



A life of possibilities for people
with intellectual disabilities.

Board of Directors Prospectus **2019**

Embracing God's call to
serve in the world, Mosaic
advocates for people with
intellectual disabilities and
provides opportunities for
them to enjoy a full life.

Friend of Mosaic,

On behalf of the Board Development Committee, I would like to thank you for your interest and commitment to the board development process. It is essential to the future success of Mosaic. We believe that service on a Mosaic board allows people to engage in governance that makes a positive impact on the lives of those we serve, our staff and the communities in which Mosaic has a presence.

This prospectus outlines the priorities that have been established for the 2019 nominating cycle. It also includes an overview of Mosaic's foundational statements as expressed through our mission, vision and values. After reading through this document you should have a good understanding of what is involved in serving on the board as well as a good idea of whether you or someone you know might satisfy the 2019 nominating priorities.

During this nominating cycle, the Board Development Committee will be accepting self-nominations and third-party nominations (nominating someone other than yourself). If you know someone, personally or professionally, who has the personal characteristics and relations in the areas identified in the 2019 nominating priorities, we encourage you to nominate them. Accepting both self-nominations and third-party nominations allows us to collect a large, diverse pool of candidates for board director positions.

Please look through this document with care. The Board Development Committee will review applications on a rolling basis beginning Dec. 1, 2018, so we encourage you to submit your nominations now. Again, thank you for your commitment to Mosaic. We look forward to reviewing your nomination!

Sincerely,

Linda Timmons



Mosaic President and CEO

How can I learn more about Mosaic?

The easiest way is to visit our website (www.mosaicinfo.org) where you can learn about our century-long legacy of service to people with intellectual and developmental disabilities.

In addition, every Mosaic agency offers regular opportunities to attend a one-hour Discover the Possibilities event which is a virtual tour of our Mission. This is a great way to learn about Mosaic in your community. Contact the local Executive Director or Community Relations Officer to find out about upcoming events.

Can you give me some details about the Boards?

- The Mosaic Board is comprised of 13 members while The Mosaic Foundation Board has nine members.
- Board members may serve up to two consecutive three-year terms.
- Since we are recognized by the Evangelical Lutheran Church in America (ELCA), at least 50 percent of our Board members must be Lutheran.
- All Board members are volunteers with Mosaic covering the cost of travel, food and lodging.
- The boards meet in person three times a year on the last full weekends of February, June and October. These meetings are held in Omaha or at an agency location.

How much time is involved?

For the Mosaic Board, each member is appointed to serve on one committee, (Integrity, Development, Executive or Finance & Audit). When looking at two-day board meetings and committee meetings (in person or by phone), it is reasonable to estimate 10 days annually to allow for travel.

The Foundation Board has only one committee (Investment), which meets by phone, and appoints three members to serve on a joint Finance & Audit Committee, which meets in person generally the Thursday of the board meeting. The board meetings are generally one-half day. An estimate of seven days a year, including travel time, is reasonable.

We encourage Board members to attend events at local agencies in order to gain familiarity with the services provided. Board members are also invited to the annual Mosaic Leadership Conference, which is held in Omaha, generally in the Fall.

How does the nomination process work?

The Development Committee of the Mosaic Board is responsible for the nominating process for both Boards. The Committee determines the recruiting priorities in terms of professional experience, geography, etc. and reviews the resume and bios of those who are nominated for

consideration. A slate of candidates is presented during the June Board meeting with terms beginning the following meeting (October).

Prospective board members are invited to attend the June meeting as observers. The primary contact with prospective Board members is Linda Timmons, President/CEO of Mosaic and The Mosaic Foundation.

[Who can I contact for more information?](#)

You may speak with the person who approached you about a potential board position or contact Mosaic's CEO, Linda Timmons, by sending an email to mosaicCEO@mosaicinfo.org.

