

one mission. many partners.



Mosaic Annual Report FY 2015

## From the President and Chief Executive Officer

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**One of the best parts of my role as Mosaic's President and CEO is the stories. In the 30 years I've been with Mosaic, I've heard and shared some wonderful ones.**

More than numbers on a balance sheet, these stories give life to the transformation that happens when the people we support, our staff, volunteers and our community partners work together.

This annual report highlights just a few of the many stories that happen because of your generosity.

Each day, Mosaic works hard to find new and creative ways to ensure that people with intellectual disabilities have the opportunity to lead a meaningful life in a caring community by giving a voice to their needs. That innovation includes new service models for children and adults with autism at our oldest location in Axtell and huge breakthroughs in the outcomes of those who are supported in host homes in Colorado.

We are also working to expand our mission of inclusion through our church partnerships and are making great strides around the world through our international partnerships in Tanzania and Romania.

All of this would not be possible if it weren't for the generosity of our donors, volunteers and community partners.

As we close out the last year, we are especially grateful for:

- The more than 2,400 people who attended a Discover the Possibilities agency tour in 2015. Since 2011, more than 16,000 people have attended Discover the Possibilities tours.
- The nearly 7,500 financial gifts that were made to help us close the gap between what Mosaic is reimbursed for and what it takes to provide a meaningful life.
- Our more than 5,000 employees and the 3,700 people we support in 51 communities across the United States.

A lot has changed in the world and at Mosaic since I first started in 1986, but one thing will never change: our commitment to the mission.

Faithfully,

A handwritten signature in black ink that reads "Linda Timmons". The signature is fluid and cursive.

Linda Timmons  
President and Chief Executive Officer



## The Mosaic Board of Directors

The Mosaic Board of Directors is the organization's governing body. The Board holds in responsibility the trust and welfare of the people who support and the people who depend on Mosaic.



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## The Mosaic Foundation Board of Directors

The Mosaic Foundation was established in 1992 as a supporting foundation for Mosaic. Its purpose is to steward financial gifts given to Mosaic.



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## One mission

Our innovative service models make sure children and adults with intellectual disabilities have the tools to reach their true potential.



The tailored approach to teaching at Mosaic in Axtell allows Noah to thrive in the classroom.

### **Kris Johnson tears up every time she talks about her son's life before he came to Mosaic.**

"We hit our hardest spot when Noah hit puberty," she said. "We knew that we had to do something different."

Without the proper support, Noah, who does not speak, became a danger to himself and others.

"He was just so overwhelmed," Kris said. "It got to the point that I could not be alone with him."

After exploring numerous options for Noah that just didn't fit, Kris and her

family turned to Mosaic in Axtell's school. It was a breath of fresh air.

"I cried through everything. Nobody had ever been that honest with us."

Today, Noah receives personalized supports from a team of qualified teachers and staff using the TEAcCH approach, which adapts curricula to the learning styles of students with autism.

The tailored approach has done wonders for many students, including Noah.

"We saw progress almost instantly," said Debbie Herbel, Executive Director in Axtell.

Noah now learns in class with other students and loves listening to music on his iPod. He's even lost more than 60 pounds.

The difference in Noah was incredibly noticeable when he visited his parents and siblings in Northeast Nebraska over Christmas.

"He's just got this infectious giggle," Kris said. "He giggled more than anything."

It was a giggle that Kris hadn't heard in years.

"They have just changed our world," Kris said. "We know that this is where Noah needs to be."





Cindy, a Mosaic at Home provider, and Elva walk through a neighborhood park

## Host homes, a decades-old service model, have grown in popularity the last few years. Our experience in Colorado helps explain why.

Although it was the first out-of-state location for Nebraska-based Mosaic to build group homes in the late 1970s, Colorado is now the only state where Mosaic no longer has group homes. The majority of people served there chose to move into host homes.

Host homes are a relationship-based model where independent contractors open their home to someone with a disability and provide consistent care, teaching, and friendship.

“People love getting out in the community,” said Cheryl Wicks, Mosaic Executive Director in Colorado Springs. “They immediately started getting out more and doing things with their providers.”

Being more active in the community translates into people having more relationships. Mosaic’s quality data shows that people in host homes have more success building personal relationships (7 percent) and significantly higher success building relationships in the community (25 percent).

The stability and more consistent monitoring afforded by having one provider instead of multiple staff members also has helped individuals’ physical health, Cheryl said. One woman lost more than 75 pounds in

less than two years, others are requiring fewer medications and, in many cases, undesirable behaviors have lessened or even disappeared.

The transition has been good for a number of former staff members as well. Several chose to become host home providers, finding the work/life rhythm a good fit.

