds to Uganda. You will present a summary of your activities at the Annual Meeting of the ACTI Board.

In the long standing tradition of the ACTI, this is a tent-making position in which you are responsible for raising your own salary, benefits, and ministry funding as follows:

Base Salary	\$ 24,000
Housing Allowance	\$ 12,000
Annuity & Insurance Allowance	\$ 8,000
Ministry Allowance	\$ 24,000

In Christ,

William G. Phillips

William Phillips
Secretary