



The Reason We Exist

Stories of Mosaic's Call to Serve



100

a century of
service

a legacy of
love

1913  2013

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Preface

The working title for this book was “100 years, 100 stories.” As people were interviewed, however, there was a common theme that revolved around the call to serve. It was in the hearts of the founders and in the hearts of many people who followed in their footsteps. The working title faded away.

Divided into sections by decades, the two-page spreads in each section share a story of someone associated with Mosaic. They also feature a story about Mosaic’s history or about Mosaic’s mission, and a timeline entry about developments in Mosaic’s history.

This book is not intended to be a thorough history, nor an exhaustive overview of Mosaic. The book’s intent is to share stories about the people and ideas that drive Mosaic – stories and memories from people served, staff members, volunteers and donors. They have sustained this mission for 100 years. They will shape its future.

Readers should be aware that some stories contain direct quotes from historical documents which use words that would not be used today. Those few examples highlight the growth in understanding and respect over the decades since Mosaic began.

This is only a small selection of the thousands of Mosaic stories that could be told. Every day, new stories unfold. As Mosaic enters its second century, others will hear the call to serve, step forward, and find their place among this cadre of remarkable people.

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The Reason We Exist

Stories of Mosaic's Call to Serve

Stories have power: they tell us who we are and what is important. As Mosaic enters a second century of service, there is no better way to celebrate our legacy than by sharing our stories. Whether the story is told by a mother who states, "I know that when I leave this world ... John will be OK," or told about a daughter whose parents affirm "she continues to live life at her own speed," the stories within these pages tell of lives changed and made whole.

These stories give voice to the importance of Mosaic, the embodiment of God's call to serve in this world. Truly, they remind us to remember those who are often not given a voice, the 'least of these.'

I am blessed to be part of the story of Mosaic. My great-grandfather, the Rev. K.G. William Dahl, was the founder of Bethphage, one of Mosaic's legacy organizations. I imagine sharing conversation and coffee with him in Home Tabor in Axtell and telling him about Mosaic today, telling him what has changed and what has stayed the same.



The Rev. K.G. William Dahl with his wife Lillian and children, Sam (right) and Miriam.

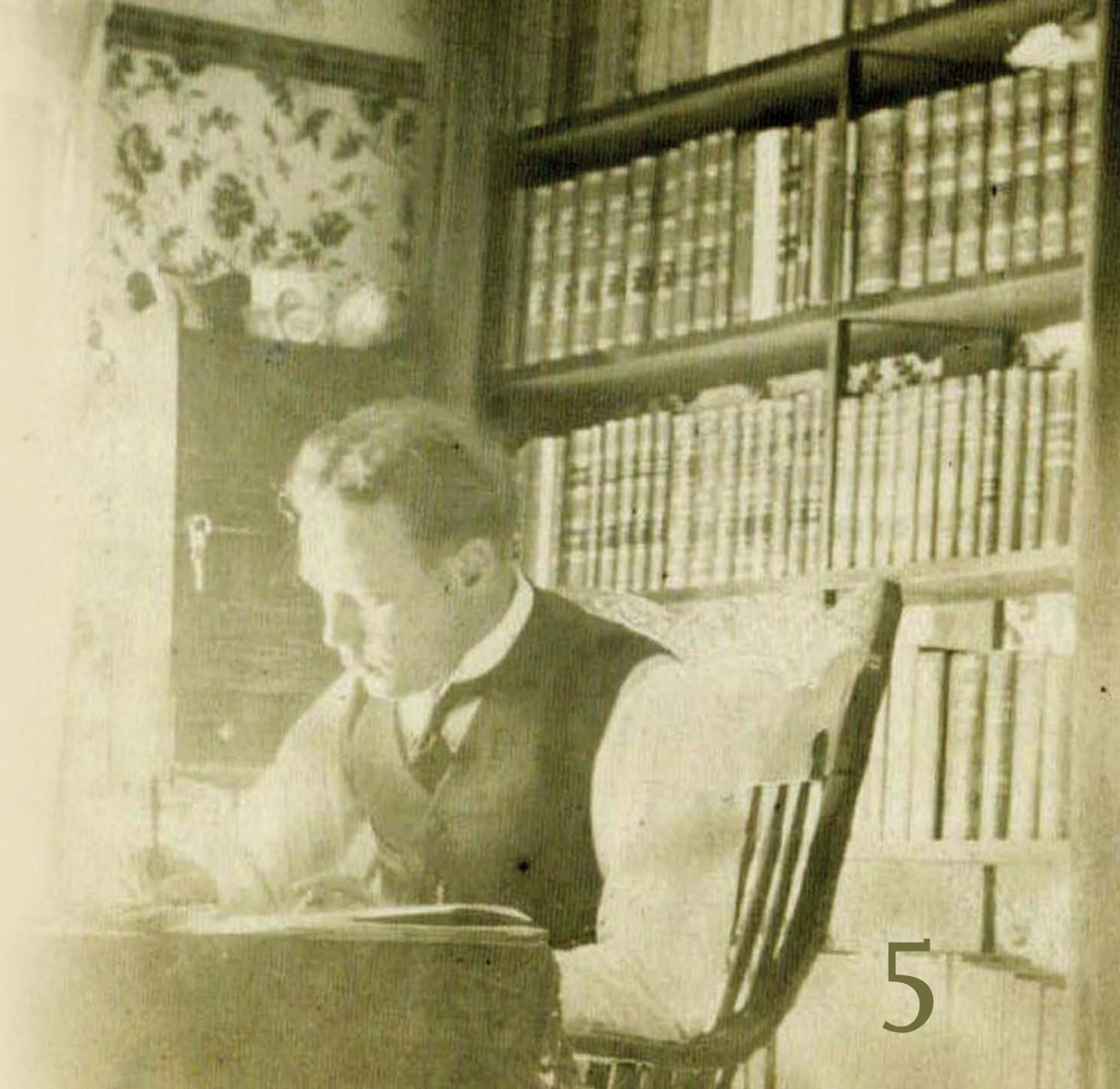
He would hear about Martin Luther Home, a school founded for children with intellectual disabilities in 1925, eight years after his death in 1917. I would share how Bethphage and Martin Luther Home joined as Mosaic in 2003 to better serve people in need. I would recount

the times the organization has risen to meet challenges over the years. And I would tell him that Mosaic has been, and continues to be, true to his spirit and to his legacy, to support "those in bonds" one life at a time, as is so aptly and beautifully told in the stories in this book.

When I picture this imagined conversation with my great-grandfather, I see him happily and reverently reading the stories contained in this book, the stories of Martin Luther Home, of Bethphage, of Mosaic. He would see that the stories are Mosaic – a legacy of love, a

testament of faith, a century of service to the world. With tears in his eyes, I believe that he would look up at me and smile.

Susan Flack
Mosaic Board Chair
Loveland, Colorado – 2013



The Beginning

Arriving by train in Axtell, Neb., to become pastor of Bethphage Church, the Rev. K.G. William Dahl looked upon a field north of town and said, "There is where we will build our mission." For some time, the dream to build a home for people unwelcome elsewhere had been growing in his heart. He had seen how people with disabilities, people with epilepsy, the poor and others were treated in the county farms and other institutions and he wanted to offer something better. He knew this would be the place.

Founded on Feb. 19, 1913, the home he established was called Bethphage Mission. There, people were treated as guests, rather than inmates. They were respected, not resented. They found welcome, not hostility. People who were unwelcome elsewhere flourished and created a community of Christian charity where everyone helped each other, staff and residents alike.



A Similar Foundation

About 12 years later in the small Nebraska community of Sterling, a group of like-minded people, led by the Revs. Julius Moehl, August Hoeger, and William Fruehling, and laymen John Aden and William Ehmen, had a similar vision. Together, they created a place named Martin Luther Home with the specific goal to offer education for people with disabilities. So welcome was this new ministry that the first students arrived within a few days of announcing it – even before the school was ready for them. Pastor Moehl's wife Martha cared for the new arrivals in the family home alongside her own three small children until the former Luther Academy school building was ready for its new life as a home for children with disabilities.

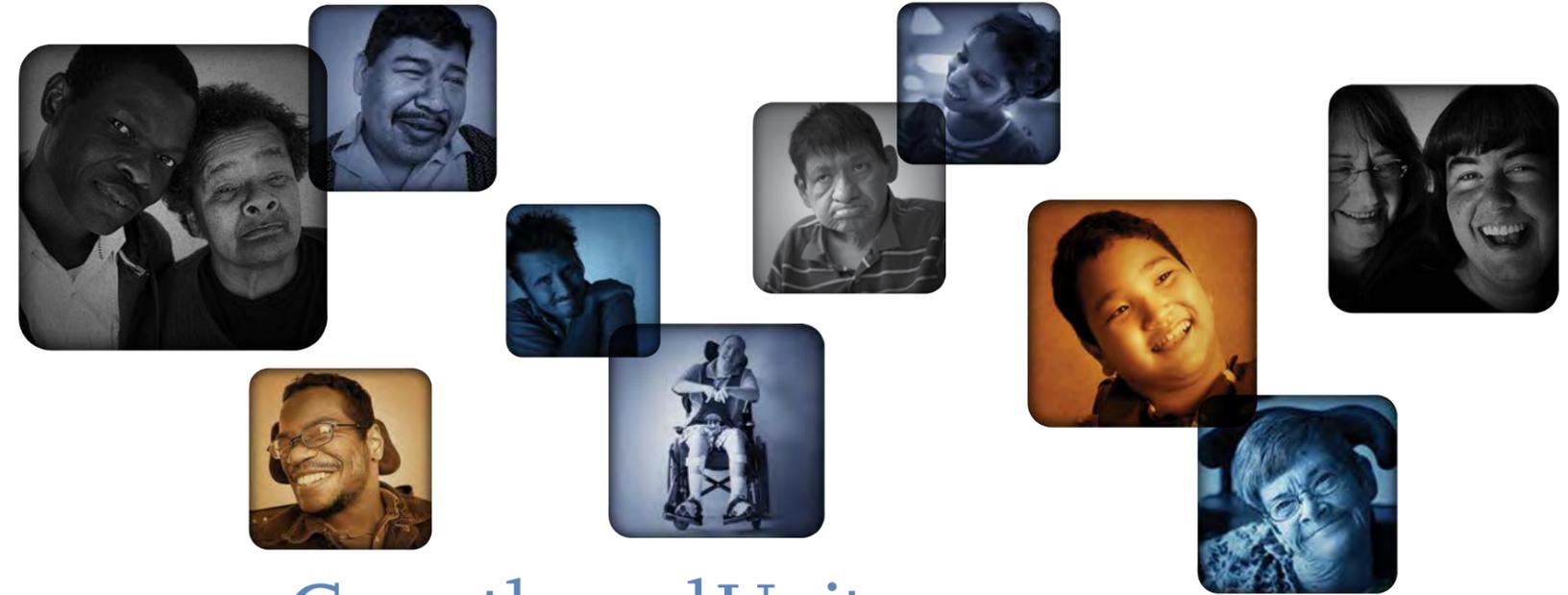


Overcoming Challenges

The two organizations grew quickly. They survived the Dust Bowl and Depression of the 1930s and the difficult years of war, rationing and scarce help of the 1940s. The lifeblood of the organizations was the prayer and support of thousands of people with generous, open hearts who gave what they could through donations of food, clothing and money.

