

Nyquist Discusses Moody's Budget

President Explains Recent Announcement and Clarifies Future Plans

During the October 13 In Sight Live, Moody Bible Institute's President, Dr. Paul Nyquist, announced that Moody would be eliminating approximately 20 employee positions by November 15. The news is a result of the continually declining economy and decreasing donor support. The editors of *theMemo* recently spoke with Dr. Nyquist to better understand the situation and its implications for Moody's future.

theMemo: At In Sight Live, you told employees that recent expense cutting initiatives are a result of Moody's goal to have a balanced budget for the 2010-2011 fiscal year. Why is it important for Moody to have a balanced budget this year?

Dr. Nyquist: The board of trustees graciously allowed Moody to use our cash reserves during the past two years as we sought to understand what the economic "new normal" would be. However, having significantly depleted those reserves and having gained a clearer picture of the situation in front of us, both the board and the President's Cabinet agree that we have to return to a balanced budget this year. Good stewardship demands this of us.

theMemo: As part of our efforts to achieve a balanced budget, what types of non-personnel cuts are also being made?

Dr. Nyquist: A list of non-personnel reductions has been created, but we anticipate adding more as new ideas are proposed. The planned cuts run across different areas, from the food we purchase to certain hardware. We have also purposefully delayed finishing the Anderson Conference Room in Fitzwater Hall. Having said that, more than 50 percent of our annual budget is in personnel costs, so there are limits to what non-personnel cuts can accomplish.

theMemo: Who should employees speak with if they have ideas for cutting non-personnel expenses in their areas?

Dr. Nyquist: We ask that employees with cost-cutting ideas speak with their immediate supervisors.

theMemo: Returning to the issue of personnel cuts, are positions being eliminated only in Chicago?

Dr. Nyquist: Most of the personnel cuts are happening in Chicago; however, there are some cuts that will be outside of Chicago.

theMemo: During In Sight Live in October, you mentioned that
>>>>> Continued on page 2



theMemo is moving online!

We are excited to announce that, starting next month, *theMemo* will primarily be offered online at my.moody.edu. This edition will be the last one printed; however, employees who do not have access to computers, and whose supervisors request, will continue to receive printed versions. Watch *theDaily* for a reminder each month when *theMemo* is released. Thank you for your support as we seek to utilize social media and manage our budget wisely.

newEmployee



Allison Dollard

Office Administrator, Event and Guest Services

Previously served as a corporate sales manager at Doubletree Hotel in Oak Brook, Ill.

November

day one	12
handel's <i>messiah</i>	14
mts next step	18
thanksgiving holiday	25-26

strategic planning and budget adjustments are separate issues. Can you help us understand how it is possible to make budget changes without finalized strategic planning results? Is it possible that strategic planning will call for more personnel cuts?

Dr. Nyquist: We have enough information about the strategic plans to know if any proposed cuts will negatively impact them. We are being informed by the strategic planning process, but it is not driving current layoffs.

It is possible that upon the conclusion of strategic planning, resources will be allocated to new areas of critical importance. As I mentioned during September's In Sight Live, we are committed to the proper resourcing of our organization, even if strategic planning calls for a different organizational shape than what currently exists.

theMemo: Given that experts believe our economy will never return to the prosperity we once enjoyed, what is Moody's long-term financial strategy in regard to donations and donors? How does Moody plan to sustain its programs and ministries when many

people are adjusting to lower incomes and needing to permanently decrease their giving?

Dr. Nyquist: The key is indeed sustainability and, in the end, our budget always needs to reflect a prudent assessment of the anticipated gifts for the coming year. We are encouraged because we have more than 100,000 faithful donors and a staff that works hard to connect with these partners on a regular basis. Additionally, I consistently work with Tom MacAdam and Ed Cannon to cultivate relationships with major donors as well as utilize Moody Radio as a tool for expanding our donor base.

In his final thoughts, Dr. Nyquist asked that all employees pray that God will bless our donors and that Moody might have wisdom to use every donation well. Additionally, he asks employees to thank God for His marvelous provision during the past 125 years, ask that He would extend grace and provision to those affected by layoffs, and ask that He would show Himself mighty in His provision for Moody amidst a very difficult economic climate.

"The key is indeed sustainability and, in the end, our budget always needs to reflect a prudent assessment of the anticipated gifts for the coming year."



IN SIGHT

by Collin Lambert, Vice President, Moody Radio

At Moody Radio, some of the things I have come to treasure most are the talented people I work with and the impact God allows us to have on the lives of our listeners. Moody Radio is home to many top professionals in the broadcasting industry. In fact, my colleagues could have successful careers in the secular world, but have instead made sacrifices because they are committed to using this important medium for the glory of God. For the past 84 years, He has used our team to spread His Good News and we are blessed to witness the life-changing power of this message for our listeners.

