

Employee Campaign engagement

Thank you to Mosaic employees for your record-setting participation on the 2011 Employee Campaign! The final results show that more than 56 percent of employees have participated, with a total gift commitment of \$277,998.54 through payroll deduction and one-time gifts.

“I am so proud of and thankful for our employees,” said Linda Timmons, Mosaic President and CEO. “This is nothing less than amazing and shows the incredible commitment



of Mosaic employees to the people they support every day. These gifts change lives. Thank you to each employee who has made a gift commitment.”

This year’s campaign theme is “THX 2 U” because it is through the work of Mosaic employees that great

things happen for the people served. Across the company, agencies held local events to promote excitement and involvement in the campaign. Here are a few photos from different events.



Mosaic in Kansas City (Kansas)

Mosaic in Kansas City (Kansas) used a Find Your Inner Child theme at gatherings and played various children’s games while enjoying pancakes at morning meetings or creating ice cream sundaes at afternoon meetings. Here (left to right) Aaron Bronaugh, Tiarra Thompson, Ty Brown, Amanda Nolen, Lana Smith and Lolita McShann play a game of Red Rover.



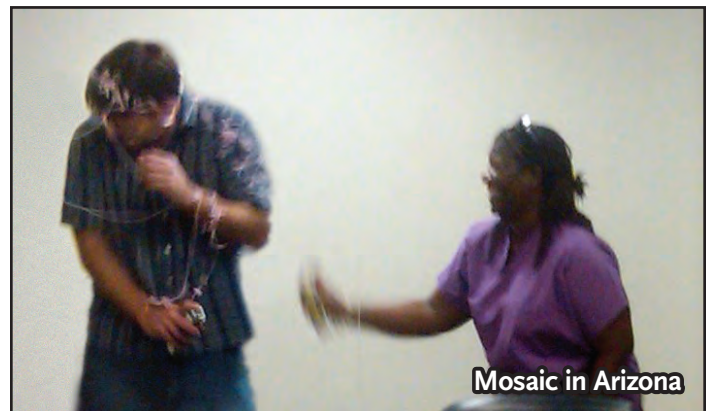
Mosaic in Garden City (Kansas)

At Mosaic in Garden City (Kansas), employees created their own message license plates and dressed up as traffic construction workers. Here (back from left) Aida Cantu, Pam Tiller, Noelle Anglesey, Kriss Ayala, Marcus Sabata, Brian Schwindt, (front from left) Olivia Garcia, Angela Moore and Debbie Reynolds model their costumes.



Mosaic in Connecticut

In Connecticut, Nancy Vito, Program Services Director, volunteered to be dunked in a dunk tank as an incentive for employees to participate.



Mosaic in Arizona

Arizona employees were able to participate in a duel using Silly String as the weapon. Here Rhonda Miller covers Kevin Frei with Silly String after she reached the goal first by quickly answering the questions needed to take steps forward.



Linda Timmons
President & CEO
Mosaic

One of our blessings at Mosaic is the number of dedicated employees we have who put their heart and soul into the mission of serving people with intellectual disabilities. But that abundant dedication, while a blessing to the mission, makes it challenging to keep things in order in our lives.

While I know many people in our organization who would say they love their jobs, I don't know of anyone in the organization who would say their job is easy. We all have more than enough to do. We all face limited time frames in which to do it. We all have other things besides work that are important to us — things like family, friends, church, and hobbies.

I know there are times when we are torn between obligations we have to family and obligations at work. I've missed events that my children were in because of work obligations

and I have left work meetings that weren't finished because of family obligations. There is never an easy solution to those situations and I feel torn each time it happens. Yet, even as I feel torn, I know that I would never give up either one. What we do at Mosaic is life-changing for people.

While I know many people in our organization who would say they love their jobs, I don't know of anyone in the organization who would say their job is easy.

At the beginning of this month it was announced that five Mosaic employees were honored as the Direct Support Professional of the Year for their state. Many others were nominated for those awards. We have thousands of employees who deserve to be honored, yet only a few can win the awards. I hope you'll read the stories of those winning employees. They will inspire you. They inspire me.