Mosaic Board of Directors Information

Thirteen Directors

Election of Board of Directors

- All board directors are elected by the Mosaic Board of Directors
- Three board directors are appointed by the ELCA Church Council
- As stated in our by-laws, a majority (50%) of board directors must be Lutheran

Orientation Provided to New Directors

Orientation is provided prior to the first Board meeting by the Chief Executive Officer, Mosaic Board Chairperson and the Chairperson of the Development Committee.

Length of Directors' Terms

Three years with a maximum of two full consecutive terms for a possible total of six years.

Meeting Information

- Frequency** - Three times annually; the last full weekend in February, June and October. Dates are announced two years in advance.
- Length** - Normally all day Friday and Saturday morning. Committees may meet by teleconference or in person prior to the meeting.
- Location** - Often occur at Mosaic's National Supports Office in Omaha, Neb. However, at least once a year the Board holds meetings in communities in which Mosaic services are provided.
- Responsibilities** - Directors are expected to review materials contained in board packets prior to each meeting and abide by Mosaic's Conflict of Interest policy.
- Expenses** - All Board members are volunteers with Mosaic covering reasonable travel expenses related to meeting attendance or you may offer your expenses as a tax-deductible contribution.

Committee Service

Most directors will serve on one of the board's committees (Finance & Audit, Integrity or Development). Four officers serve on the Executive Committee.

Charitable Support

We ask that each board member make Mosaic one of the top three charitable organizations that are supported and that a gift of personal

significance is made annually or as part of a multi-year pledge. Requests are made personally and to each individual.

Additional Information

- Board directors represent the geography of Mosaic so they come from across the country.
- Board directors must be willing to disclose a limited amount of personal information in order to comply with HUD and other regulatory disclosure requirements.
- Board directors must disclose any potential conflict of interest or business dealings with Mosaic. Family members disclose the fact that their loved one is served by Mosaic.

THE MOSAIC FOUNDATION BOARD OF DIRECTORS INFORMATION

Nine Directors

Term Length

Three years with a maximum of two full consecutive terms for a possible total of six years.

Election of Board of Directors

- All directors are elected by the Mosaic Board of Directors
- Majority of board directors must be Lutheran

New Director Orientation

Orientation is provided prior to the first Board meeting by the Chief Executive Officer, Chairperson or the Development Committee.

Meeting Information

- Frequency** - Three times annually; the last full weekend in February, June and October. Dates are announced two years in advance.
- Length** - Normally Friday morning. Committees may meet by teleconference or in person prior to the meeting.
- Location** - Often occur at Mosaic's National Supports Office in Omaha, Neb. However, at least once a year the Board holds meetings in communities in which Mosaic services are provided
- Responsibilities** - Directors are expected to review materials contained in board packets prior to each meeting and abide by Mosaic's Conflict of Interest policy.
- Expenses** - All Board members are volunteers with Mosaic covering reasonable travel expenses related to meeting attendance or you may offer your expenses as a tax-deductible contribution.

Committee Service

Some directors will serve on the Investment Committee and up to three directors will be appointed to serve on the joint Finance & Audit Committee.

Charitable Support

We ask that each board member make Mosaic one of the top three charitable organizations that are supported and that a gift of personal significance is made annually or as part of a multi-year pledge. Requests are made personally and to each individual.

Additional Information

- Board directors represent the geography of Mosaic so they come from across the country.
- Board directors must disclose any potential conflict of interest or business dealings with Mosaic.
Family members disclose the fact that their loved one is served by Mosaic.

Statement of Board Nominating Priorities

The Development Committee continuously reviews the composition of both the Mosaic and The Mosaic Foundation Boards of Directors against the governance needs of the organization. Of paramount importance is the desire for candidates to engage (heart and head) with Mosaic's mission of service and advocacy to people with intellectual and developmental disabilities and their families.

Mosaic is committed to ensuring that the organization can effectively respond to the changing needs of a diverse population of people with intellectual and developmental disabilities and their families while also supporting a workforce that is culturally and ethnically diverse. The Committee is committed to bringing greater diversity to Mosaic and The Mosaic Foundation's Boards of Directors.