In the 1950s, after a solid start in Sterling, Martin Luther Home moved to Beatrice. The 1960s and 1970s brought dramatic change through increased regulation and government oversight, but the organizations continued to be true to their mission of service. In the 1980s, both organizations expanded into other states as they were invited to bring their unique brand of care and compassion to initiate community-based services.

From turning the soil to grow food to feed individuals on campuses to breaking ground to serve individuals in other states, Mosaic has changed as the need for our services has changed.



Growth and Unity

Growth was a hallmark of the 1990s. To make travel outside Nebraska easier, the organizations moved their headquarters to larger Nebraska cities – Bethphage to Omaha and Martin Luther Homes to Lincoln. Each new location provided a welcome alternative for people who were weary of large, state-run institutions – the earliest mission and vision was carried forth in new ways. In 2003, the two organizations made the historic decision to become one, uniting under the name Mosaic and joining resources in a manner that provided high quality services in more cost-effective ways.

Mosaic now celebrates 100 years of serving people. We have grateful hearts for the dedication of donors, volunteers and staff members who have made this mission successful. We have grateful hearts for the families and guardians who have entrusted us with the care of their loved ones. We have grateful hearts for the call to be servants.

We invite you to celebrate with us.



1913–1922

With single-minded purpose,

a young pastor, the Rev. K.G. William Dahl, had searched for a place where he could pursue his vision to create a home for people with epilepsy and other disabilities. He found that place when he was called to serve a church on the plains of Nebraska in the village of Axtell. There, the vision came to life as he inspired others who helped start Bethphage Mission and carried it forth after his untimely death.

Rev. Dahl stands near one of the original homes rented for Bethphage guests in Axtell.

“It is a great work that the Lord has entrusted to me out here and it is worth sacrificing oneself for.”

The Rev. K.G. William Dahl
Sept. 5, 1916, letter to his family

Certainty of faith drove the Rev. K.G. William Dahl in his quest to create a home for people with disabilities and others who were on the fringe of society.

In 1912, Rev. Dahl considered the call to become the first pastor of the new Bethphage Church in Axtell, Neb., as a confirmation from God that he should proceed.

On Nov. 18, 1912, he wrote to his “Beloved parents and siblings”: “... if it were God’s will, this institution should be located in the middle states and I then would receive a unanimous call to some suitable congregation. ... on November 5, I received a unanimous call from the Bethphage Congregation in Axtell, Nebraska.”

As soon as he reached Axtell, he set about the task. Before departing the train there on Dec. 9, 1912, Dahl pointed to land north of the town and said to his wife Lillian, “There is where we will build our mission.”

The local Lutheran clergy welcomed the new, young pastor and chose him to become editor of the new district newsletter, called Guldax (Golden Ear). To the surprise of his colleagues, he used the first issue, distributed in churches on Feb. 16, 1913, to invite people to a meeting about the formation of an Inner Mission Society. The issue also carried a piece he wrote, titled “Withered Leaves,” which reads in part:

“Time and time again during the walk through life, it has fallen to my lot to come into contact with a class of our people, the most unfortunate



Bethphage Church in Axtell, Neb. (now called Trinity Church).

of all, the incredibly large class, including those who have lost their minds or are in the process of doing so.

“I have found our parishioners in public institutions, battered and beaten until bloody, I have been sitting hourly in narrow dirty cells and talked with them during their more alert moments; I have seen them wring their hands in despair and heard their heartrending prayer: ‘Help us to get away from here ...’

“Is there no Christian facility for the mentally disabled, the fallen (epileptics), and the idiots?’ a parent cried one time to me in tears ... She had not too long ago had to see her own child taken to the State Asylum. What else could I say to her: ‘No, my poor friend, there exists no such place, no place in which our people can find refuge.’ However, I added half unconsciously, ‘Not yet.’ ... and at the same time hope came to life in my soul.”

The meeting began at 2 p.m. Feb. 19, and Rev. Dahl gave a presentation with the theme, “Am I my brother’s keeper?” His campaign was successful; more than 50 people signed up to support the newly named Bethphage Inner Mission Association.

Before the first resident arrived more than a year later, Rev. Dahl had rented suitable homes in the

small community as temporary dwellings for guests and workers. He also continued his campaign to bring more people into the association and purchased the land north of Axtell he had spied from the train. Support, garnered through mailings of Guldax, came readily.

In May 1916, the first permanent home was dedicated on the acres north of town, and Rev. Dahl called it “my greatest day.” It was soon followed with other buildings, including a small, wood-framed chapel, on what grew to be a campus.

As the mission grew stronger, Rev. Dahl’s health grew weaker. In the summer of 1916, he spent six weeks in an Omaha hospital.



The Rev. K.G. William Dahl

Rev. Dahl died Sept. 9, 1917, at age 34. His mission, however, continues in faith today.

From there, on Aug. 6, 1916, he wrote:

“The institution has developed unbelievably fast and has a very bright future, but I am not as strong as previously; there soon needs to be a stronger man at the helm.”



A MEMORABLE SIGHT

“On nearing the front driveway, one thing caught my attention and it stuck by me during my entire time at the mission and it’s still with me. A series of posts were linked together by actual chains. That’s it: Chains! Bonds! 164 souls in bonds, in chains at our Bethphage Mission!”

a letter from a 1944 visitor to Bethphage

A memorable impression for many visitors to Bethphage over the years is the heavy, black chain that runs between brick pillars along the road. It was placed there during the years the Rev. C.A. Lonquist was director as an homage to the Rev. K.G. William Dahl’s routine reference to the scripture, “Remember them that are in bonds,” (Hebrews 13:3).

The 1944 publication, “A Miracle of the Prairies,” states: “They were not placed there in any way to serve as a barrier for those who are guests and must make their homes in the cottages of Bethphage; for they are given as much freedom as possible.

“No, there is another reason for these pillars with chains. They were to serve as a symbolism to all of those who pass by, that those who are found within the portals of this institution are in chains. Some are fettered in body, some in mind, and others in their souls. They are in bonds.”



In Axtell, Neb., the Bethphage Inner Mission Association is founded by the Rev. K.G. William Dahl and more than 50 charter members.

Feb. 19, 1913



Sister Aurora Swanberg

The Rev. K.G. William Dahl used an opportunity presented by his failing health to make a request that would benefit his new Bethphage Mission for years to come.

He asked the nurse who was caring for him, Aurora Swanberg, if she would consider becoming directing sister and housemother at Bethphage.

“This became for her a serious call from God, and she responded by coming to Bethphage on October 16, 1915. ... She was consecrated as a deaconess on the following April 19. By

this act, she became the first sister to be consecrated in the Bethphage sisterhood and also accepted the responsibility of the position as directing sister, which she ably held until the time of her death,” according to an article in the Bethphage Messenger in October 1945.

The article was unsigned, possibly written by then-director, the Rev. Arthur Christenson, or by the chaplain, the Rev. G.A. Peterson. In a reverential commentary, however, the writer drew great significance on the fact that Sister Aurora died on the anniversary of Rev. Dahl’s death and, like him, also on a Sunday.

“It was not only an unusual coincident but also significant. Both of these laborers in the Lord’s vineyard had zealously given themselves in the service of others in the day of their health and strength. When their special contribution to the Lord’s work was done, He saw fit to close their life’s labor on the day of rest; that we who are left behind may be reminded that there remains a Sabbath rest of the people of God.”

Sister Aurora’s father was the Rev. F.N. Swanberg, the first member of the Bethphage Inner Mission Association. She had left her home in nearby Holdrege, Neb., at age 18 to train as a nurse at the Immanuel Deaconess Institute in Omaha. After three years of study, she returned to Holdrege and became a private duty nurse.

While he was still living, Rev. Dahl was clearly impressed with Sister Aurora’s competence as directing sister. In 1916, he wrote of her:

“Sister Aurora Swanberg is the Housemother at our Institution and the leading soul in the Bethphage cottages. What she is and has been for the work cannot be set forth in a few lines. She came to the Mission in a critical time, when the needs required a warm-hearted and cheerful as well as an experienced leader.

“Sister Aurora possesses the needful qualities that are required of a true Housemother. She is cheerful and confident. One never sees her depressed. With a happy and sunny disposition she meets the problems that are connected with the care of the larger group of unusually afflicted persons; and it is remarkable how she already has succeeded in establishing order and system in the institutional life.

“She is not afraid of work but rather seems to love it. From early morn she is at work – in the sick wards, in the kitchen, the drug room, and the laundry; yes, even the little farm is the subject for her warm interest. At times she is out in the neighborhood buying cows and chickens, then she is found in the smithy making sure that the horses are properly shod, or again making arrangements for the purchase of hay and corn.



“She leads the devotions morning and evening, makes the daily purchase of food in the village, and carries on a wide correspondence with the relatives of the guests. ... Our earnest desire is that she may for many years be connected with Bethphage as its Housemother.”

During her life, Sister Aurora directed the care of more than 600 guests at Bethphage Mission. For her part, she considered the call a gift from God.

“It has been a precious privilege to serve. I hope and pray that we at Bethphage may live our lives in faith and love so that God might continue to bless our dear Bethphage,” she said at a celebration of her 25th anniversary of service.

Retired and active deaconesses enjoying a celebration together.



CENTER OF HOSPITALITY

“Sarepta had the sisters and when we first started, we had the privilege of going over there to eat breakfast. Linen tablecloths, linen napkins, the prettiest silverware, cups and saucers. For a farm girl, that was just like going to a banquet.” – Lois Quinn

Many Bethphage visitors and staff have memories of being invited to share a meal or afternoon break at Home Sarepta, the residence of the deaconesses. For staff, it was considered a privilege (although it sometimes required working a longer day to complete their job), and for visitors, it was a gracious experience of hospitality.

