

Moving Forward with the Strategic Planning Process

Process Requires Prayer, Wisdom and Encouragement for Success

It is an exciting time at Moody Bible Institute—a time of progress and possibility. It is a new year, a new decade with a new president and vast technological advancements that are changing the ways in which we can connect with our students, partners and guests.

According to Chief Operating Officer Ed Cannon, the convergence of these factors makes this the perfect time to begin the strategic planning process. “The leadership team has wanted to engage in strategic planning for about five years, but needed to address other concerns first. Given the strength of our current leadership team, our good financial footing and the ever-changing needs of our various audiences, it is apparent that now is the best time to move forward with this process.”

Dr. Paul Nyquist, Moody’s President, has asked for a June 1 deadline to complete research, make recommendations, vet the recommendations with business units and work with service providers to create solutions for executing the plans. There are five teams that will work on a parallel timeline during this process—Undergraduate, Seminary, Broadcasting, Publishing and Enterprise. Cannon will oversee the entire process in conjunction with an outside consulting firm, Triaxia Partners.

The teams have been asked to consider the ever-changing world and the condition of the Church to reevaluate how efficient Moody is at training students, providing radio programs and publishing books that are relevant in the context of our objective to proclaim Christ to the world. Based on what is found, recommendations will be made about what each ministry area needs to do differently now and in the future. These plans will also be vetted by service provider

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Strategic Planning Committee Team Members

The Seminary Team

Randall Dattoli	Walter McCord	Daniel Snoek
John Jelinek	Eric Moore	David Woodall
Sajan Mathews	Thomas Shaw	

The Undergraduate Team

Timothy Arens	John Koessler	Tim Sisk
Larry Davidhizar	Jack Lewis	Thomas Shaw
Charles Dyer	Kevin Mahaffy	Cynthia Uitermarkt
Jamie Janosz	Bryan O’neal	

The Publishing Team

Steve Gemeiner	Steve Lyon	Greg Thornton
John Hinkley	Randall Payleitner	Karen Waddles
Holly Kisly	Paul Santhouse	
Duane Koenig	Ed Santiago	

The Broadcasting Team

Maureen Ber	Roy Patterson	Mark Williames
Mike Bingham	Melinda Schmidt	
Pierre Chestang	Tim Svoboda	

The Enterprise Team

Bill Blocker	Lloyd Dodson	Steve Oakley
Ed Cannon	Charlie Dyer	

newEmployee



Queren Domingues

Office Coordinator, Health Services

Previously served as Head of Customer Service at Hackman’s Bible Book Store, Whitehall, Penn.

March

share (wgnr, wmbw, wmft)	2-5
institute day of prayer	3
undergraduate spring recess	6-21
mts modulars	8-12
	15-19
share (wfcu)	9-10
share (wmbi, kmbi)	16-19
mts next step	25

departments so the teams can gain insight into how to achieve these plans from financial, resource and staffing perspectives. The teams will present their ideas to the Enterprise Team for review, and ultimately, Dr. Nyquist and the board of trustees will make the final approval.

“As the world around us continues to change, it is important for us to honestly examine who we are as an organization and work to understand where we must go in the future,” said Cannon. “Our mission and values will not change, but we must adapt our vision to the evolving needs of the global Church and to growing technological opportunities in order to produce graduates and Christian content that is relevant.”

For those members of the Moody family who are part of the Strategic Planning Teams, it will be extremely important to selflessly and without bias seek the Lord’s will for Moody during this process. They will need to focus on the strategic planning process while also continuing to function in their everyday roles at Moody.

Given the sacrifice this effort requires, it is imperative for

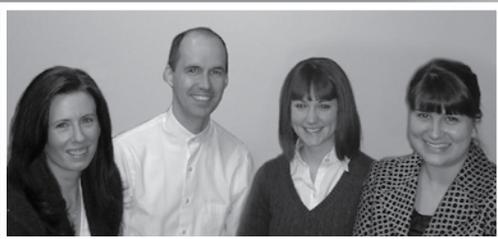
employees who are not on a team to be committed in prayer during this time. As with the presidential search, all employees need to seek the Lord and pray alongside the leadership team, consultants and strategic planning teams. Additionally, the teams may call upon various employees for input throughout the planning process.

“We are depending on everyone to support this process through prayer and deed,” said Cannon. “It is very important that all employees strategically examine their work and come forth with ideas to

the teams. As team members, we will depend on the expertise and experience of our colleagues to guide us and keep us accountable.”

Dr. Nyquist has specifically asked that the Moody family pray for clarity of thought to discern God’s direction; boldness to dream greatly; wisdom to know what needs to be done in order to achieve these goals, and courage to acknowledge what good things need to end in order to start great things for God’s Kingdom. As 2010 moves forward, it will be exciting to see how God moves at Moody through the strategic planning process.