We won't all be nominated to win awards, but we all make a difference. It is not easy work and the struggle to keep our lives balanced will be always there. Yet if things get out of balance, we won't be good for those we serve or for ourselves. Thank you for what you do to serve people through your work at Mosaic.

Research project aims to promote health in people served

Mosaic has partnered with Mainstay, an organization with more than 20 years experience helping people with disabilities improve their health, on a research project in group homes.

There are 140 Mosaic group homes participating in this research project. The project works with staff members and people served through wellness and nutritional education, menu and shopping list assistance, and ongoing contact. Anticipated outcomes of this project include:

- Reduced weights of those that are overweight.
- Increased weights of those that are underweight.
- Saving staff time in grocery shopping and meal preparation.
- Reduced food costs.
- Reduced medication usage.
- More involvement by those receiving services in food preparation and menu selection.
- Greater variety of foods

The partnership began in the latter part of 2010. In the roll-out phase, Mainstay worked with each agency collecting information that would set a baseline for participants' health data and for staff knowledge on health and wellness issues.

Moving forward, the project will not require as much time and data entry as the initial phase.

For validation and reliability of the study, Mainstay developed four different sets of research sites for the group homes. Each set has 35 homes. The categories are: Internet homes (Mainstay information is provided via the internet/email); DVD and fax homes (nutrition training is provided by DVDs and Mainstay information by fax); fax homes (Mainstay information is provided via fax); control homes (do not receive the Mainstay information).

All homes began the project in the same way but moving forward, the information that each receives will vary based on the category. The information provided will include menus, shopping lists and, for DVD homes, educational materials.

Mainstay research will continue through June 2012. There will be additional information gathered from participants as the project moves forward. The final phase will be to collect and analyze the data, which will occur during the last three months of the project.

The joint project is the result of a grant through a United States Department of Agriculture to research the health and nutrition of people with intellectual and developmental disabilities.

Mosaic wishes to recognize all employees who are celebrating milestone service anniversaries this quarter.

5 Years

Rebecca Adeyanju *Delaware*
 Michelle Allen *Delaware*
 Shay Bebout *Northern Colo.*
 Lakika Bell *Rockford*
 Roseva Boggio *Farmington*
 Lasara Boles *Des Moines*
 Nyok Dok *Des Moines*
 Nanette Emerson *Winfield*
 Christine Ferenchik *Northern Colo.*
 Tanisha Fuller-Felix *ANTTX*
 Nancy Glasgow *Central Neb.*
 Tonia Guchshenkov *Waukon*
 Debra Heaton *Macomb*
 Betty Hoosier *Ellsworth*
 Lora Jensen *Logan*
 Brenda Jolly *Memphis*
 Latreece Judge *Corsicana*
 Katie Kielian *Logan*
 Cheryl Kimmerling *Beatrice*
 Marilda Kisling *Beatrice*
 Bradley Koehn *Central Neb.*
 Kristina MacDonald *Omaha*
 Rosa Mackie *Des Moines*
 Tissany Madrigal *Phoenix*
 Lena Matheka *Delaware*
 Stephanie May *Corsicana*
 Christina Mayer *Beatrice*
 Patricia McCain *Des Moines*
 Courtney McGuire *Phoenix*
 Haynette Miller *Seguin*
 Jeanean Morris *Corporate*
 Margaret Ngugi *Delaware*
 Megan Orman *Terre Haute*
 David Parry *Rockford*
 Catherine Reineke *Colo. Springs*
 Beth Ritacco *Connecticut*
 Arthur Roberson *Corsicana*
 Lucille Salts *Beatrice*

Rosemarie Samuels-Johnson . . *Connecticut*
 Jennifer Satterfield *Pontiac*
 H. Schmode *Corporate*
 Trevor Spellman *Axtell*
 Nicola Streed *Des Moines*
 Jesse Suber *Rockford*
 Peggy Tracey *Macomb*
 Gina Treadway *Macomb*
 Sheila Velasquez *Connecticut*
 Leslie Weinbrandt *Corporate*
 Georves Winrights *Des Moines*
 Sharyon Witcher-Wells *Omaha*
 Sarah Yoder *Phoenix*