In “Heart of the Hill,” Robert Turnquist wrote: *“Sarepta ... is best remembered as the hospitality center of Bethphage. Gracious living was the theme – everything done in a prescribed, orderly fashion. As the Sisters entered the dining room, they stopped to pick up their individual linen napkins, each carefully rolled in a personal napkin ring. ... Normally a Bible or devotional book and a hymnal were placed by the Directing Sister.*

“The Directing Sister would serve herself first from the serving dish which had been placed before her by the waitress or cook who was usually, but not always, a deaconess. This was the signal to the other tables to begin serving, as well. ... At Sarepta one was served properly and one ate daintily.”

Jan. 6, 1914

Epiphany Day – Rev. Dahl purchases 40 acres of land north of Axtell for \$4,000.

15

At the heart of the mission: each person.

Becky sits at a table shared with four others.

She is happily the center of their attention.

Their conversation has a single focus: What does Becky want in her life?

One of the people at the table, Susan Flack, has a lifelong family history with Bethphage and Mosaic, but this moment with Becky suddenly brings the organization's work to life.

In Becky, Flack sees what Mosaic can mean to the people it serves.

"I was sitting with four people and Becky around a table and all of them were just wanting the best for her. ... Becky was just so happy to talk about it," said Flack, now chairwoman of the Mosaic Board of Directors. She also is the great-granddaughter of the Rev. K.G. William Dahl, Bethphage's founder.

That session with Becky was Flack's first experience with a Personal Outcomes Measures® interview, held annually for all whom Mosaic serves.

Becky wasn't the only one who benefited that day, Flack said. "It was such a gift to the people who were trying to make it happen."

The desire to do what's right for the people served by Mosaic drives the organization's directors, Flack said. The for-profit world could learn much from organizations like Mosaic.

"I have a lot of pride in Mosaic and what Mosaic does," she said. "I feel like it is directly answering the call to remember the least of these."

Bethphage and Mosaic are part of her family tapestry. "As the Mosaic family is being pulled together," she said, "so is my family."

"I talk about the legacy, but to watch the difference Mosaic makes in the lives of the people we serve is very powerful for me," Flack said. "It is fulfilling for me to be working on something that makes a significant difference in the lives of people."



The shared living room (above) and exterior of a new Mosaic home in Nebraska.



In 2009, Mosaic was asked by the State of Nebraska to build new homes for people leaving a state-run institution. The Mosaic initiative was called "Framing Dreams." More than 60 people were given the opportunity to move into new homes in several communities across the state.

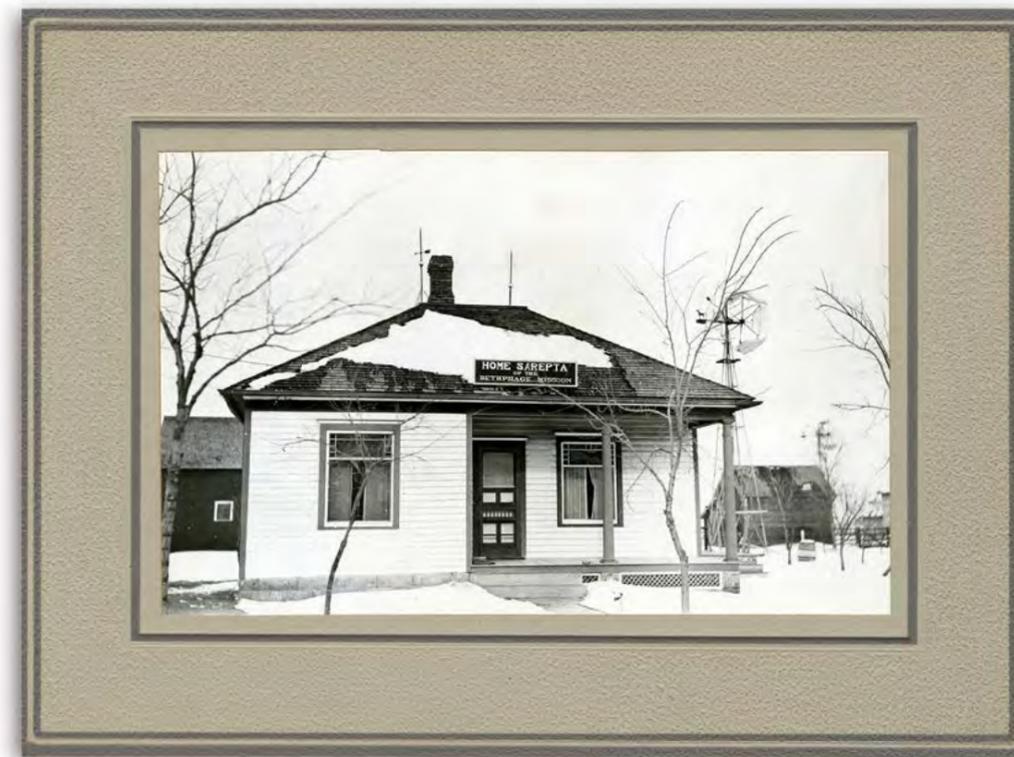
THE FIRST HOMES

The first home to Bethphage Mission was a small cottage, located on the same city block as the parsonage where the Rev. K.G. William Dahl and his family lived. It was named Home Bethel and opened in 1914.

According to "A Miracle of the Prairies": "The date for its official opening was to be Midsummer Day, June 24. When Midsummer Eve arrived, about 300 persons were present at the cottage, Home Bethel, to take part in the festivities and to admire the home that was to be the beginnings of the Bethphage Mission."

The first guest arrived on June 29, and others quickly followed, as did multiple applications for admission. More room was needed. On August 27, Home Sarepta was dedicated for female workers. On October 14, Home Nazareth was opened for women with epilepsy and, by the end of the year, still another cottage had been rented. The following year, eight more houses were rented in the village.

In 2013, Mosaic either owns or leases nearly 350 homes for people served.



June 24, 1914

Home Bethel, Bethphage's first home, is dedicated in Axtell with 300 people in attendance.

June 29, 1914



The first guest, Mrs. E. Lindenstein, a widow, arrives, followed by three others. They take residence at Home Bethel in Axtell.

Miriam Dahl Lindgren is two years younger than the ministry founded by her father, the Rev. K.G. William Dahl.

While she never got to know her father, who died when she was 2, she has lived in the comforting shadow of his legacy all her life.

“Bethphage has always been a wonderful thing in my life, even from the time that I grew up as a child. I knew there was something special there. There still is.”



Miriam Dahl Lindgren

After her father died, the family – Miriam, brother Sam and mother Lillian – moved from their home on the new Bethphage campus into the town of Axtell, Neb., less than a mile away. Bethphage was loyal to the founder’s widow. Lindgren remembers that her mother received a monthly pension, first \$30 but later raised to \$75, to care for herself and her family.



Sam Dahl

“It was very hard for her because they were married such a short time,” Lindgren said. “She didn’t work. She had this pension and was a stay-at-home mother. She was a wonderful mother. She took the place of both mom and dad.”

Her mother also kept the family ties to Bethphage strong.

“I have wonderful memories as a child,” Lindgren said. “We used to walk up from town on Sunday afternoons, my mother, my brother and I, and visited. ... I just loved going up there.”

Young Miriam and her family were always welcomed by the guests, the deaconesses and staff who served.

“I never was afraid,” she said. “Many of my friends were afraid of the people. I was around them so much that I wasn’t afraid of them. In fact, I learned to love so many of them.

“Charlotte Engstrand was really a good friend. There were others. Charlotte was one of the first ones I went in to see because I always knew she had homemade fudge. ... Her hands were knotted up but she could do the most beautiful handwork embroidering and crocheting. Of course, I loved the sisters.”

The sisters, members of the Bethphage Diaconate, invited the family to share holiday meals and celebrations with them at Bethphage. Lindgren and her brother always were invited to be a part of the Christmas programs that were entertainment for Bethphage guests.

“I sang little ditties,” she said. “My brother spoke a piece and of course we looked forward to the sack of candy that they gave out.”

Later in her life, Lindgren was a member of the community band that would entertain the guests at Bethphage.

“That was a big deal. We gathered around the school building or the town hall and walked all the way up and then, when we got up in front of one of the buildings, we gave a little concert to some of the guests,” she said. “We played for Memorial Day at the cemeteries. To have the band come play for them was a big treat.”

Grounded in her strong Lutheran faith, the same faith that guided her father, Miriam is thankful for the success his vision achieved.

“All I can say is that I wish I had known him. ... I’ve always felt proud but I’ve tried not to show it in any way,” she said. “I admired him and am very thankful that it is still going strong.”

A COMMON INFLUENCE

While in college, the Rev. K.G. William Dahl translated the book “A Colony of Mercy” about the Bethel Institute in Bielefeld, Germany. Enthralled with what he read, he saw Bethel as a model to follow.

After Bethphage began in 1913, Rev. Dahl traveled to Germany to observe Bethel and learn.

The same institution influenced Martin Luther Home Society co-founder, the Rev. August Hoeger. By the time the MLHS was formed, Rev. Hoeger had already started the Evangelical Lutheran Good Samaritan Society, a home for people with disabilities. He later wrote, “I had read a good deal about work of this kind in the last years before we started. I knew quite well the history of that wonderful institute in Bielefeld, Germany.”

Bethel was founded in 1867 for people with epilepsy. Dr. Michael Seidel, Bethel medical director, said that it was hard for people with epilepsy to find a place to live because institutions for people with other disabilities did not accept people with epilepsy.

“It was a big need, a big demand to get an adequate place for them,” he said. “An appeal was made to the church to found such an institution.”

Bethel’s founder wanted “to form a place where people with and without disabilities can live together,” Seidel said. “He tried to develop an example for common life and for shared life. ... For me it is an early example of inclusion.”

As Bethphage and MLH evolved, so did Bethel. Today it supports more than 14,000 people with an array of community-based programs for mental health and disabilities services. Quoting the founder, Dr. Seidel said the future is open-ended: “New demands need new forms of help.”



Nov. 14, 1915

In a letter to his parents, Rev. Dahl writes: “We receive support from near and far. During last week there came, among other gifts, \$25 from China. An 81-year-old lady in south Texas sent 21 pearl necklaces to be sold for the benefit of the mission. It is wonderful how the interest grows.”

Sadness and Sunshine.

That's what Ednamarie Westerberg Leslie remembers from living near Bethphage's Axtell, Neb., campus and visiting there frequently as a child.

The sadness that followed the death of Bethphage founder the Rev. K.G. William Dahl was overwhelming.

Leslie's father was the Rev. A.P. Westerberg, pastor of neighboring Bethany Lutheran Church. Leslie's older sister, Margareth, was a friend of Pastor Dahl's daughter, Miriam.