As the new vice president of Moody Radio, I plan to focus on a number of specific goals during the next year which were created in concert with the Moody Radio Strategic Planning Proposal and will work together to advance the broader Moody Bible Institute mission. First, my most immediate task is addressing our financial hurdles through a variety of initiatives that engage more people in Moody Radio's mission, make it easier for them to give and increase revenue.

"I plan to focus on a number of specific goals during the next year which ... will work together to advance the broader Moody Bible Institute mission."

Secondly, in this increasingly digital world, we need to understand the growth of our industry and move forward with technological advancements that make sense for both our people and our content. We must develop and engage new technology to more effectively connect with our audiences.

Our team will also be working to grow the internal culture at Moody Radio. This includes bringing more diversity to our team as well as to our programming. The world in which we operate is increasingly diverse and we must reflect that in order to connect with it. As part of this, we plan to introduce more Spanish and urban programming and to focus on growing the next generation of Christian broadcasters.

During this transformative season, our team would appreciate prayer support surrounding three main areas—for listeners to continue giving support, for God to provide for people impacted by financial constraints and for our team to continue moving forward in wisdom with strategic planning.

Sentenced to Life in Prison

Moody Student Finds Freedom in the Lord

On the evening of April 9, 1990, Jeff Matthews, a current Moody Distance Learning student, was arrested in Orlando, Fla. At the age of 23, Matthews narrowly escaped the death penalty by pleading guilty to numerous counts of committing murder, dealing drugs and bombing a federal Drug Enforcement Agency building. He was sentenced to multiple life sentences without parole at the United States Penitentiary Terre Haute in Indiana.

After his sentencing, the prosecutor declared, “Matthews was a ruthless cocaine kingpin who had people murdered to protect himself and his drug ring.” What stung deeper was that most of his family and friends abandoned him. His girlfriend refused to see him after she collected a \$100,000 reward for turning him in.

He felt worthless, helpless and alone. And, then he heard about Christ.

Matthews repented of his sins and accepted the spiritual

freedom Christ offered while he was accepting the loss of physical freedom for the rest of his life. He began to study the Bible, attend church and listen to Moody Radio. As he was growing closer to the Lord, he felt a strong call to minister to fellow prisoners—to boast of the good work the Lord had done in his life and to be a light in the highly volatile prison environment.

Matthews has never received an incident report in prison and has earned General Educational Development (G.E.D.) and Associate of Arts degrees. He is currently enrolled in Moody’s Bachelor of Arts program to earn his degree in Biblical Studies and has created FromMyCell.org, a website that spreads the message of his testimony and offers spiritual encouragement resources to prisoners. He hopes to expand his online resources to include books, Bible studies and DVDs.

“Praise God that I came to prison, for the moment when I cried out to God for the forgiveness of my sins, my whole life changed,” writes Matthews. “He had mercy on an evil, ungodly man such as myself. God gets all the glory, honor and praise for transforming my life into the new man I am today.”

Benefits!

Human Resources Connection

Benefits Annual Enrollment—November 2010

Watch for a mailing in early November from Human Resources regarding changes in the 2011 benefit plans. Deductibles and office co-pays for all Blue Cross and Blue Shield employee and retiree plans will increase in 2011. New amounts and monthly premiums will be included in the mailings. Please note that some retirees do not pay monthly premiums due to years of employee service or year of retirement.

PPO and HMO drug co-payments will be changed as listed in the table below (changes are in bold):

- CIGNA representatives (HMO and PPO) and a MetLife representative will be at tables in The Commons on Wednesday, November 3 from 11 a.m.-2 p.m.
- Blue Cross and Blue Shield (HMO and PPO), MetLife and Principal Wellness representatives will be at tables in The Commons on Thursday, November 4 from 11 a.m.-2 p.m.

What do you need to do?

- Decide what benefit changes you need to make for 2011 and complete paperwork as early as possible to ease the HR Benefits burden.
- Chicago Campus Employees: Visit the HR Conference Room beginning Monday, November 1, to pick up forms. Your HR benefits mailing will include forms for the Flexible Spending Account and the Wellness Discount benefit. If you do not complete forms for those every year, you will be dropped from those plans. All other benefits continue without completing an annual form.
- Non-Chicago Campus Employees: Packets of forms are mailed to all locations. If you work outside of Chicago and have not received forms, contact luci.harris@moody.edu to request forms or to get instructions for locating them on the Moody intranet.
- If you want to enroll in or increase your life insurance coverage, obtain the forms as soon as possible, since MetLife approval will take additional time.
- Make sure all forms are in HR by the deadline—Tuesday, November 30.