10 Years

Angela Agena *Beatrice*
 Avis Banks *Connecticut*
 Margaret Brewer *Pontiac*
 Gaila Carter *Waco*
 Kara Dalen *Omaha*
 Nichole Duncan *Macomb*
 Julie Fox *Axtell*
 Wendy Geltmacher *Macomb*
 Angela Gendill *Northern Colo.*
 Katie Givens *Corporate*
 Tonya Henry *Northern Ind.*
 Simon Irungu *Des Moines*
 Monica Jernigan *Delaware*
 Diana Larson *Holdrege*
 Mary Mankariou *Rockford*
 Casmir Osuagwu *Dallas*
 Tiffany Pearson *Rockford*
 Theresa Pladsen *Waukon*
 Bylinthia Porter *Waco*
 Kristin Ray *Ellsworth*
 Francis Sadlosky *Connecticut*
 Maria Salinas *Norfolk*
 Jolene Schmidt *Beatrice*
 Jane Shedd *Dallas*
 Tyler Sprouse *Corporate*

Andrea Talbot *Connecticut*
 Roxane Vaughn *Holdrege*
 Ellen Walker *Rockford*
 Larry Wedel *Corporate*
 Dee Williams *Liberal*
 Sandra Willson *San Angelo*
 Mary Ann Wolcott *Corporate*

15 Years

Dora Abeyta *Liberal*
 John Billings *Omaha*
 Seth Hauslaib *Connecticut*
 Lori Henrichs *Osceola*
 Dedan Lijoodi *Omaha*
 Arliss Payne *Corporate*
 Brian Slight *Ellsworth*
 Jeanne Weber *Pontiac*

20 Years

Jenay Andrijeski *Holdrege*
 Sharon Boatman *Beatrice*
 Susan Bragg *Beatrice*
 Jeanne Hoffmann *Logan*
 Russell Husman *Corporate*
 Nancy Potter *Corporate*
 Melanie Randall *Central Neb.*
 Diann Supanchick *Axtell*
 Nonetta Trueblood *Terre Haute*

25 Years

Mary Anderson *San Angelo*
 Mae Bell *Des Moines*
 Evelyn Briggs *Des Moines*
 Yvonne P Dimmett *Connecticut*

30 Years

Cynthia Lillibridge *Beatrice*
 Diane Ryan *Axtell*



Grand Junction ShareFest

Mosaic in Grand Junction (Colorado) employees participated in the city’s spring ShareFest, an annual city-wide outreach and service event. More than 3,000 volunteers and 20 churches come together for worship and then go into the community to perform service projects.

Mosaic day services participants stuffed bags containing information on local resources as well as a packet of seeds. More than 2,000 bags were stuffed and distributed. Mosaic employees also volunteered. Bayley Rogers, Public Relations Specialist, along with her two sons, niece and nephew helped an elderly woman by washing windows, flipping mattresses and cleaning her vehicle.

“It was a great experience that I am glad we were able to be part of,” Rogers said.

Next year, the Grand Junction agency plans to be participate again.

Left: Max and Riley Rogers washing windows during ShareFest

Mosaic Direct Support Professionals of the Year for 2011

Five Mosaic employees were named Direct Support Professional of the Year for 2011. They were honored at by the American Network of Community Options and Resources (ANCOR) at its June conference in Washington, D.C.

Congratulations to Mosaic's award-winning Direct Support Professionals!

Florence Childs, Mosaic in Arizona



Sixteen years ago, Florence Childs brought experience from the food industry to her new job as a Direct Service Associate. Using her background, she created three- and four-step recipes using simple appliances and terminology that the people she served could understand. She also helps them create a weekly menu so that they are able to cook on their own. Two of the women she has helped are Nancy and Melissa, ages 49 and 69. Florence helped the

women learn to cook and transition into community life. They now are active in summer camp, dances and travel.

According to her nomination, Florence has the patience of Job — a great gift for everyone in this field!

