

Moody Radio Makes Capital Improvements

Operation Next Helps Update Outdated and Failing Broadcast Equipment

Capital improvements are currently being made at Moody Radio's owned and operated stations across the country. Using the \$2 million raised during the Sept. 26–Oct. 28, 2011 Operation Next fundraising campaign, Moody Radio is upgrading from analog to digital studio equipment and securing transmitters, generators and antennas where needed.

Overseen by Doug Hastings, general manager of Moody Radio, a team, including Bruce Everhart, manager of marketing and development, Mark Williames, director of engineering, and Mike Bingham, division manager, is helping to prioritize and coordinate the work that is being done. "Right now, the most critical needs to keep Moody Radio on the air are transmitters, generators and antennas, so that is where we initially began," said Doug.



More than 250 volunteers on the Chicago campus served during the Oct. 19–20 on-air portion of Moody Radio's Operation Next.

New transmitters have been purchased for WJSO in Pikeville, Ky., and WMBV in Dixons Mills, Ala., while WIWC in Kokomo, Ind., WGNB in Zeeland, Mich., and WVME in Meadville, Penn. have had new ones already installed. Also, a new antenna has been purchased for WVML in Millersburg, Ohio, and will be installed soon.

Since some stations also have unreliable or no generator back-up available when power outages occur, seven generators are in the process of being purchased. "We are currently measuring several network stations to determine their power requirements, and in late summer or early fall, these generators will be installed and fully operational," added Doug.

While engineers have kept Moody Radio's broadcast equipment running well beyond

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Stories Accounts of God at work through Moody

Mechanical Engineer to Missionary

Moody Theological Seminary Student Preparing to Serve in Tibet

For Moody Theological Seminary student Victor Lee, the "Killing Fields" are very real: born and raised in Cambodia, he was a preteen when the Khmer Rouge took over in 1975. "They kicked everybody out of the capital city, Phnom Penh," explained Victor who will graduate in 2013 with a Graduate Certificate in Ministry Leadership. "Overnight about 70 percent of my family got wiped out."

When he was 15 years old, Victor escaped to Vietnam, where he found a church and came to Christ. Six years later he arrived in the United States. It was around this time that he was called to full-time ministry, but he had never finished elementary school. "My friends told me to go to college," said Victor. "I thought they were crazy."

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its lifespan, in order to move forward in the next generation of ministry, the switch over to digital must be made. Currently, designs for converting Moody Radio Chicago's center studio to fully digital are being reviewed and construction is scheduled to begin late summer or early fall. Immediately after, WMBW in Chattanooga, Tenn., will also convert to a fully digital studio.

"Gifts that were committed during Operation Next will enable us to install new studio equipment, replacing equipment that is more than 25 years old, and will help keep us on the air with a consistent, quality sound, broadcasting the truth of God's Word 24 hours a day, seven

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days a week," said Leighton LeBoeuf, general manager of Moody Radio Southeast and Midsouth. "We are thankful for those listeners who make it possible for others to be encouraged through this radio ministry."

"Once all these improvements have been made, we will be in much better shape in many of our stations," added Doug. "There is still more work to do, though, to ensure Moody Radio is fully prepared for the next generation of ministry." A second Operation Next campaign is currently being discussed to secure funds for further capital improvements.



InSight

by Greg Thornton, Senior Vice President, Media

A recent blog post both raised my blood pressure and captured my attention: "Was March 2012 the Month Traditional Publishing Died?" Though I quickly realized that this writer sensationalized the headline for his own business purposes, he rightly chided publishers and agents for not recognizing that "the way content flows from the author to the reader has changed so fundamentally," and for not preparing for a very different future.

The pace of change facing publishers today is rapidly accelerating. Writing about the bankruptcy of the 123-year-old Eastman Kodak, *Chicago Tribune* business columnist Phil Rosenthal said, "What becomes possible almost immediately becomes expected. Faster, cheaper, more individualized and agile become the norm. Fail to anticipate and deliver, and 'since 18— whatever' risks becoming less a proud statement of continued, time-tested quality and heritage than the rueful first line of a corporate obituary."

The eight-member strategy planning team at Moody Publishers, recognizing these dizzying publishing realities, mapped out a five-part strategy for the future, in alignment with the strategic direction of Moody. The strategy included a more audience-focused approach to publishing, with self-sustaining publishing teams taking the lead. Capturing more Moody-based synergies was also a key plank in the plan, along with developing a more innovative culture. And the

big dream: self-sustaining publishing teams on every continent by 2020.

Last fall this team realized that to best fulfill Moody's strategic directives, a significant reorganization was needed. Too much had changed in traditional publishing (think online book sales, eBooks, self-publishing, digital printing and more) not to revamp how Moody Publishers should develop, edit and distribute biblically-based content. The planning team also

realized that Moody Publishers was not alone; this type of major reorganization was being done by many other publishers, creating new positions while eliminating others. In February the reorganization was announced to the staff, with implementation starting in March.

Please pray for Moody Publishers during this time of transition. Job descriptions and reporting relationships changed for more than one-third of the staff, with some team members now looking

for new employment. The leadership team of Paul Santhouse (publisher), Steve Lyon (editor-in-chief), Duane Koenig (business manager) and Ed Santiago (director of finance) also appreciate prayers for wisdom as many decisions need to be made in the next few months.

I believe the future is very bright for Moody Publishers, and that this new structure will help deepen relationships with readers so that Moody may more effectively help them to know, love and serve Jesus Christ.