"I still remember the sadness of Mrs. Dahl and her daughter," Leslie said. "I remember I hoped my daddy would never die."

As a young child, Leslie found Bethphage a little scary at times. Some residents, wanting to show affection, would try to grab her. A resident known to everyone as Sunshine, though, always had a smile for the children.

"Sunshine always sat in a chair, and she had the smileyest face and rosy cheeks," Leslie said. "She was so nice to me and my sister."

Sunshine got her name because she sold Sunshine-brand greeting cards, but Leslie said the name also "fit her personality."

Leslie's family later moved away from Axtell, though their association with Bethphage continued and her father served as its board president.

She and her husband, the Rev. Clarence Leslie, stopped at Bethphage in 1940 on the way to their honeymoon in Colorado. She was happy to find Sunshine still alive and selling cards.

Bethphage "was just a part of the whole church life for us," she said. "It was like we were a part of it because we went there so much. There is always a soft spot in our hearts for Bethphage."

UNIQUE DESIGN

From the beginning, the Rev. K.G. William Dahl had a very specific concept of how the campus should look. He wanted buildings that were reminiscent of the architecture of his childhood home in the Skane region of Sweden.

Rev. Dahl chose Olaf Z. Cervin of Illinois to design Home Tabor, the first building at Bethphage. The choice was not accidental. Cervin's father was an Augustana Synod pastor and editor who came from the same region of Sweden as Rev. Dahl. Cervin himself was a graduate of Rev. Dahl's alma mater, Augustana College, and received a master's in architecture from Columbia University. He held the position as the official architect for the Augustana Synod of the Lutheran Church for many years.

Together the two created a stylistic ideal that was first used on Home Tabor, dedicated in 1916, and continued to be the pattern for buildings through the 1950s, long after Rev. Dahl's death.

While the architecture had earthly design inspiration, its distinct form inspired other thoughts. Writing in "A Miracle of the Prairies," the Rev. Arthur Christenson noted:

"A thought which was recently expressed by one of our visitors, as she afterward gave her impressions, may be of interest here. The step gables seemed to remind her of the ladder that Jacob saw in his dream and she fancied that the angels of God are walking up and down these steps keeping watch over the guests at Bethphage."



Homes built beginning in the late 1970s reflect the original campus buildings, creating the stair-step design with walls and window placement.



May 17, 1916



Home Tabor, the first permanent building on the Bethphage campus, is dedicated. More than 2,000 supporters attend. Rev. Dahl writes in his datebook: "The long looked for day is here, clear and bright. Everything seems promising. My heart is full of thankfulness."

Building the legacy of a life cut short.

Lorraine “Lonnie” Sieckmann’s late grandfather is one of the people she has most admired, but it was through his writing that she really got to know him.

The Rev. Dr. C.A. Lonnquist, who was Bethphage’s second director, was a prolific writer, and he left behind a collection of papers.

The collection offers a portal through which Sieckmann has learned about him and the depths of his work ethic during his 20 years as director.

Rev. Lonnquist died suddenly at age 68 when Sieckmann was 9. She relies on others’ recollections about her grandfather and relishes learning about him.

Rodney Wendell, one of Sieckmann’s classmates in Axtell, Neb., knew how hard Rev. Lonnquist worked. “He said there was

always a light on in my grandpa’s study at 4 a.m.,” she said. “Grandpa must have written down every idea and thought he ever had.”

Rev. Lonnquist was a unique talent. He was pastor of Axtell’s Bethany Lutheran Church when he was tapped to lead Bethphage in 1917, following the Rev. K.G. William Dahl’s death. Rev. Lonnquist kept the organization’s lights on for the next 20 years, which included the Great Depression.

“It was not an easy task,” Sieckmann said. “So many people didn’t have anything. My grandparents would travel to raise funds. The organization depended entirely on donations, and services were in high demand.”

A modern Renaissance man, Rev. Lonnquist’s skills and interests included sculpting, poetry, painting, composing music, preaching and public speaking. In Sieckmann’s home, she

displays a detailed oil painting by her grandfather of Martin Luther and his family.

Rev. Lonnquist was fluent in Swedish and English. After World War I, he typed his sermons in English, but wrote them out by hand in Swedish.

During his tenure, the Women’s Missionary Society of the Augustana Synod raised funds for Zion Chapel. Other construction projects during his era include Emmaus and Shiloam, as well as the purchase of 160 acres of farmland.

Sieckmann has treasured her connection to Bethphage and Mosaic. When friends chose Mosaic for their child with intellectual disabilities, Sieckmann was happy they were partnering with the organization her grandfather helped build.

“I can’t imagine them not being with Mosaic,” she said. “It is just a wonderful organization.”



The Rev. C.A. Lonnquist (center, holding hat) with Bethphage guests.

“Bethphage has come out in the light as you see it today, certain of itself and of the principles for which it stands. It is no longer a child. It has learned to trust God more implicitly and rest assured that the love of its friends is dependable.”

Rev. C.A. Lonnquist, c. 1935

Sept. 28, 1917



Following the untimely death of Rev. Dahl, the Rev. Carl Adolf Lonnquist, pastor of the nearby Bethany Lutheran Church, succeeds his friend as Bethphage’s director after a vote of the Board of Trustees.



THE HILL

The central Nebraska terrain around Axtell is, to most eyes, flat. But the people who live in the community know that just to the north of the village, about half-a-mile, there is enough of a rise in the terrain that it merits being called a hill. It was on this hill that Rev. Dahl chose to build Bethphage Mission. Axtell residents and long-time staff often referred to Bethphage as “the hill.”

“You are the light of the world. A city set on a hill cannot be hidden; nor does anyone light a lamp and put it under a basket, but on the lampstand, and it gives light to all who are in the house. Let your light shine before men in such a way that they may see your good works, and glorify your Father who is in heaven.” Matthew 5:14-16

Mary Lou Ernst was 19 in 1962 when she moved from her family home to the Bethphage campus in Axtell.



Mary Lou Ernst

Her family was told to not contact her for 30 days so that she could adjust. When they did call and ask if she was ready to come home for a weekend, they did not expect the response.

“I said, ‘Give me another week. I’m having so much fun.’”

She was one of the first children with a disability to go through the public school system in her home town of Lexington. There, Mary Lou knew many people and had many friends. But as she watched them go away to college, she became lonely. Her parents recognized that living at home was no longer the best situation for her and their search for an alternative led them to Bethphage. Right away, Mary Lou felt at home.

“I worked with small children first in the different buildings,” she said, “taking them out on walks and taking them to the playground. Then I did secretarial work.”

But her horizons continued expanding. When Bethphage expanded to community housing in nearby Holdrege, Mary Lou was one of the first to move. She moved into a group home and began working in retail at the Corner Nugget (a thrift shop run by Bethphage). Her success fueled the desire for further independence.

“I decided after I lived in a group home and worked at the Corner Nugget, it was time for me to find my own place. I went out looking for a place and found an apartment of my own.”



She moved into her own apartment and also decided to try different jobs, including working several years in the school cafeteria. When budget cuts forced the school to cut her position, she found herself back at the Corner Nugget, where she works afternoons as a cashier and clerk. She tried different apartments, too, but now has found a place that she loves.

“I’ve lived in four different places,” she said. “This is the best ... it is really close to the grocery store, I can walk over to the grocery store and the dollar store. I can walk to work. This is a very good location.”

Mary Lou has an active life. She enjoys attending sporting events and has many friends with whom she spends time, enjoying

meals out, and community and school events. She loves to travel, especially flying, and goes to visit her brothers in Colorado at least twice a year. She has visited Hawaii, Germany, London and Paris and has taken cruises. Her father, now deceased, once joked that he needed to make an appointment to come see her because she is so busy.

In 2002, Mary Lou made another large step when she began serving on the Bethphage Board of Directors. She continued that service after Bethphage and Martin Luther Homes united as Mosaic. She was a pioneer, being the first person who had ever received services from the organization to serve on the board. As a board member, she was able to make visits to locations all across the country to learn about Mosaic’s work.

Former Mosaic President and CEO David A. Jacox became good friends with Mary Lou through the years and his admiration for her is strong. He also became good friends with her parents, who, with pride, once said that Mary Lou had accomplished more with what she had been given than had their other children.

She credits Mosaic for helping her do it.

“Without Mosaic, I wouldn’t be where I am right now,” Mary Lou said. “Without their encouragement for me and helping me along ... they’ve always been very supportive of me.”

Mosaic is also very grateful for being a part of Mary Lou’s success.



Mary Lou Ernst has been associated with Bethphage/Mosaic for more than 50 years.



JOBS AND TRAINING

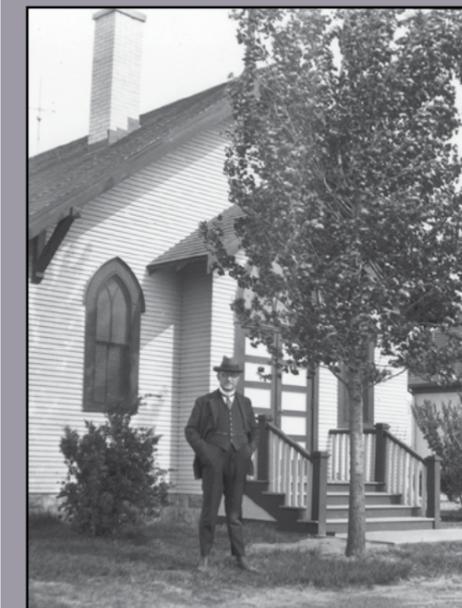
The Corner Nugget in Holdrege, Neb., opened in 1987 as the Corner Nugget Mall. It featured a kite shop, a T-shirt shop, hand-woven rugs, personalized doormats and a thrift store. At that time, it was considered a revolutionary move toward community inclusion and meaningful work for people with intellectual disabilities, according to Mary States, executive director of Mosaic in Holdrege.

With widespread community support, the store has moved to a larger location and today it employs 10 people. The jobs offer people with disabilities training in customer service skills, money handling and general work ethics.

Now only operating as a thrift shop, the store sells merchandise donated by community members. Shoppers can find clothing, furniture, household items, sporting goods and many other items, including knickknacks and holiday decorations.

Employment and job training are important for people with disabilities. Across Mosaic, several locations offer training through workshops or retail stores as an opportunity for people to both earn money and gain skills to move into competitive employment.

1919



Original chapel

Bethphage consists of six buildings: Home Tabor for women; Homes Gilgal and Adullam for men; Home Bethel for children; Home Sarepta for the female workers; Home Mizpah for the director or his coworker; and the original chapel.

Bert Wallmark believes in miracles.