Velia Flores, Mosaic in Liberal (Kansas)

Twenty years ago, Velia Flores worked only in her home, spoke no English and didn't have a driver's license. She now actively advocates for people she serves through Mosaic, drives a Mosaic van to help people be active in the community, and uses her bi-lingual skills to make sure individual service plans are communicated clearly. Velia began at Mosaic in 1999, after earning her driver's license just so she could get the job. She works with people who have limited motor and communication abilities, yet understands them and teaches other staff members how to best serve the individual.



Her nomination noted that all of Velia's documentation is "impeccable," — that alone is a great achievement!

Haynette Miller, Mosaic in San Antonio (Texas)

Haynette Miller is a caregiver — both in serving people with intellectual disabilities as the primary caregiver to her own mother following a life-altering stroke. At Mosaic,

Haynette shows her commitment to people in many ways: repeated calls to a doctor's office to get someone seen; driving 200 miles to have someone fit for a new wheelchair; stepping in as a surrogate family member for people who have no one else and will be their Santa at Christmas and their Cupid on Valentine's Day.



Her nomination called Haynette a "woman with a heart bigger and better than the state of Texas," — no small compliment for this deserving award winner!

Eileen Christ, Mosaic in Delaware

Eileen Christ shows her dedication to people with intellectual disabilities through diligence in asking questions, offering information and seeking follow-up to ensure the health and well-being of the people she supports. When one man Eileen supported had a terminal illness, Eileen received praise from his medical team for the care she provided. When he needed hospice, both Eileen and he started crying when he left his home and she visited him every day until his death.



Her nomination called Eileen a leader and an advocate who leads by example — and what a great example she sets!

Dan Hayes, Mosaic in Omaha (Nebraska)

Dan Hayes helps people find competitive employment and creative ways to use their skills. When one man struggled at his job, Dan worked with the employer to find a slower work shift so the man could learn the skills for the job. When another had only five monthly hours of vocational funding, Dan helped appeal that and the man received four times as many hours. Dan then helped him get a competitive job, which he does three days a week without assistance. Dan also helped an individual learn to ride the bus to get to and from work, and helped another create an online business to market his poetry.



That's the creativity that helps make possibilities real!

Amy Stevens joins Mosaic as Vice President of Operations

Amy Stevens began as Mosaic's Vice President of Operations on Feb. 1, 2011. She said her goal at Mosaic is to "learn, learn, learn and help, help, help" on new projects and initiatives.

Amy brings 15 years experience in quality improvement, accreditation, training and compliance. For the six years before coming to Mosaic, Amy worked in operations, spending the last three as executive director of two organizations in North Carolina.

"I have lots of energy and excitement about providing services in an efficient and effective manner to those with ID/DD/MI," Amy said. "I enjoy operationalizing information, simplifying complex concepts and plans, and making them work in the field. The most fun thing I get to do is share my excitement of a project with staff and helping them to succeed!"

In 1992, Amy received a master's degree in counseling and has an undergrad degree in human services. She and

her husband, Mark, have two children, Drew, age 12, and Liam, age 10. A decal on the back window of her car proudly displays her Parrothead status (if you don't know, that means she's a fan of Jimmy Buffet).

Amy is an advocate for people with autism and has written for national autism magazines. Her youngest son was diagnosed with autism eight years ago and she is happy to share her story. She also enjoys assisting families that need help "finding their way" through the diagnosis and stages of Alzheimer's disease.

Mosaic's focus in individuals and the positive outlook toward the future of services regardless of obstacles is what Amy said attracted her to Mosaic.

Welcome, Amy!



Jean Hartnett joins Mosaic as Nebraska Region Operations Director



Jean Hartnett began as Operation Director for the Nebraska Region on March 28, 2011. She is a native Nebraskan who, after beginning work as a certified nursing assistant, knew she wanted a career in health and human services.

The youngest of nine children, Jean calls herself the "consummate soccer aunt," proudly boasting of her

34 nieces and nephews, claiming she remembers each one's birth date. Her parents live in Hubbard, a small community in northeast Nebraska.