“Those staff became great advocates,” Cheryl said. “Now that they’re 24/7, living in their homes, they’ve become passionate about what they do.”

Not new, but newly popular, host homes can be a great fit for many people – both the person served and provider alike. Continued expansion of this service model will be part of Mosaic’s future.

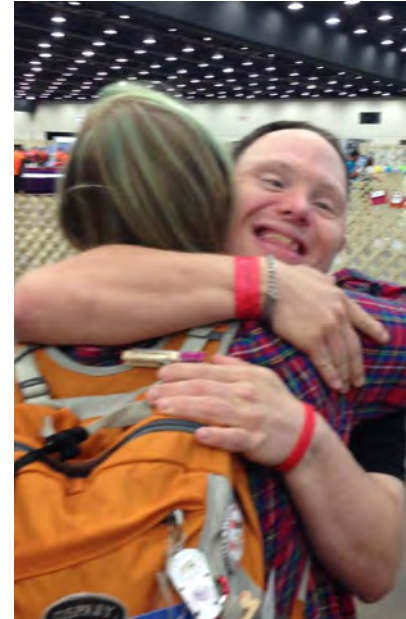
The Mosaic team works to ensure that each person we support gets the care they need to grow and thrive in an environment that is the most meaningful.

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One mission

# One mission.

As a ministry of the church, our mission includes advocating for the full participation of people with intellectual disabilities in our faith communities.



During the 2015 ELCA Youth Gathering, Ryan smiled with hundreds of students who stopped to learn about Mosaic's mission. #mosaicpossible

## A selfie stick can be a beautiful thing. Just ask Ryan and 30,000 of his closest friends.

Ryan traveled to the 2015 ELCA Youth Gathering with his support staff and members of Mosaic's International and Church Relations teams to advocate for the full inclusion of people with intellectual disabilities in our faith communities.

While there, Ryan talked about his job, his friends and his life in Iowa.

He also posed for tons of selfies, played basketball and tried sushi for the very first time.

It was a chaotic week, sharing stories with the thousands of teens and adults who were brave enough to stop by Mosaic's booth and experience some of the really tough barriers that the people Mosaic supports face.

Ryan and a young woman named Sarah, a high school senior from North Carolina, became fast friends.

They talked about Ryan's Special Olympics successes, his job and his friends.

Sarah shared that she volunteered with Special Olympics and wants to study psychology and special education in college.

Sarah gathered the other seven members of her group and Ryan, grabbed our selfie stick and took a photo and shared it on Twitter, with the promise to make Ryan "Twitter famous."

By the end of the week, hundreds of students had taken photos with Ryan and his selfie stick.

They shared them on Facebook, Instagram and Twitter, giving life to Mosaic's belief that our faith communities are better when everyone can fit in God's picture.





A fighter to the end, Isidori reminds us of both the joy of success and the work that continues.

**The purest joy of working with children and young adults with disabilities, who live in places where they are shunned, is to see them succeed.**

Severely injured at age 9, Isidori received no medical treatment and laid in his dark mud brick house, expected to die. He sustained permanent physical injuries and brain trauma, rendering him unable to move himself or communicate. For 12 years, he remained neglected, lying on the dirt floor and in pain.

Isidori came into our Tanzania program at age 21. The physical trauma and neglect had taken their toll, and he weighed only 26 pounds. His emotional health was also suffering, and staff immediately worked to help him on both fronts. He attended the day center daily, receiving nutritional supplements and various therapies. Most of all, Isidori received the love and attention he so desperately needed.

Over the next eight years, Isidori strengthened. He learned to sit up, rotate, feed himself and even express his needs using pictures. He enjoyed time with friends and staff at the center who loved him. He knew the feeling of pride in his accomplishments.

While Isidori passed away in 2015, we believe his story and his legacy live on. Isidori knew a life where people laughed with him on good days and stroked his cheek on bad days. He didn't die alone.

He is an inspiration to all who knew him, and a powerful example of the tremendous progress each child and young adult we serve can make with support in place.

We have to keep working hard so that no child with a disability has to live the life Isidori did all those years. We will continue to tell his story.

Our mission extends around the world, to places where people with intellectual disabilities and those who love them are often some of the most marginalized groups.

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One mission.

## Many partners.

Unique partnerships help lessen the gap between what Mosaic is reimbursed for and what it takes for people with intellectual disabilities to succeed.



Ariel's successful journey to employment is due in large part to support she received from Mosaic's partnership with occupational therapy students.

### Some unexpected lessons were learned by students who participate in a partnership with Mosaic.

"I learned to never underestimate a person with a disability," said occupational therapy student Olivia Hargreaves. "They amazed me with their work ethic, perseverance and positive attitudes. They taught me what is really important in life."