In fact, he believes he received one as a guest at Bethphage in the early 1950s.

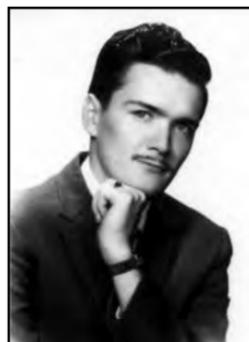
Wallmark began having epileptic seizures when he was 11.

“I was staying with an aunt in Jamestown, New York,” Wallmark said. “One morning, I woke up and my aunt came upstairs. She said, ‘I don’t know what happened. I heard a bunch of noise up here and when I came up you were over on the other side of the room underneath a table.’ I was diagnosed with epilepsy. It was devastating.”

The seizures began interfering with his education, and he was moved between schools. Wallmark remembers various times when he would wake up in the school nurse’s office, unaware that he had a seizure. Friends and others found the seizures scary, he said. Eventually his mother put him in a state-run institution.

“I was about 16, and they took me out of school and put me in that state institution,” he said. “I was there for about two years. It was one of the worst experiences of my life. To me it was like a prison. I complained so much to my mother that she took me out of that place.”

Somehow, Wallmark said, his mother found Bethphage. She was able to get him admitted and took a job there to help defray the costs. Together, they moved to Nebraska, where Wallmark shared a room in the men’s home, Emmaus, and began a job in the workshop.



Bert Wallmark,
c. 1960.



“There was a problem one day,” he said. “I guess I worried about it so much that I had a series of seizures that night and fell out of bed and hit my head. I never had another seizure. That is why I call Bethphage the real miracle of the prairies.”

Wallmark enrolled in high school in Axtell. At 21, he left Bethphage and got a job in carpentry at nearby Holdrege, Neb. Sister Julianne Holt drove him there, he said, to begin life on his own. He saved up his money and decided he was going to move to California, where his brother lived. The day he went to tell his mother, he was surprised to find she had made the very same plan, except that he booked a trip by bus, and she had booked a train.

she had booked a train.

Life turned out well for Wallmark. He worked through a few jobs until he began what would become a 25-year career with an airline. He

and his wife had two children. She died in 2012 after 53 years of marriage.

Wallmark remained friends with several people from his Bethphage days, including the late Robert Turnquist, who was director. He remembers the dedicated deaconesses who, by finding a home for him and a job for his mother, changed his life.

“I took the place to heart,” he said. “I was accepted for the way I am. It was one of the best experiences I ever had. To me, it was a miracle.”

Robert Turnquist once wrote a note: “To Bert Wallmark, who knows what miracles are all about.”

“I kept that. It reminds me of when times weren’t so great. I went to Bethphage for more than just one reason. It was more than just because my mother found employment and my situation with the epilepsy. I felt like it was God’s plan for me to be there.”

EPILEPSY

“Well then! Bethphage Inner Mission Association’s mission is simply this ... to promote Christian activities in favor of the mentally disabled, the Falling Sick and the most unfortunate among our people. Its objective is to prepare a refuge, a Christian sanatorium, a home to them, whose reason has been extinguished or is dying; it is, in other words, to give them a chance to escape the heartless treatment often experienced in state establishments as described above ...”

May 1914 Guldax

Bethphage’s original mission included being a home for people with epilepsy. In 1913 – and until recent decades – people with epilepsy were stigmatized because the disorder was not well understood and no effective treatments were available.

Epilepsy is a neurological disorder characterized by seizures, which can appear violent. In the time when those seizures could not be fully controlled or at least mitigated by medications, finding and keeping employment was nearly impossible for a person with epilepsy.



In “Most Unusual Packages,” the author writes: *“Many people were afraid of the ‘fits’ which occurred unexpectedly. Some superstitiously attributed the vicious seizures to demon possession. The seizures were humiliating and often resulted in injury. ... (T)here was a time when people were suspicious of (people with epilepsy) and some feared them.”*

Today, medications are often able to control or mitigate the seizures and the stigma once attached to the disorder is gone. In Mosaic’s history, however, both Bethphage and Martin Luther Home offered a welcome refuge for people who found few other alternatives.

1920

Sisters Hazel Jacobson, Julianne Holt and Signe Ness begin working at the Mission. During their time there, they serve a combined total of 120 years.

27

David A. Jacox might have seemed an unlikely candidate to become president and chief executive officer of Bethphage.

He wasn't an ordained pastor, as were all but one of his predecessors.

He was the youngest ever chosen for the post.

Unlike every previous director, he wasn't Swedish.

His heritage might have been the biggest concern to some on the board, Jacox said.

After becoming CEO in 1980, when the mission was near bankruptcy, Jacox led it through years of incredible growth as it spread from one campus location to cities in several states and with outreach in foreign countries.

After helping lead the consolidation of Bethphage and Martin Luther Homes, Jacox became Mosaic's first president and chief executive officer in 2003. He retired in 2010 as executive vice president.



On the grounds of Mosaic's Omaha headquarters is a fountain dedicated to Jacox's leadership.

Jacox speaks reverently of the many people who helped him lead Bethphage and Mosaic, including board members who offered invaluable business expertise.

Of the many who left their mark on the organization, though, Jacox said a brother and sister, Edward and Annie Erlandson, were the most important during his tenure.

The Erlandsons left \$1.5 million to Bethphage at a time when the organization was facing an uncertain future.

"I didn't get to meet them. I didn't get to know them, but I can say this without any doubt. Mosaic would not be here if it weren't for Edward and Annie Erlandson because Bethphage would not have been here," he said. "The bank wouldn't loan us any more money."

Not all of his memories are happy ones. Two guests died in a building fire; one from smoke inhalation and a second who, because the night was cold, returned to the building after being evacuated by staff.

"That was the worst moment," Jacox said.

Among his proudest moments: The day a client, Mary Lou Ernst, became a member of the Board of Directors.

"When I first arrived, the common reference was 'the Bethphage family,'" he said. "You are just one of the family."

Jacox said that family welcomed him with open arms, and he has a piece of memorabilia that proves it. A coat rack he received as a gift many years ago signaled his welcome into Bethphage's Swedish heritage, which includes many names like Olson, Larson and Johnson.

Instead of Jacox, his coat rack displays the name "Jacoxson."



David Jacox began working for Bethphage in 1980.



Annie and Edward Erlandson

A SAVING GIFT

Siblings Edward and Annie Erlandson were born on the family farm northwest of Funk, Neb.; she in 1891 and he in 1894. Regarded as quiet people, neither ever married. Edward followed in his father's footsteps and farmed while Annie kept house for him. The two lived modestly and were known to be 'down home' people who always made visitors feel welcome. During their lives, they accumulated quite a bit of farmland. After retiring in 1947, they moved to Holdrege, Neb.

The brother and sister were faithful Lutherans. Annie died in December 1979 and Edward died three months later. Nearly their entire estates went to nine different charities, mostly agencies and institutions of the Lutheran Church. Bethphage Mission received more than \$1.5 million from their estates that, together, totaled more than \$6.4 million.

Throughout its history, Mosaic owes an incredible debt of gratitude to people like the Erlandsons whose generous love of neighbor sustained this valuable mission.

1921

By year's end, there are 108 guests at Bethphage and a growing staff of sisters and brothers to care for them. Bethphage adds an additional 80 acres for a dairy herd, cattle and garden plots.



Mosaic today

MOSAIC IN ARIZONA

When considering Tyler's future as he approached adulthood, his family called upon an "old friend." Mosaic had provided Tyler with services starting in junior high. It was also the first organization his parents turned to in an effort to provide Tyler with a more independent life.

His parents are proud and happy to say that Tyler is doing better than they could have imagined. "He has exceeded all of our dreams and expectations for him, and it could not have happened without the dedication and commitment of the Mosaic staff."

1923–1932

Responding to a need,

the Revs. Julius Moehl, William Fruehling and August Hoeger, along with laymen John Aden and William Ehmen, begin Martin Luther Home in the Nebraska village of Sterling. They planned it as a home and school for children with disabilities, but soon adults with disabilities arrived and were not turned away.

Bethphage and Martin Luther Home were founded as membership societies. Across the nation, Lutheran congregations and individuals are the bedrock of support through their prayers and gifts.

At Martin Luther Home, a guest tends geese.

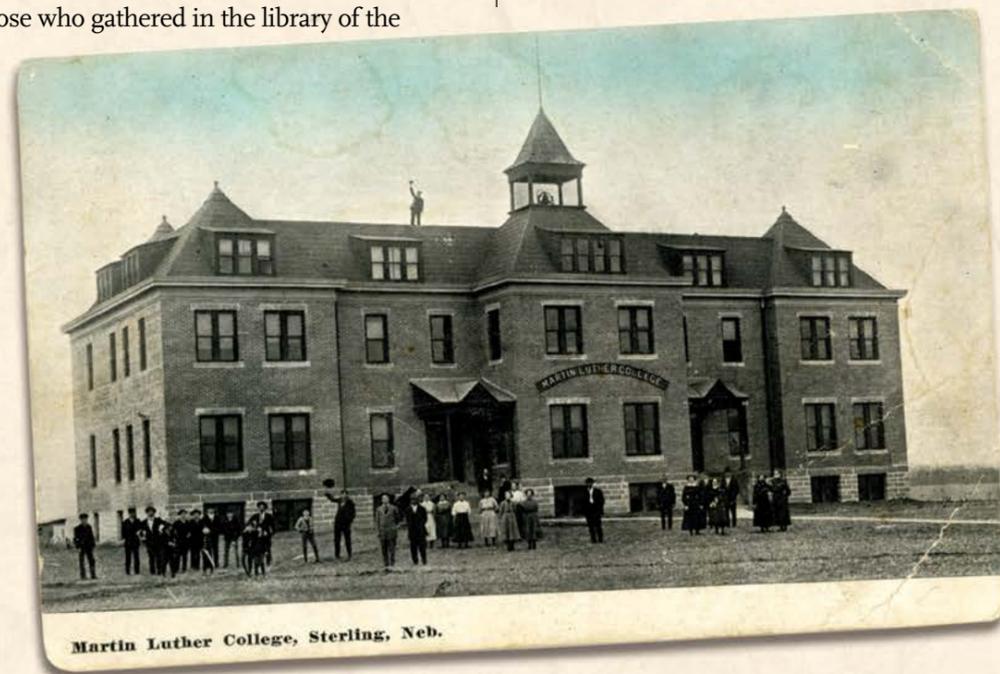


From top left, moving right: John Aden, the Rev. Julius Moehl, William Ehmen (center), the Rev. William Fruehling and the Rev. August Hoeger.