Jean has a bachelor's in social work and a master's in health services administration with a long-term care specialty. She has worked as a nursing home administrator and said she loved "everything about caring for the aged, even though

some days were extraordinarily challenging." She also has worked in state and federal government.

In her job, Jean is looking forward to the opportunity to help employees be truly engaged in their work, believing that is the best route to providing the best care for people Mosaic serves. She said she has a passion for "perfecting quality" in every aspect of Mosaic, from clients to safety to customer service and loves being engaged in multiple projects.

Mosaic's focus on the individual and the belief that "every person is a person of worth" is what led Jean to want to be a part of Mosaic.

Whether working or spending time with family and friends, you'd probably find Jean listening to Bruce Springsteen and the E Street Band, music she calls her "brain candy."

Welcome to Mosaic!

Moving toward paperless record keeping

Mosaic is becoming more green and efficient in records management with the implementation of Therap, an electronic health record management program, across the organization. This summer, Mosaic will be the Pilot Kick-Off for Therap. Combined with Mosaic's ReadyAccess, the system will be secure and efficient.

Mosaic is selecting six Regional Therap Coordinators to provide training and implementation. They will receive

extensive Therap training to assist the local agencies. The pilot programs to kick-off Therap implementation this summer are Grand Junction, Colo. and Granger, Ind.

More detailed information on Therap will be made available online at the Google site [ADP e-Time and Therap Projects](#).

"We are well on our way to a paperless system," said Amy Stevens, Vice President of Operations. Stevens is coordinating the national implementation.

From Vision to Action — Leadership Development Training in Des Moines, Iowa

Mosaic in Des Moines has been busy preparing future leaders. Through a human service provider network created by Polk County, Mosaic in Des Moines is participating in a new type of leadership development called From Vision to Action.

In February and March of 2010, Teresa TeKolste, Quality Assurance Coordinator and Jen Zajicek, Associate Director were the first to go through the From Vision to Action training series. What started as a brief training opportunity for a few members of the agency's leadership team became much more.

"I remember when they came back from the first of the three-part training series, they were both just bubbling over with information," said Carol Mau, Executive Director. "They shared how the teachings really helped them understand how important Mosaic's Mission, Values and Vision are and how they should drive everything we do in a very significant way. They also learned about developing a strategic mind set, as well as learning how to effectively balance day-to-day operations with that strategic mindset."

Since then, four other leaders in the agency have participated in the From Vision to Action training series. But more

importantly, the training series was customized so it could be offered to all 60 of the administrative and management staff, which was done this past spring.

"We decided to include all of our administrative staff — coordinators, Qs, nurses, managers, business office staff, HR staff, admin assts., maintenance staff, etc — because it was so important for all of us to be on the same page, using the same language," Mau said. "It has been such a delight to see the learning light bulbs going on! This has truly been a great investment in our staff and in our future! Our next step will be to integrate our learning into a training curriculum for all staff. We recognize that we have leaders at all levels in the agency and we want to build on that. We are very excited about where this will take us!

"We have learned all about Sigmoid curves, change transformation, leadership styles and so much more. We were also very pleased that our learning through From Vision to Action was very much in alignment with what we have learned through Gallup, as well as Proactive Management. It went hand-in-hand. This training is not for the faint of heart though, it requires commitment to learning and a great amount of reading — but we have all really enjoyed it."

"We decided to include all of our administrative staff — coordinators, Qs, nurses, managers, business office staff, HR staff, admin assts., maintenance staff, etc. — because it was so important for all of us to be on the same page, using the same language,"

Mosaic employee gives time to help immediate recovery after Joplin tornado

Morgan Pritzen, Office Assistant at Mosaic in Pittsburg (Kansas), used her training as a certified nurse assistant to help as a volunteer after the tornado that hit Joplin, Mo. on May 22. While she said she loves helping others, the devastation she saw in Joplin while giving volunteer time over a three-day period left her shaken.

On her way to a family gathering, Pritzen heard the call on the radio for help. Joplin is about 30 miles from Pittsburg. She and her then-boyfriend immediately headed to help. Pritzen also returned the next two days after work to help out however she was able.