Additional considerations include:

- Current composition of the board including, racial, ethnic, gender, and geographical representation in places where Mosaic has a presence or strives to begin services
- Representation of Mosaic's constituency including those with intellectual and developmental disabilities and their family members
- Representation by members of the Evangelical Lutheran Church in American (ELCA)
- Evaluation of future needs as related to governance and strategy

Each year the committee identifies priorities for the upcoming nomination cycle. Outreach is conducted to identify candidates that meet the identified priorities with priority given to those who most closely align with the desired skills, experience, etc. Those who are not selected for the current recruitment cycle may be considered in future years.

MOSAIC Recruiting Priorities for 2019

Mosaic is seeking two candidates for election in June 2019 for a three-year term (Oct. 2019-June 2022).

- At least one candidate who is female
- At least one candidate who is a person of color
- At least one candidate who is the immediate family member of a person with an intellectual or developmental disability
- At least one candidate who is a member of the ELCA

- Nonprofit governance experience as a committee chair or board officer
- Financial and accounting experience
- Between the age of 25-40 years' old
- Preference for representation from the state of Iowa

THE MOSAIC FOUNDATION Recruiting Priorities for 2019

The Mosaic Foundation is seeking two candidates for election in June 2019 for a three-year term (Oct. 2019-June 2022):

- Experience in fundraising including campaign leadership or major gift solicitation
- Public relations or marketing
- Nonprofit or foundation board experience
- Financial and accounting experience

Knowledge, Skill and Professional Experience

The Mosaic Development Committee seeks to identify potential board members for both boards who have knowledge skills or expertise as a professional in one or more of the following subject areas:

- | | |
|---|---|
| <input type="checkbox"/> Public Policy/Government Relations | <input type="checkbox"/> Fundraising |
| <input type="checkbox"/> Non-Profit Governance | <input type="checkbox"/> Financial/Investment Management |
| <input type="checkbox"/> Corporate Law | <input type="checkbox"/> Human Resources |
| <input type="checkbox"/> Information Technology | <input type="checkbox"/> Healthcare |
| <input type="checkbox"/> Disability Law | <input type="checkbox"/> Compliance |
| <input type="checkbox"/> Special Education/Early Intervention | <input type="checkbox"/> Executive Leadership |
| <input type="checkbox"/> Branding/Marketing | <input type="checkbox"/> Community Services to people with I/DD |

Engagement with Local Agencies or Mosaic International

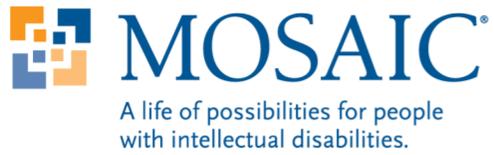
While not required, the committee is aware that involvement with a Mosaic agency or Mosaic

International is a unique opportunity to provide perspective and insight that is valuable to governance. Whether engaged as a volunteer, advisory committee member or active donor, candidates with a personal connection to a local agency or international may be given preferential status during the nominating process.

Relevant Bylaw and Board Policy Information

For both boards, the bylaws of Mosaic require:

- The Evangelical Lutheran Church in America (ELCA) appoint three board members.
- A majority of the board shall be Lutheran.
- No individual may serve more than two consecutive three-year terms.
- Directors may be paid for their out-of-pocket expenses for attendance at each meeting of the Board. The directors shall otherwise receive no compensation for serving.
- Every director shall be subject to the Conflict of Interest Policy approved by the board.



Mosaic
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Omaha, NE 68137
402.896.3884 | 877.366.7242
www.mosaicinfo.org

Below you will find a link to the application. If you have issues with filling out the form, please email Carrie Gubsch at carrie.gubsch@mosaicinfo.org or call 402.896.3884.

[Mosaic Boards of Directors Nomination Form](#)