The founders of the Martin Luther Home Society followed the principle of “put your deed where your creed is” in founding the home after seeing the great need for a home and school for children with disabilities.

They were “dedicated Christian people who knew their scriptures and knew what it meant if your brother is in need to take him and to help him out,” the late Rev. Richard Fruehling said in a 2007 interview. He was present at the home’s founding on Oct. 20, 1925.

His father, the Rev. William Fruehling, along with the Revs. Julius Moehl and August Hoeger, and laymen John Aden and William Ehmen are historically honored as the founders of the home. They were among those who gathered in the library of the



former Martin Luther Academy in Sterling, Neb. The group prayed and voted to establish a “home of Christian charity” for people with intellectual disabilities.

“These early founders were tremendously, tremendously resourceful,” Rev. Richard Fruehling said. “They were starting out from scratch with scarcely any experience, scarcely any facilities, with scarcely any resources of any kind. But they were, as I recall, led by the spirit. ... That was the beginning of a dream.”

Earlier that year, Rev. Moehl had helped send

a questionnaire about the need for a home for children with disabilities to Lutheran pastors in the region. Finding a great need, the group decided to open the school. The need was confirmed when, 11 days later, four students arrived from North Dakota, Wisconsin and Iowa, and the school was nowhere near ready for them.

Martha Moehl, the pastor’s wife, welcomed the children into her home and “washed, bathed, fed, clothed and mothered her new

family and her own until the home was opened,” Rev. Richard Fruehling wrote. “She took in the handicapped strangers, one at a time ... until there were eight or 10 of them.”

Other than Rev. Fruehling’s memories, which also were shared in “Martin Luther Home Society Love Alive, 1925-1995,” there is little historical information about the founders of Martin Luther Home Society. An exception is the written memories of Rev. Hoeger. In 1922, he founded the Evangelical Lutheran Good Samaritan Society in Arthur, N.D., which now has numerous long-term care and

senior living centers across the country. He used his background to help the newly-formed MLHS.

“The first five years we always had articles about Sterling in our paper, the Sunshine. We also collected money for (the Martin Luther Home), and although we were not legally united, we were one in spirit and work,” Rev. Hoeger wrote.

A child from Arthur became one of the home’s first residents. Rev. Hoeger also sent Sister Sena Hestad to be the home’s house mother, a position she held for many years.

John Aden and William Ehmen were members of the local Lutheran church, where the Rev. Moehl was pastor. The Rev. William Fruehling was pastor of a rural congregation in southeast Nebraska called Martin Luther Church.

Caring for the needs of others was in their nature.

Rev. Richard Fruehling remembered his father using a personal line of credit to pay bills for the Martin Luther Home, anticipating that he would be paid back after the Home Day collection.

“That was the type of support that sustained the early Martin Luther Home through tests,” he wrote.

It was otherwise known as ‘putting your deed where your creed is.’

FAITH AND ETHNICITY

The massive migration from Europe in the 19th century brought many Christian believers to the New World. Then, as today, new immigrants continued to speak and worship in their native languages. As congregations formed in various areas, those with similar heritage and beliefs formed larger bodies which, in the Lutheran Church, were called synods. Between 1840 and 1875, 58 Lutheran synods were formed in the United States, according to the Evangelical Lutheran Church in America history.

The founders of the Martin Luther Home Society belonged to the Iowa Synod, a predominantly German-American church body that had formed in 1854. The founders of Bethphage belonged to the Augustana Synod, which had formed in 1860 with a membership that was predominantly Swedish-American.

Through mergers of various church synods, both became part of the group that formed the Evangelical Lutheran Church in America (ELCA) in 1988. Mosaic maintains its Lutheran ties and is an affiliated ministry of the ELCA.

Oct. 20, 1925

The Revs. Julius Moehl, August Hoeger and William Fruehling, and laymen John Aden and William Ehmen propose turning the deserted Martin Luther Academy in Sterling, Neb. into a school for children with disabilities, forming the Martin Luther Home Society as the organization to run it.

October 1925

Sunshine, the newsletter of the Evangelical Lutheran Good Samaritan Society, relays the news that a Christian school for children with disabilities is opening in Sterling, Neb. It reports, “the school will be open the 2nd of November. Augusta Reyelts, who has graduated from the Normal School at Waverly, Iowa, is our first teacher.” Although planned for Nov. 2, the school was not ready for guests until after Jan. 1.

Mosaic's work shows "the church reaching out and providing help to people who otherwise might be forgotten or ignored," said the Rev. George Meslow.

"We need to express in action the acceptance, affirmation and support for all people, including those with disabilities."

Rev. Meslow was president and chief executive officer of Martin Luther Homes for 13 years before the consolidation with Bethphage. He then became chief executive officer of The Mosaic Foundation until his retirement in 2004.

The Lutheran tradition of caring for people who have great needs was the foundation of both Martin Luther Homes and Bethphage, he said. That association with the church played a part in both recruiting and retaining successful staff.

"It was often the religious connection that allowed us to recruit staff who otherwise would not have been game to take on the assignment to work with people with pretty significant needs," he said. "Finding staff is a real challenge. They work in some rather challenging and difficult situations where the need for support is much greater than the ability to show appreciation."

Once onboard, training was important for new staff, but so was maintaining a level of enthusiasm, Rev. Meslow said.

Rev. Meslow remembers many people served through the years and the success they felt at their achievements. Sometimes, those achievements were as simple as earning their own money to use at a soda machine.

"The enthusiasm that people with disabilities had for their work was remarkable because they really felt that they were accomplishing something," he said. "The people with the greatest challenges – mental, physical and spiritual – are also the most satisfying to see when they do receive adequate supports because one can see them blossom and flourish in many ways."

The work with families and the people supported was the most satisfying, Rev. Meslow said. But sometimes – unfortunately – the challenges of being a partner with the government were the most memorable.

"The cooperation between private not-for-profit social service work and states is seldom one of equal partnership," Rev. Meslow said. "People with disabilities have the ability to rise above their circumstances when they're given the proper support. That witness of changed lives continues to push the government to do the right thing."

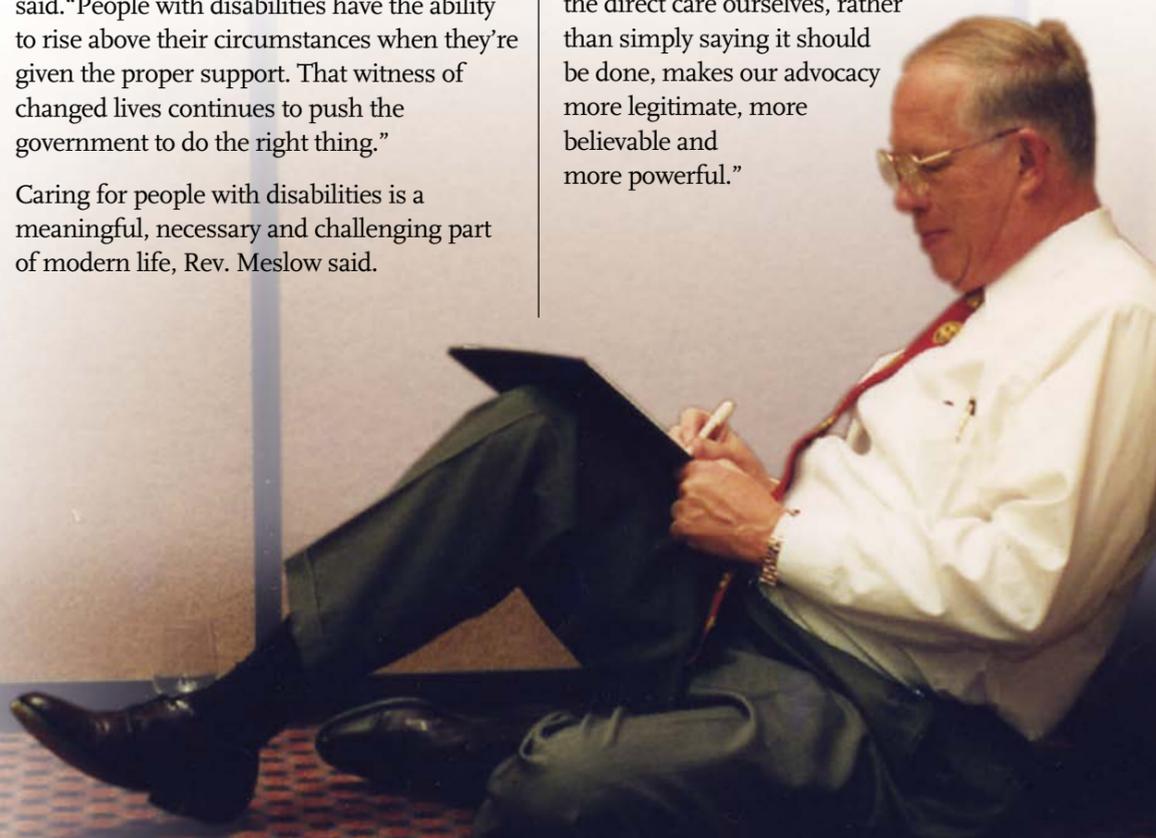
Caring for people with disabilities is a meaningful, necessary and challenging part of modern life, Rev. Meslow said.



The Rev. George Meslow

"If it were not for agencies like this, I am not sure that government units would do as well as they do. We often have to demonstrate how it can be done.

"The fact that we have provided the direct care ourselves, rather than simply saying it should be done, makes our advocacy more legitimate, more believable and more powerful."



CHILDREN ARRIVE

The decision to establish Martin Luther Home in Sterling, Neb., as a school for children with intellectual disabilities was made Oct. 20, 1925. On October 31, the first children arrived.

Kenneth Knox, 11, came from the Evangelical Good Samaritan Home in Arthur, N.D., because Sterling was closer to his family home in Iowa. Evelyn Roban, 11, and Lila Olson, 10, also came from Arthur. George Schepp, 15, came from his family farm in Wisconsin.

The Rev. August Hoeger was instrumental in founding both the Evangelical Good Samaritan Home and Martin Luther Home. The children had a place to live at the Good Samaritan Home, but there was no school. In the September-October 1925 GSH newsletter, *Sunshine*, Rev. Hoeger wrote:

"Surely these poor children have as much right to a Christian school as any other of the children. Sometimes we think they even have a little more right, because they will never have much of this world. They ought to then at least know that there is a better world to come. But we here at Arthur have always been handicapped, as we never have enough buildings and to have a school for feeble-minded means to have not only dormitories, but also classrooms and the necessary equipment. So we have never taken in many children here hoping the Lord would show us ways and means that we might have a real up-to-date school for these poor children."