Drug Type	30-day supply 2010	30-day supply 2011	90-day supply 2010	90-day supply 2011
Generic	\$5 PPO/\$10 HMO	\$10 BOTH PLANS	\$10 PPO/\$20 HMO	\$20 BOTH PLANS
Brand	\$35 BOTH PLANS	\$40 BOTH PLANS	\$70 BOTH PLANS	\$80 BOTH PLANS
Non-Formulary Brand	\$60 BOTH PLANS	\$70 BOTH PLANS	\$120 BOTH PLANS	\$140 BOTH PLANS

Web Communications

Chicago, Ill.

DEPARTMENT PROFILE

With millions of visits per month, Moody Bible Institute's websites are the channel through which people across the globe connect with its ministries. To ensure that Moody's mission is properly represented online, the Web Communications team works to daily manage web-related requests from every department across Moody.

"We are continually updating the Corporate, Education, Radio and Conference webpages," said Chris Arndt, manager. "By updating content, creating new pages, developing graphics and addressing technical requests, our team is not only working on new projects but also daily maintaining existing sites."

The team consists of Arndt, who is responsible for the overall development of Moody's web presence; Sarah Dockery, web designer; Bryan Young, web content specialist, and Josh Jellel, web technical specialist. Dockery develops the architecture and design direction for all web projects, while Young focuses on strategically

managing content and Jellel ensures that all Moody websites look and act properly.

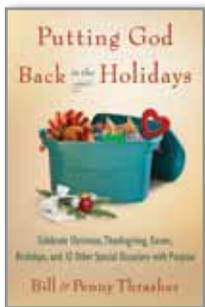
While the team's responsibilities are diverse, they take time to connect through weekly meetings and ice cream. Taking time to touch base allows them to focus on upcoming projects: finalizing the new Moody Publishers website, developing the new *Today in the Word* website and creating SHARE 2011 websites.

"Since projects move quickly for us, we love experimenting and learning new things," said Arndt. "And because we get to work with all of Moody's ministries, each new project is our chance to help others deepen their relationships with Christ."



From left to right: Josh Jellel, Chris Arndt, Bryan Young and Sarah Dockery.

Read



Putting God Back in the Holidays: Celebrate Christmas, Thanksgiving, Easter, Birthdays, and 12 Other Special Occasions with Purpose

Bill and Penny Thrasher
256 pages • \$12.99

Holidays are often joyous times; however, many secular traditions and relational strains can cause people to lose their focus on Jesus Christ. In *Putting God Back in the Holidays*, Bill and Penny Thrasher offer spiritual encouragement and useful advice for anyone wanting to return to the Christ-centered celebrations God intended.

The Thrashers explore both major (Easter, birthdays and Christmas) and obscure (President's Day and Arbor Day) holidays to give readers a holistic Christian perspective for each event and tips for using every holiday to further faith journeys. The chapters open with biblical teaching from Bill, a Moody Theological Seminary professor, followed by thoughts and encouragement from Penny to help readers apply the lessons to their family celebrations. Additionally, the "Practical Help" section in every chapter offers readers tips for developing goals, celebrating milestones and creating memories.

"If in some way you ... are aided in your holiday celebrations to bring greater glory to Christ, our aim has been accomplished," write the Thrashers. "It will be a privilege to pray for the readers of this book that you will have holidays that are truly blessed by God."

employeeSpotlight



Ray Hashley

Station Manager,
Moody Radio Indiana

When asked what his favorite pastimes are, Ray Hashley, station manager for Moody Radio Indiana lists golf, spending time with family, driving fire trucks, running into burning buildings and helping people who are hurt. It is quickly apparent that this list is mostly formed by his six years as a volunteer firefighter in McCordsville, Ind.

"Growing up in a ministry family and being a part of Moody, my circle of influence has tended to include mostly church people," said Hashley. "I wanted to get involved in something that would help me build relationships with unchurched people, and it has been a great opportunity to live out my faith while investing in the lives of others." Since 1995, Hashley has been using his broadcasting skills at Moody Radio to accomplish a similar mission.

Currently, he is responsible for the staff, budget and operations of the six stations that comprise Moody Radio Indiana. He also shares with Moody Radio listeners and supporters about how God is using the programming in their communities. "I look forward to each day knowing that the message we share on Moody Radio is life-changing," said Hashley.

A graduate of Crossroads Bible College in Indianapolis, Ind., Hashley has been married to Wendy for 28 years. They are members of College Park Church and have three children and two grandchildren.