



Mosaic Contacts

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History of Mosaic

1913 - The Rev. K.G. William Dahl witnessed the neglect that children and adults with mental retardation and developmental disabilities received in large institutions. He believed in a better way and convinced 54 people to give \$1 each to establish Bethphage Inner Mission Association.

1914 - With the start-up money, Pastor Dahl rented and renovated four homes in Axtell, Neb. On June 29, 1914, the first four guests arrived. Within a year, the ministry had grown to include 40 guests and 20 workers, and a new setting on land north of Axtell.

1925 - Three pastors and two laymen saw the need for a school for "teachable mentally retarded children." They met in Sterling at the former Martin Luther Academy, a school that had been closed for several years. The founders included the Revs. Julius Moehl, August Hoeger, and William Fruehling, and laymen John Aden and William Ehmen. The Martin Luther Home Society was organized on October 20, 1925. As word spread that a home for children and adults with disabilities was opening in Sterling, families began bringing their children for placement, even though the Home was not ready.

1931 – Bethphage’s Zion Chapel is dedicated on May 20, 1931, as a gift of the Women's Missionary Society of the Augustana Synod.

1956 - As the Martin Luther Academy building aged and the student population grew, extensive renovation was needed or the Martin Luther Home would face the possibility of closure. On June 1, 1956, a new Martin Luther Home opened in Beatrice, Neb.

1970s – 1980s - With the introduction of community-based programs for people with developmental disabilities, both Bethphage and Martin Luther Homes grew into national ministries. The organizations were invited to begin services in locations across the United States by families and officials who knew the quality of care provided by both.

1979 – Martin Luther Home Society opens its first home in Colorado Springs, Colo.

1982 – Bethphage breaks ground for three new homes in Des Moines, Iowa.

1986 - Bethphage moved its headquarters to Omaha, Neb.

1988 - Throughout their histories, both organizations maintained close ties with the Church. As Church structures changed and realigned over the years, Bethphage and Martin Luther Homes both became affiliated ministries of the Evangelical Lutheran Church in America.

1993 - Martin Luther Homes moved its headquarters to Lincoln, Neb.



1994 – Bethphage’s international advocacy efforts began in Latvia after the fall of Communism in 1994. Early work in Latvia consisted of educational exchanges and training, and now consists of a wide array of services. Work in Great Britain also began that year as a result from a request to help begin community-based services. Bethphage Great Britain now provides a variety of services, including residential and vocational.

1999 – Bethphage partners with the Bethel Institute of Bielefeld, Germany, to initiate the development of an international alliance to support the work Bethphage started in Latvia in 1994.

2002 - Bethphage staff, along with partners in the IMPACT alliance, began working with staff at Motivation Romania in bringing children who have disabilities out of state-run institutions into community-based homes. The children were brought into one of the three small group homes where they receive medical and therapeutic services from caring, loving staff.

2003 - Their shared mission, shared vision and shared Church affiliation prompted the two organizations' Boards of Directors to vote to merge the two ministries to create Mosaic, a move that became complete July 1, 2003.

2006 – Mosaic becomes the first organization to receive a network certification in Basic Assurances® Network Certification from The Council on Quality and Leadership (CQL), which evaluates services and supports for people with disabilities in the areas of

health, safety and security. Mosaic sought to attain this certification to affirm its commitment of providing high-quality services.

2007 – In October 2007, Mosaic began *Building a Caring Community* in Moshi, Tanzania. To date, seven neighborhood centers have been established to provide a safe and nurturing setting where children with or without developmental disabilities can go while caregivers work and earn money for food, shelter and other basic needs.

2007 - In August of 2007, Mosaic established the *Mosaic Collaborative for Disabilities Public Policy and Practice* to work with diverse community partners around the world to promote social justice for people who have disabilities through research, learning opportunities, and public policy initiatives.

2008 – Mosaic’s pro-active approach to improve financial support into the future led them to acquire Spectrum Medical Equipment, a for-profit durable medical equipment company to generate unrestricted funding for its nonprofit mission.

TODAY – Mosaic provides residential, vocational, medical, spiritual, social and advocacy supports to people with intellectual and developmental disabilities and to senior citizens. These services are provided in collaboration with local, state, national, and international partners in 14 states and six countries.