Olivia was one of 34 students from the University of Kansas Medical Center who partnered with Mosaic in Northeast Kansas. The goal is to give the students real-world experience

while helping people served create plans and reach goals for their lives.

"Entry-level students visit Mosaic in small groups of five or six for a time period of two weeks and usually participate in a specific project," said Mary Hindle, Mosaic Community Relations Manager. "Upper-level students enroll in a semester-long field work assignment in groups of two, working 40 hours a week and focusing on meaningful life opportunities for the people we serve."

The results have been great. More than a dozen people have gotten competitive-pay jobs in the community, a goal for many people who have a disability.

Mary said, "People served learned to use public transportation on their own," she said. "This is so exciting to think that the world has opened up to someone by giving them the tools needed to have independence and freedom of choice."

There is no doubt the program has been beneficial for the students as well. Two students have chosen a career field working with people with disabilities after the experience with Mosaic.

"While it is my goal to make a difference in their lives, they are the ones that have truly made a difference in mine," said occupational therapy student Kaitlin Hartman.





Shirley has been supporting Mosaic with her time and her gifts ever since her childhood, when she gave a Sunday school offering to Bethphage.

**“I figured that if there were things that needed doing I should be doing them. I tended to be involved where an extra hand was needed.”**

Shirley Splittgerber has made craft items beyond count, helped refugees polish their English, chaired a non-profit, led committees, and set up and cleaned up more than her fair share of receptions and fundraisers as a ‘professional’ volunteer. And that’s just the start of what she could list.

That list includes Mosaic. She has helped out on volunteer weekends at Mosaic’s campus in Axtell, Neb. as a member of the Nebraska Synodical Women’s Organization. She also volunteers at Mosaic’s agency in Omaha. Serving on the fundraising team is an ongoing commitment which includes everything from event planning to making craft items as gifts.

A faithful donor and member of Mosaic’s Legacy Society, Shirley’s relationship with the organization goes back to childhood.

“I was a little girl going to Sunday school with my offering tied in the corner of my handkerchief, knowing

that the offering that day would go to Bethphage,” she said. “My parents were also very diligent in their service to the church. I grew up thinking that’s what you do with your life.”

But it was her experience as a young mother that cemented her devotion to Mosaic when her son contracted spinal meningitis at 15 months.

“I know how close we came to needing the services of a place like Bethphage/ Mosaic and I feel obligated to help keep those services strong with my time and with my gifts,” she said.

For that, we are grateful.

Every volunteer comes to Mosaic with a unique and personal reason for supporting our mission. Often times it leads to a lifelong, mutually beneficial partnership.

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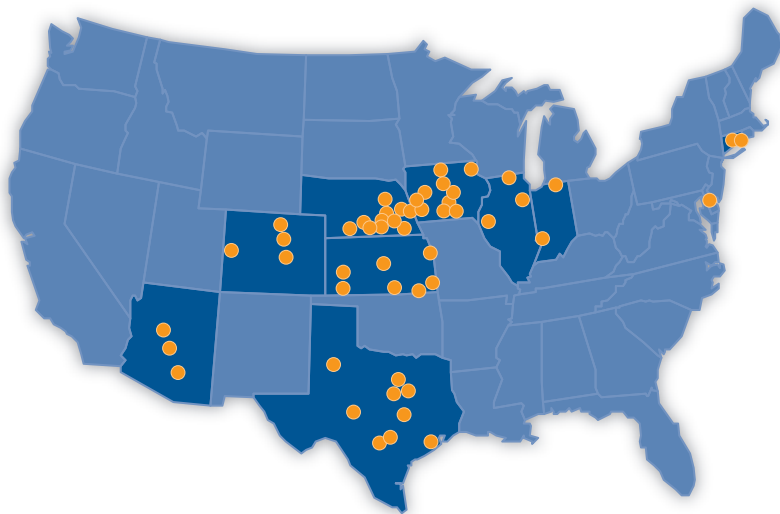
Many partners.

# our mission

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.

# our vision

Mosaic is the recognized leader in making a positive difference in people's lives. We are passionate about services and partnerships that create meaningful lives in caring communities. Inspired by faith, we give voice to issues that affect people's lives.



# our services

With more than 5,000 employees, Mosaic provides a life of possibilities to more than 3,700 people with intellectual disabilities in 51 locations across 10 states.

**2015 Donor Roll:** Every effort has been made to identify each donor correctly in the listings of this book. We apologize for any omissions or errors. If your name is not listed in the style or manner that you wish, please let us know at 1.877.366.7242 x31035.



one mission. many partners.



A life of possibilities for people  
with intellectual disabilities.

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