



Leadership Succession Video

Text

Dr. David A. Jacox:

More than five years ago, when Bethphage and Martin Luther Homes began discussions to consolidate, we were entering uncharted territory. Not only did we need to create a roadmap for the consolidation, we needed to create the roads. There was no appropriate model for us to follow.

Looking back over the last five years, I can say without reservation, that together we have achieved the high goals which we set at a pace faster than any of us could have imagined. The capstone of our success so far has been the awarding of our Network Basic Assurances Certification, something no other organization has even ventured to try. We know this is only the beginning of ground-breaking achievements for Mosaic.

In a few months we will mark another milestone when we install new members into the Mosaic Board of Directors and will have, for the first time, an all-Mosaic Board with no members remaining who served on the Boards of either legacy organization.

We are building, strength upon strength, for an extraordinary future for the people we support, our employees, and others who assist in our mission.

Because of our rapid success, the Mosaic Board of Directors encouraged me to take a sabbatical last year. I used that time to relax and reinvigorate, but also to dream about Mosaic's future. It became even clearer to me that our continued success is dependent upon resource development at a level significantly greater than ever achieved before. We must also have a plan for continuity of leadership in the future. After my time away, I recommended to the Board of Directors a plan that was designed to address both needs. The Board adopted the plan at its October meeting. Steps are being taken to implement the plan at this time even though the official start date is July 1, 2008.

At that time, on the fifth anniversary of Mosaic, I will move into a new position as Executive Vice President for Mosaic and continue as President and CEO of The Mosaic Foundation. My focus will be the development of resources and to assist the new President and CEO of Mosaic. I am very pleased to announce that my successor in Mosaic is my trusted and long-valued colleague, Linda Timmons. I am excited about what the changes mean for me, for Linda and for Mosaic.

In the months to come you will hear more about the ideas being developed to create new models of financial support for Mosaic. While I see great opportunities, I know those opportunities are not without challenges. Success will

require the same measure of commitment given to our services. Dividing my time between my current role and the work to create new financial opportunities would not be giving our best to the people Mosaic supports. The Board-approved plan will give Linda the opportunity to devote herself fully to the people we support and allow me to focus on matters of sustainability. Together, we will focus on a mission to ensure that Mosaic supports are the highest quality available and that Mosaic can be counted on to continue services for a second century. We serve in Christ's name and can offer no less.

Linda Timmons:

I am humbled and honored by this opportunity. For more than 35 years this organization has been a part of my life. I am thrilled to continue in the tradition of strong and faithful leadership in support of our mission to serve and to advocate for people with disabilities.

In partnership with people served and their families, with staff, advocates, donors, congregations and other stakeholders, we will continue our tradition of Christian service to others. We have accomplished so much in our 94-year history, but as you know, much remains to be done. Issues related to funding, to building and maintaining a strong workforce, and to ensuring people receive the services they deserve, are just a few of the challenges we will tackle in the coming years. But we are well prepared and I am confident that we will be successful, building upon the strength of our past successes.

I would like to thank Dr. Jacox for his outstanding leadership. Under his direction we have accomplished many great things and I look forward to continue working with him in our new roles.

I ask for your prayerful support as we embark on the next phase of our journey. Together we will bring our vision to life – Mosaic will be the leader in quality services and in advocacy on behalf of people with disabilities around the world.

Dr. Jacox

I believe that our founders would be pleased to see the fruit of their labor in Mosaic today. I know that I am proud of the work we do and am proud to be a part of this venture. The future is exciting, the future is bright, for each of us who are a part of Mosaic. Stay tuned – there is much more to come.