“It is very important that all employees strategically examine their work and come forth with ideas to the teams.”



IN SIGHT

by The Social Media Team (*Lindsey Crystal, Chris Arndt, Sarah Dockery and Carly Jarosz*)

When *The Moody Bible Institute Social Media Policy, Guidelines and Best Practices* was launched last month, we received a number of questions that we think are probably on the minds of many employees.

Q: *Who is the Social Media Team and what do they do?*

A: The Social Media Team is comprised of the Web Communications and Public Relations departments. We like to think we’re a friendly group who happen to enjoy sledding, chocolate chip cookies and trolling the social media universe. Some of us lurk in the background, while others of us are pretty active social media participants. Our role is to assist employees with following social media best practices and policies, approve all social media requests, and monitor Moody’s social media presence to ensure it reflects the mission, vision and values of our organization.

Q: *What is a social media policy?*

A: Good question! Often, our tendency when we hear “policy” is to immediately think someone’s out to police us. We can’t stress it enough—our goal is to come alongside Moody’s social media enthusiasts and ensure that we’re all using this ever-evolving medium to the best of our abilities. This means strategically using social media to help

accomplish the *Biblical Mission. Global Vision.* cast by Dr. Nyquist last fall.

As of December 2009, Facebook had 112 million users and Twitter had 20 million unique viewers to its Web site. These statistics are staggering and show that the world has become “digital.” These uniform guidelines will help everyone at Moody utilize these online tools purposefully and will help make our vision a reality.

Q: *Why should I care about the policy?*

A: Simply put, it’s designed to help us all do our jobs well. Some of us have been using Facebook, Twitter and other tools effectively, but others haven’t. And that’s okay because we’re all learning as we go. But that’s the point of the policy—to help each of us use these tools the best that we can. The policy provides branding, style and content regulations as well as a number of best practices to help ensure the efficiency and effectiveness of our work.

Hopefully, these answers bring some clarity to social media at Moody. However, if you have additional questions, please e-mail our team at socialmedia@moody.edu. You can also find the policy in the policy section of my.moody.edu.

Benefits!

Human Resources Connection

Payflex Reimbursement—2009 Funds

- March 15, 2010, is the deadline for using 2009 funds to visit doctors, buy prescription drugs, purchase glasses or contact lenses, etc.
- March 31, 2010, is the deadline for submitting claims for 2009 funds.
- Submit claims by mail or online at www.my.payflex.com.
- Please contact PayFlex with questions at 1-800-284-4885.

Are You Thinking of Retiring?

Please submit your letter to your department head three months prior to your retirement date, so he or she can send a copy to Peter Miller in Human Resources. He will then send your pension data to be calculated.

Pension estimate: Contact peter.miller@moody.edu or jean.jacobsen@moody.edu for an estimate of your pension if you are within five years of retirement and are not receiving 401(a) contributions from Moody to a VALIC account.

Retirement event and gifts: When your letter is submitted, Jean Jacobsen in Human Resources will contact you regarding a retirement event and gifts (cash gift and other items).

Retiree health care: If you have worked 10 or more years and your most recent hire date was prior to January 1, 1996, you may apply for retiree health care. The cost is based on years of service, age and number of people being covered.

2010 monthly premiums per person covered are as follows (rates increase each year):

	Traditional Plan		PPO
	65+	Under 65	Under 65
Full Premium per Person	\$346.39	\$1,195.63	\$836.95
40%—10 years of service	\$138.56	\$478.25	\$334.78
30%—10 years of service	\$103.92	\$358.69	\$251.09
20%—10 years of service	\$69.28	\$239.13	\$167.39
10%—10 years of service	\$34.64	\$119.56	\$83.70

Life insurance: If you had life insurance as an employee, you will get a free policy (usually \$3,000) for yourself. Your dependents will no longer be covered. You can buy additional insurance for whoever you covered as an employee, up to the employee coverage amount.

If you have general questions about retirement, feel free to contact Peter Miller (312-329-4297) or Jean Jacobsen (312-329-4233).



Moody Students use Spring Recess for Ministry

Spring Break is right around the corner, and as in years past, while most college students use this time to lie on beaches or make extra spending money, many Moody Bible Institute students will use their breaks to spread the gospel and serve God's people. The Practical Christian Ministries department (PCM) has five student missions trips scheduled during the 2010 Spring Recess, including trips to Haiti, England and Oklahoma.

Welson Cesar, junior pastoral studies major and native of Port au Prince, will be leading a group of nine Moody students to Haiti to serve with a local church called Tabernacle de La Grace. They will preach and distribute Creole Gospel tracts. The team will also bring tents to the residents of the Carrefour community. Many aid organizations have not reached this community. Tents for the displaced have been identified as one of the most important needs given the approaching rainy season.