Within a month, these four were followed by others, including 11-year-old Alfred Gunderson from Albuquerque, N.M., 53-year-old Lena Damero from Atkinson, Neb., and 19-year-old Bertha Meyer from Coleridge, Neb.



Early residents at Martin Luther Home.

1925



Bethphage Mission adds a 10,000 sq. ft. dairy barn that still stands on the last acquired 80-acre tract east of the original grounds.

37

God's blessing was with Martin Luther Home from its beginning in 1925 and continues with Mosaic, the Rev. Richard Fruehling once said. His father, the Rev. William Fruehling, helped found Martin Luther Home.

"I believe that if at any time human need is met by concerned people, it has God's blessing," Rev. Richard Fruehling said in a 2007 interview. Even with government funding, "... regardless of who is behind it, it has God's blessing. Whatsoever you have done to the least of these, our Lord said, you have done it to Him."

Rev. Richard Fruehling died in 2009 at age 97. He remembered being a teenager riding with his father in their Model T the 30 miles from their home to Sterling, Neb., where there was discussion about how to meet the needs of children with disabilities. Attending those meetings, he said, gave him a "bird's eye view" of the deliberations.

What impressed him when he was young was how quickly the Lutheran congregations of southeast Nebraska embraced the home.



The Rev. Richard Fruehling, c. 1970

"Originally this was a local effort and this was a mission of love on the part of 20-some southeast Nebraska congregations," he said. "They were personally involved, seeing the need and then responding as they were able."

That local support helped the fledgling organization survive during the difficult years that included the Depression and drought.

"Those early years, especially in the years of the Depression, staff worked often without being paid," he said. "There was the dedication, there was the consecration of Christians who saw a need and having seen the need they rose to meet it each in their own ways. The

farm wives would meet and have cooking bees. There were butchering bees when a farmer would give an animal ... there were sewing bees. ... Under the united effort of people who had a vision and rose up to meet it, the early needs of the Martin Luther Home were met."

"At that time it was a totally Christian endeavor with the best resources of all - faith and seeing human need first hand."



Rev. Fruehling teaching at Martin Luther Home.

Rev. Fruehling said that the hard times of the early years may have helped Martin Luther Home succeed.

"Everybody was hurting," he said, "and perhaps the fact that everybody was hurting in one way or another helped bring about concern, sympathy and dedication for the needs of handicapped people. If you know what it feels like to hurt, you're more apt to help someone who is hurting."

From 1968 until 1981, Rev.

Fruehling served

as chaplain at Martin Luther Home after its move to Beatrice, Neb. His admiration for the workers continued.

"In the early days, it wasn't financial ... there was no guarantee of the next paycheck ... Thinking back, there were certain employees who always went the extra mile. Many of these employees were folks from local congregations but they supplied for our clients and residents what they most needed, and that was love and care. There is something special about dedicated, Christian, loving employees reaching out to meet the needs of someone - the need might be simply a hug or something to build up your self-esteem. That struck me in the early days and during the 13-14 years I was (chaplain)," Fruehling said. "There are rewards when you are able to serve with love."

REPURPOSING A BUILDING

From "Rooted In Love ... Touching The Future":

"Martin Luther Home moved into the 16-year-old three-story brick Martin Luther Academy. Heated with gas-produced steam, the building served as office, laundry, food preparation and service area and quarters for both residents and staff. In the basement, a kitchen and dining room served all who could get down the steps; laundry staff handled all the clothing, bedding and any other washing for more than 40 'guests' and all the staff who served them. Staff hung laundry in the furnace room or carried it up three flights of stairs to dry in the attic. Next to the furnace room, endless loaves of bread stood rising almost all the time. The academy's student shower room became a storage area for empty fruit jars. An adjoining cave, excavated in 1933, held canned fruits and vegetables. The main floor provided living quarters and a dining room for those who couldn't get to the basement and the second floor incorporated a school room, a handicrafts room and living quarters for more guests and staff members."

The dining room at the original Martin Luther Home in Sterling.



June 30, 1926

Martin Luther Home holds its first Home Day. The annual festival, which continues today, celebrates the individuals in service, their families and the friends of the ministry.

After her first day working at Martin Luther Home in Beatrice, Floice Meyers went home and cried.

The woman who was training her encouraged her to try it for a week. “She said, ‘just hang in there, you’ll love it.’ And I did.”

Forty-five years later, Meyers still loves her job.

Meyers really wanted the job, but she was turned down the first time she applied.

“I was told I was too young,” she said. “I was 25 years old. They wanted mostly to hire people that were at least 30. They hired me at age 27 and I was the youngest they had ever hired at that time.”

She had been working as Beatrice’s first meter maid but had trouble finding baby sitters during the day. The hours at Martin Luther Home were more flexible.



Play and recreation were part of the schedule for school children at Martin Luther Home (above). A classroom exercise at Martin Luther Home (right).

She quickly came to love the work there. “You get to know the people. They kind of become your second family,” she said.

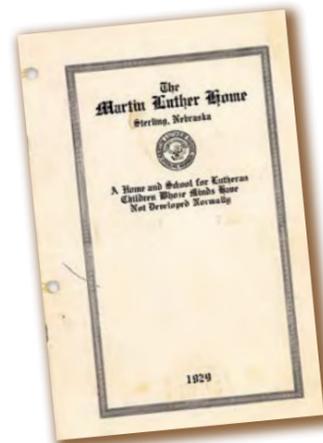
Martin Luther Home and School was considered one of the top places in the country for children with disabilities. She remembers with pride visitors coming from all over to learn about the program.

“We would have people coming from other areas, even other countries,” she said. “They would spend six to eight weeks here learning and then go back. It was quite something.”

In 45 years, Meyers’s job hasn’t changed much, she said. It started with caring for children, helping them with bathing, dressing and cleaning. Today at Mosaic, she does the same thing, but for an older population since the school program closed, a sad development for Meyers. As children began to receive education in the public school systems and the ones who lived at Martin Luther Home aged, there was no longer the need or the funds to continue the school.

Meyers’s mission through the years has been simple: Help people have the best life possible. It hasn’t always been easy and there have been some challenging days, she said, but it has always been rewarding.

“I pray a lot, and I usually pray for God to give me wisdom and strength to do the right things,” she said. “You sometimes wonder, ‘What could I have done better?’ but I was always ready to come back to work.”



ENLIGHTENED CARE

From a 1929 brochure: The Martin Luther Home and School for Lutheran Children Whose Minds Have Not Developed Normally*

“What Does Martin Luther Home Offer ... ?

“First of all we offer them an abundance of Christian love. Whipping, slapping, even scolding is absolutely prohibited. Kindness is our watchword. There is a key to every child and that key must be found. Our children are punished, to be sure, but such punishment consists in withholding certain privileges. And we have had marvelous results. Polly would think it a calamity if she could not take part in the daily games; Bertha’s heart would break if she were not allowed to help in the kitchen; George would be beside himself if he were not permitted to tend to the poultry.”

Included in the brochure was the 1929 fiscal report. It showed receipts of \$8,403.57 and expenses of \$8,122.37. After the report, it noted:

“We could have used much more. Many needed repairs were not made, much needed equipment was not purchased, many plans remained unfulfilled. ...Our constant prayer is, God, give us friends.”

* Of the 45 students at Martin Luther Home in 1929, five were non-Lutheran.

1926



Workers start the Bethphage Star, a group whose purpose is to beautify the institution’s grounds. In 1926 they build a pavilion for the guests. The local Axtell band performs concerts under the pavilion’s canopy for the enjoyment of the institution family.

Our Lord's touch of love.

The old tagline for Martin Luther Homes frames the memories of Donna Johnsen's 40-year career.

In 1969, fresh out of college with a social work degree, Johnsen wanted to work for a Christian organization. During a job interview and visit to the Beatrice, Neb., campus, she was impressed.

"I could really see and feel the Lord's touch of love, and I knew it was much more than just a tagline," she said.

Johnsen recalls staff members taking residents home with them for the holidays if they had no family to visit. Staff members also provided foster homes for people who obtained jobs in the community and needed supportive homes.

The Rev. Walt Fruehling, her supervisor at Beatrice, was her mentor. "He encouraged me to get my nursing home administrator's license and to apply for the executive director position when it became available at Beatrice."

Johnsen said she saw the Lord's touch of love in the community's support for Martin Luther Homes, including during food drives.

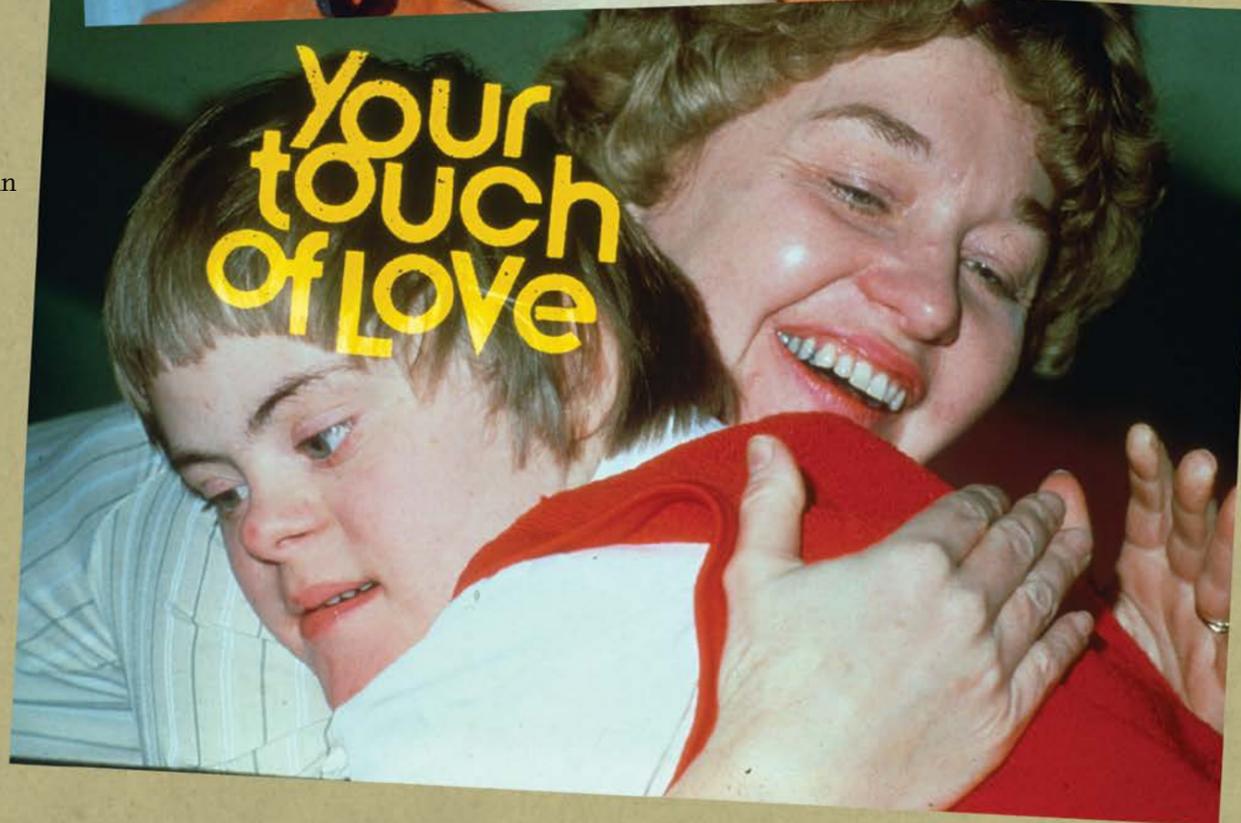
"When regulations changed and people could no longer donate home canned foods, women from the community came and canned the fresh produce on campus." Johnsen remembers the ladies working in the heat for hours to get all the canning done.