Mission, Vision & Values

Mosaic's Mission:

In partnership with people who have disabilities, Mosaic provides supports and advocates that all may realize God's gift of wholeness of life.

Mosaic is a faith-based organization serving people with developmental disabilities. We believe that every individual is a person of worth. Together Mosaic staff members, volunteers and the people we support work as partners.

Mosaic's Vision:

Mosaic is committed to be the leader in quality services, advocacy and worldwide partnerships with others committed to the same mission and values.

Mosaic's Values:

At Mosaic, we work together so that all people may make life choices in an environment of:

- **Safety**
- **Respect**
- **Personal Growth**
- **Community Involvement**

We will work with **Integrity**, assure the highest **Quality** and practice responsible **Stewardship** of our resources



Mosaic Facts

- Mosaic supports over 3,500 individuals with intellectual and developmental disabilities.
- Mosaic operates with over 5,000 employees
- Mosaic provides supports to individuals with developmental disabilities and to senior citizens in more than 100 communities across 14 states including Arizona, Colorado, Connecticut, Delaware, Illinois, Indiana, Iowa, Kansas, Nebraska, New Mexico, Tennessee, Texas, Utah and Wisconsin.
- The range of supports Mosaic provides for individuals with intellectual or developmental disabilities includes residential, vocational, medical, spiritual, social and advocacy through case management, children's services, integrated child care, day services, job coaching, host homes/foster care, supported/intermittent, residential care and affordable and accessible housing.
- Mosaic operates two independent senior living communities in Wisconsin and Iowa.
- Mosaic is an affiliated social ministry organization of the Evangelical Lutheran Church in America, a recognized service organization of the Lutheran Church–Missouri Synod, a member of Lutheran Services in America and a founding member of IMPACT, an international alliance.
- In 2008 Mosaic received their second Basic Assurances® Network Certification from The Council on Quality and Leadership (CQL). Mosaic was the first organization to be awarded this certification in 2006 which evaluates services and supports for people with disabilities in the areas of health, safety and security and remains the only organization with this distinction.
- Mosaic Collaborative for Disabilities Public Policy and Research, in partnership with The Council on Quality and Leadership and Gallup, works with diverse community partners in the U.S. and around the world to promote social justice for people with disabilities through research, learning opportunities including college student internships and public policy projects.
- Mosaic Allied Voices is a national network of volunteer advocates actively working to affect public policy on a state and national level.
- Mosaic Life Assistance Solutions will provide private-pay, non-medical home care services to seniors, individuals who are disabled or who may be in rehab or temporarily home-bound. This program will pilot in five communities in 2009.

Media Guidelines

As a leader in the field of developmental disabilities, Mosaic insists that correct and inclusive terminology is always used when referring to the people we assist.

- Intellectual or developmental disability refers to the condition of people Mosaic serves; mental retardation more specifically describes the type of developmental disability some may have. Only use the clinical distinction when it is necessary, otherwise use intellectual or developmental disability.
- People Mosaic assists are not referred to as “residents,” but rather as “people” or “individuals.” For example, “the individuals who receive assistance from Mosaic.”
- Mosaic believes in “people first” language when referring to people with developmental disabilities. Instead of saying “disabled people,” we prefer to say “people with developmental disabilities.”
- Do not use labels or generalizations such as “the deaf” or “the retarded.”
- A developmental disability is not a disease. Do not mention "symptoms," "patients," or "treatment," unless the person you're describing has an illness as well as a disability.
- Mosaic advocates the importance of focusing on a person’s abilities, rather than their disabilities. For example, Jane is not “crippled” or “confined to a wheelchair,” but rather, “Jane cannot walk” or “Jane uses a wheelchair.”
- Refer to people with developmental disabilities by first and last name just as you would with anyone else. Do not refer to someone as simply “Jane.”
- Recognize people with developmental disabilities at their appropriate age level. A woman in her 30s should not be referred to as “Janie” unless that is her preferred name. She also should not be referred to as “girl” or “kid” but rather as “woman.”
- Avoid sensationalist words, such as “inspirational” or “tragic.” Both are stereotypical.
- Always refer to persons without developmental disabilities as “without disabilities” rather than “normal.”