While doing search and rescue, Pritzen helped pull victims from a destroyed restaurant. She later moved to assist with triage, helping get names and information, assisting people with minor wounds and providing comfort.

Pritzen said the area looked like what a war zone would and said it was the hardest thing she had done since she herself worked to recover from a serious car accident in 2000. The event clearly shows, she said, how life can change in a heartbeat for the victims and for their families.



CONGRATULATIONS TO ...

- **Paula Henderson**, Habilitation Coordinator at Mosaic in Terre Haute (Indiana), who received her master's degree in public administration from Drake University on May 15.
- **Angelle Tillman**, Direct Support Associate at Mosaic in Memphis (Tennessee), who received her bachelor's in business administration from LeMoyné-Owen College on May 14.
- **Jasmine Watts**, Direct Support Associate at Mosaic in Memphis (Tennessee), who received her associate degree in elementary education from Southwest Tennessee Community College on May 7.
- **Jamie Arbaugh**, Clerical Assistant at Mosaic in Western Iowa, who received her associate degree in human services from Iowa Western Community College May 14.
- **Helen Roetnor**, Direct Support Associate at Mosaic in Liberal (Kansas), who completed her GED.
- **Marcella Sutton**, Certified Medication Specialist at Mosaic in South Central Iowa, who completed school to become certified in May.
- **Mary Anderson**, Associate Director at Mosaic in San Angelo (Texas), who graduated from Leadership San Angelo on June 2.
- **Gloria Priddy**, Direct Support Associate at Mosaic in San Angelo (Texas), who graduated from Leadership San Angelo on June 2.
- **Michael Carlson**, Supported Living Coordinator at Mosaic in Des Moines (Iowa), on his marriage to Stacey Ferguson on May 14.
- **Seth Hauslaib**, Assistant Direct Support Manager of Independent Home Services for Mosaic in Connecticut, on his marriage to Art Bernabucci on May 21.
- **Shuvonda Barnett**, Direct Support Associate at Mosaic in Memphis (Tennessee), on her marriage to Rico Anderson on June 11.
- **Rachelle Williams**, Direct Support Manager at Mosaic in South Central Iowa, and husband, Mike, on the birth of their son, Jacob Michael, on March 21.
- **Rachel Wright**, Certified Medication Specialist at Mosaic in South Central Iowa, and husband, Joe, on the birth of their daughter, Paeton Norma Jean, March 28.
- **Alison Leue**, Direct Support Manager at Mosaic in Connecticut, and her husband, Ricky, on the birth of their son, Erick William, on April 5.
- **Natalie Luchsinger**, Community Relations Manager for Mosaic in Northeast Nebraska, and her husband, Nick, on the birth of their daughter, Everley Christine, on April 19.
- **Antoine Smith**, Direct Support Associate at Mosaic in Des Moines (Iowa), and his fiancé Krystal Halsey, on the birth of their son, Keon Antoine Allan, on April 19.
- **April Nichols**, Associate Direct Support Manager at Mosaic in Grants (New Mexico), and Pete Lopez, on the birth of their son, Kenneth Mark, on May 4.
- **Kelly Britton**, Intake and Recruitment Specialist at Mosaic in Grand Junction (Colorado), and her husband, Chris, on the birth of their son, Cade Benjamin, on May 9.
- **Lisa Russel**, Direct Support Manager at Mosaic in Terre Haute, and her husband, Laren, on the birth of their son, Landon Brent, on May 25.
- **Amy Trumm**, Talent Management Coordinator at Mosaic's national office, and husband, Troy, on the birth of their daughter, Annelise Gabrielle, on June 7.

KALEIDOSCOPE

Kaleidoscope is distributed to all employees of Mosaic. Send submissions to Kaleidoscope, Mosaic, 4980 S. 118th St., Omaha, NE 68137-2220. Phone submissions to 877.3MOSAIC x1169 or email randall.donner@mosaicinfo.org.

Church Affiliations

Mosaic is an affiliated social ministry organization of the Evangelical Lutheran Church in America and a member of Lutheran Services in America.

Non-discrimination Statement

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To report a concern or ask any questions, please contact:

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