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He eventually earned two degrees in Mechanical Engineering, and when his company sent him to work in a factory in Taiwan, his passion for sharing the gospel with his co-workers reminded him of his call to ministry. The call got stronger when, after being laid off, he found work in a Chinatown restaurant, where he frequently shared the gospel with customers. "When I prayed about it, God said, 'Don't forget your calling. Use your life to work with people,'" recalled Victor. "I knew I needed to go to Moody to be trained."

Through his program at Moody, Victor is learning to interpret the Bible systematically as well as how to use business as his mission field, something he experienced in Taiwan and in Chinatown. Though his knowledge of several languages could take him anywhere, Victor will use his engineering and ministry leadership skills as a missionary to Tibet, a country he has always wanted to serve. "A lot of this is because of my



Stressing the importance of prayer in his life, Victor Lee has been particularly grateful for the fellowship among students at Moody.

ethnic background—Han Chinese," he says. "I owe my Tibetan brothers a lot because they have had the most suffering at the hands of the Han."

Benefits Human Resources Connection

Terminating Employment

Resignation Letter

- Give at least a two-week notice in writing to your supervisor (preferably before the 15th of the month so that final pay is correct).
- Termination date is the last day worked (sick, personal or vacation time may not be used on that day).
- Supervisor of departing employee should email a copy of the letter and departure notice to Jean Jacobsen in Benefits as soon as possible since the employee has to be notified of responsibilities prior to termination.

Benefits and Payroll Deductions

- Moody employees pay benefits premiums at the end of each month (not in advance of coverage).
- If you terminate your employment on the 15th or earlier, you'll pay half the premium rate for health insurance (health coverage ends your last day of work).
- Dental and Life coverage go to the end of the month; you'll pay full premiums.
- Contact Jean Jacobsen by the 10th of the month if you want to drop your VALIC contribution or Transit Benefit (fare cards, transit check or Chicago Card Plus) for the last month.

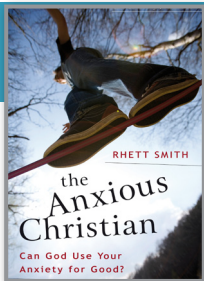
- Institute loans will be deducted from the final check (or arrangements made to pay later).
- VALIC loan arrangements will need to be made by the employee with VALIC by calling 1-800-448-2542.

Time Benefits

- Earned, unused vacation (including carryover) will be paid out upon termination.
- Sick time and personal time are not paid, but all personal time can be used (with supervisor's permission).
- Benefit time used in excess of employee's allotted amounts will be deducted from final pay.

Exit Appointment

- Departing employees will meet with Jean Jacobsen on their final day of employment; communication with off-campus employees will be by phone, email and letter.
- Exit appointment discussion will include COBRA coverage for medical and dental insurance, life insurance conversion, pension, retirement savings, unemployment, return of Institute property, etc.



Read

The Anxious Christian

by Rhett Smith
208 Pages • \$13.99

Part memoir, part manual, *The Anxious Christian* by Rhett Smith, a licensed marriage and family therapist and former college pastor, offers hope for Christians struggling with anxiety. While sharing personal stories of his struggle with anxiety since the age of 11 after he lost his mother to breast cancer, Smith encourages readers to re-imagine how God can use it for good.

"God does not leave you alone in your anxiety, but uses it to awaken you and help you turn toward Him," says Smith. "It is God's tool to help you grow, and the catalyst that helps us get unstuck and move out of the rut." Like warning lights on the dashboard of a car, anxiety tells us something is going on inside of us. If ignored, Smith warns we may miss the greatest opportunity for growth and change.



employeeSpotlight

Daniel Ward

Dean of Student Services,
MBI-Spokane

A year after earning a Master of Arts in Biblical Studies from Moody Theological Seminary, Daniel Ward was in need of what he believed to be "a short-term job." His roommates suggested that he apply for positions on Moody's campus. He had previously worked in the Optical industry and was on staff at a large church in Phoenix, Ariz. "Little did I know that within months of accepting the position of Financial Aid Coordinator in October 2000, I would realize that college students were my calling."

In July 2006, Daniel relocated to Spokane, Wash., to create and oversee the Student Services Department of MBI-Spokane. Married to his wife Cherise since 2001, an alum of Moody Theological Seminary as well, he has three young daughters, enjoys small jobs around the house and loves the students he serves. "It excites me to think of the impact students under my care will have for the Kingdom."

New Employees



Nathaniel Goossen

Assistant Crew Leader,
Food Service

Previously served as a missionary for
Avant Ministries in Brazil.



Linda Piepenbrink

Marketing Writer,
Marketing and Communications

Previously served as an editor/writer for
Regular Baptist Press in Schaumburg, Ill.



Faith Grudziecki

Customer Service Representative,
Customer Service Center

Previously served as an office assistant for Americana
Towers Condominium Association in Chicago, Ill.



Lindsey Reimers

Student Health Insurance Coordinator,
Treasury Operations

Previously served as a registered nurse for
Northwestern Medical Faculty Foundation in
Chicago, Ill.



Berdia M. Marshall

Director of Financial Aid,
Financial Aid

Previously served as associate vice president of
Financial Aid for Martin University in Indianapolis, Ind.



Alin Vrancila

CRM Manager,
Customer Relationship Management

Previously served as a graphic designer and
consultant for One House of Design in San Francisco,
Calif. and Portland, Ore.



Ashanti Pettaway

Urban Praise Coordinator,
Moody Radio

Previously served as a host/engineer for
Moody Radio in Chicago, Ill.