Josiah Colbert, senior biblical exposition major; Lauren Steffler, junior women's ministry major, and Kyle Tennant, junior pastoral studies major are returning to Formby, England, to minister to the members of Formby Baptist Church. This community of believers has been without a pastor for seven years and the students will assume all ministry responsibilities for the lay leaders. This encouragement ministry will provide church leaders with a time of renewal, while the students nurture the relationships they have built in Formby. They will work to equip and empower church members to share their faith and live out the gospel.

Gloria Alicea, PCM Office Assistant, will be leading a group of students as they work with the Choctaw nation in Oklahoma. For more than 25 years, Moody students have been serving churches in southeastern Oklahoma and encouraging missionaries who work with American Indian communities. The students will be preaching and teaching, hosting a weekend retreat with Christian Indian Ministries, counseling the youth, and working on property improvement projects.

As Moody students embark on these missions trips, it is important for employees to lift them up in prayer and encouragement. Just as important, employees can pray for the many students that will be doing ministry work outside of these trips, whether in their hometowns or across the world.

Human Resources

Chicago, Ill.

DEPARTMENT PROFILE

Every Moody Bible Institute employee is familiar with the Human Resources department. You most likely interviewed with someone from Employment Services, participated in the Benefits orientation on your first day, attended a *Lunch & Learn* hosted by Training & Development, or worked under guidelines provided by the Compensation staff at review time.

But even after all of that, how well do you know the Human Resources team? Do you know that they have an annual off-campus event called Leonard Unkefer Day? Are you aware that Lloyd Dodson and Jean Jacobsen have worked at Moody for 37 and 34 years, respectively? Or, that one accomplishment the team is proud of is improved employee morale across Moody?

The various units within the department—Employment Services, Compensation, Benefits and Training & Development—work every day to effectively guide and assist Moody in attracting, employing, retaining, developing and serving the people Moody needs to fulfill its mission and live out its values. The team strives to do this through maintaining a positive outlook, supporting each other, having servant hearts and keeping

a sense of humor as it deals with complex issues involving the work lives of Moody’s faculty and staff (a total of about 1000 full- and part-time employees).

And, if you were wondering, Unkefer established and managed Moody’s “Personnel Department” in the early 1950s—during a relatively simpler era for this type of work. Even with all of the change and added complexity of the last fifty years, he surely would be proud to see the commitment, integrity and godliness of the department today.



Standing, from left to right: Peter Miller, David Fogal, Michael Lin, Lud Anderson, Lloyd Dodson.
Seated, from left to right: Serene Velasco, Jean Jacobsen, Mia Gale, Jill Douglas, Luci Harris.

Read

Why Trust Jesus?

By Dave Sterrett

208 pages • \$13.99



Have you ever struggled with trusting Jesus? Maybe you have had trouble trusting Him because you have been disappointed many times or perhaps there seemed to be so many other viable spiritual paths? Have you ever been unsure God even existed? If you or someone you know has wrestled with these issues, *Why Trust Jesus?* is your guide for understanding and debunking a majority of common arguments against the validity of God.

Dave Sterrett, Adjunct Professor of Apologetics and New Testament at Liberty University, uses modern references and provides practical solutions for embracing and properly defending the Christian faith in today’s world. By encouraging readers to focus on the goodness of God, realize that the best is yet to come and joyfully obey the Lord, he shows that Jesus can and should be trusted in every circumstance.

With an approachable and relatable tone, Sterrett uses the Scriptures and writings of trusted theologians to explain to readers that “True happiness comes in knowing, trusting and experiencing God. Nothing else can fill us up.”

employeeSpotlight



Fenton Johnson

Procurement Specialist

Exactly two years ago to the month, Fenton Johnson started as a Procurement Specialist at Moody Bible Institute after working for an Illinois politician and a third-party logistics company. “What I have enjoyed most about working at Moody is being surrounded by believers,” said Johnson. “At my other jobs, the cultures were always moving in the opposite direction I wanted to move. Here, everyone is on the same page. I really appreciate being able to walk with fellow Christians and am grateful that I can learn from them.”

Johnson came to Moody after studying supply chain management at Syracuse University in New York, and has enjoyed “really learning from the ground up.” In his role, he helps facilitate the competitive process at Moody. Through managing vendor relations and the bid process, he ensures that Moody secures the best product from the best vendor for the best price.

His ability to be a responsible steward has also blessed his ministry work outside of Moody. As a member of South Loop Community Church in Chicago, Johnson recently helped establish a program through *The Children’s Hunger Fund*, which works to meet the physical, emotional and spiritual needs of families in the South Loop neighborhood.

When he is not serving, Johnson enjoys playing golf, cheering for the Syracuse University’s basketball team and singing in his church’s worship band.

The *Moody Memo* is published the first week of each month. Please submit material two weeks before publication; all material is subject to editorial discretion and review. E-mail questions, comments and submissions to memo@moody.edu.