Later, working in quality assurance, Johnsen saw how the Mosaic agencies embraced the initiatives. "They were committed to never being satisfied and to always reaching higher in pursuit of quality," she said. "It was a privilege to be able to support and mentor them through this process, the way that Walt had mentored me so many years ago."

The Christian values that drew Johnsen to her long career sustained her in good times and tough times.

"The Lord's touch of love means that we value all people — those we serve, the staff, the administrators — and I saw it in action every day."

Martin Luther Homes used variations on the theme of the Lord's touch of love on media materials.



DEFINING LOVE

1 John 3:16-18

This is how we know what love is: Jesus Christ laid down his life for us. And we ought to lay down our lives for our brothers and sisters. If anyone has material possessions and sees a brother or sister in need but has no pity on them, how can the love of God be in that person? Dear children, let us not love with words or speech but with actions and in truth.

June 1926

The Martin Luther Home Society votes to send coin cards to Sunday schools. Initial funds help repair the boiler system and later efforts allow them to purchase their building from the Iowa Synod and add an adjoining 20 acres of land.

Adeline Cornelius was inspired from a young age to be a missionary.

Work in other lands wasn't to be for Cornelius, though. So, she decided she could be a missionary wherever she was.

"I got married young," she said. "I'm not good at spelling and schoolwork. But this is my mission, to serve the Lord in the way that I can. I couldn't go to a foreign country to be a missionary. You can be a missionary here, too."

She found her mission field working at Martin Luther Home in Beatrice, Neb.

Her work is documented in two large scrapbooks filled with photos and clippings from her more than 33-year career. Beyond those are loving memories that don't need to be scrapbooked to be vivid reminders.

One of those memories comes from a Sunday morning when she, as a young girl, went with her family to Sterling, Neb., to celebrate Martin Luther Home Day.

"I remember getting a new pink linen dress because we were going to Sterling," she said. "We would sit out on bleachers to worship. All the local churches would close because it was Home Day in Sterling."

The special feeling of those days did not change for her as an adult working at Martin Luther Home.



Adeline Cornelius spends a quiet moment of reflective time, looking back on all the people she both served and worked with.

"I think once you walk on this campus, it is like you're in a different world. It is a very safe, God-loving environment here," she said. "It is a place where you can hug and you get lots of love back."

She remembers summer workers who came to help from Luther League. She recalls being godmother to one of the residents. And she can still feel the many hugs.

It was broadly understood in churches years ago that that serving people with disabilities is more of a ministry than a job, Cornelius said.

"When I started working here, your whole family supported you because you were working at a home like this," she said. "Your family was proud of your employment because you were serving God in another way."

Serving God by serving others – Cornelius found her calling.

PLEASE HELP!

Excerpts from letters asking for help:

Sept. 29, 1938: "We are trying to find a place to send him to school but as yet have not succeeded. ... We would appreciate any information you could give us concerning the Children's Home and if you have 'room' for another child. We do not wish to shift our responsibility as parents to others but want to try to give Gene a chance to at least learn to read if possible."

Aug. 29, 1939: "We would like to inquire as to the possibility of your Institution admitting a twelve year old girl who is an epileptic. ... Lorene has had epileptic attacks over a period of years, but recently these have become more frequent and the doctor has suggested to both the family and our office that Lorene should be institutionalized where she would be given the proper care and training."

May 9, 1940: "There are times when we give little attention to homes such as yours because we do not realize the need for them. Then something turns up and we feel the need sorely. That is my situation. There has come to my attention a little helpless girl by the name of Earline. She is 10 years old and epileptic. She is unable to sit, walk or talk. She makes known her needs by something like a grunt. Until now she has been staying with her grandparents. But now her grandfather died and it is almost impossible for the grandmother and a son of 15 to take care of her."



Two children at Martin Luther Home's original building in Sterling.

1928

By the beginning of the year, Martin Luther Home serves 33 children spending at least \$300 annually on each.

45

When Dr. Paul and Judy Tamisiea entrusted the care of daughter Annie to Bethphage, they discovered God’s plan for a special partnership between them and the organization.

Bethphage became a central thread running through their lives.

In 1981, Annie moved to Bethphage in Axtell, Neb., after living in an Omaha-based community program from age 7 to 18. Annie has physical and intellectual disabilities. She is deaf, has limited sight and does not speak.

The Tamisiea family met David Jacox and his wife, Jacque, in Axtell. Jacox was Bethphage’s president and later retired as Mosaic’s chief executive officer. When Bethphage’s headquarters moved to Omaha in 1986, the two couples became neighbors.

“We took Annie all the way to Axtell — it seemed so far away — then, learned the program was going to be administrated from Omaha,” Judy Tamisiea said.

When the Tamisieas moved to a new neighborhood, The Lind Center, which houses Mosaic’s national offices, was within sight of their living room window. “It was such a miracle. Here was this big piece of Bethphage that we could see from our home,” Judy Tamisiea said.

A few doors down, they met lifelong Bethphage supporters. “We moved from being the Jacoxes’s neighbors

The Tamisieas, (from left) Judy, Annie and Paul.

to sharing a neighborhood with Dr. Reuben and Darlene Swanson,” she said.

When the Tamisieas initiated a charitable remainder trust to show their gratitude for Bethphage, they met Mike Geis, former Bethphage Foundation president. Geis hired Judy Tamisiea to work for the foundation.

“I worked a lot with Reuben Swanson the entire time,” she said. “He was a genius, and I received a fundraising education from him. It was ironic that he was my neighbor. It all kind of came together.”

The Tamisieas are equally impressed with Annie’s neighbors in Axtell and the surrounding community, where she is a familiar presence.

“She’s on a beautiful campus. It’s peaceful. When Paul and I visit, she’s thrilled, and she

always wants to hang on to both of us,” Judy Tamisiea said. “I think Mosaic has worked a lot with her behavior because, when we’re out with her, generally, we’re very proud of the way she acts. She’s different, so people stare at her. They can’t help it. But a lot of people will know her, even in Kearney, though she’s never spoken a word. She’s a person to them. Fairly frequently, people will say, ‘Hi, Annie.’”

Judy Tamisiea said she always encourages parents who have a child with intellectual disabilities to consider Mosaic. “I want people to have this wonderful experience that we’ve had,” she said.



A PRAYER

Grant grace, O Lord, that I might be
The feet of one who has none of his own,
The eyes of one who cannot see,
The intellect of one whose mind has never grown
Beyond the days of infancy.

Grant grace, O Lord, that I might say to Thee,
“Take Thou my hands – and let them hold the cup
Of some poor, thirsting soul,
And might I also share a Word to bear his spirit up.”

Lord by Thy power, in my cold heart
Fan Thou the flickering ember,
That I, because of Thy great love,
Might those in bonds remember.

A prayer poem written by Robert Turnquist when he became a member of the Bethphage Diaconate in 1952.



June 1930

By June, Martin Luther Home has accumulated debt of \$6,457 and needs improvements to meet state inspection codes. An appeal letter is sent to Iowa Synod congregations through their pastors.

Giving your child over to someone else's care is difficult for any parent.

When DeeAnn Bowman moved into Martin Luther Home as a 7-year-old in 1958, her mother Dorothy said it was harder on her than it was on her daughter, DeeAnn.

"She got along fine up there and we would go up once a month to see her or she would come home for vacation," Dorothy Bowman said.

DeeAnn lived at the Beatrice, Neb., home for 10 years and was very happy there. When she moved in, she remembers everything being like new since the building had opened only a few years earlier.

"We had nice beds and nice dressers and I had nice roommates," she said. "I was happy that I was there because I enjoyed everything up there."

Her mother had feared DeeAnn wasn't getting the education she needed in the public school system in their hometown. Martin Luther Home had opened the Beatrice facility with the goal of becoming a residential school that would teach children what they needed to live a successful life in their home communities.

Dorothy Bowman said she's thankful that Martin Luther Home was there for DeeAnn. "I feel that it was a wonderful place and luckily it was close enough for us ... to go up and visit for the day. She was happy to see us come and she wasn't unhappy to see us go, knowing that we'd be back."

DeeAnn is a success story, her mother said. The school "helped make her what she is today."



Today, in her bedroom at Luther Place in Topeka, Kan., DeeAnn still has a picture she made with beads years ago at the Beatrice school. She lives independently in an apartment close to her mother. She holds a full-time job, regularly attends church and enjoys jigsaw puzzles as a hobby.

DeeAnn at home today in Topeka, Kan., on the monkey bars at age 12, and in school at Martin Luther Home (second row in plaid skirt).



A WAITING LIST

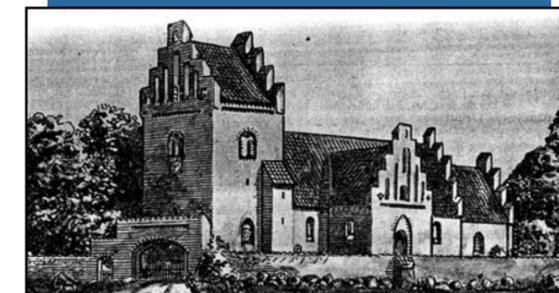
When the decision was made to move from its original building in Sterling, Neb., to a new site, Martin Luther Home also gave new focus to its mission. Through discussion with the American Lutheran Church Board of Social Action, the decision was reached to specialize in training people who were capable of classroom learning. New admission requirements included accepting students between the ages of 6 and 16 with an IQ between 40 and 70. Students needed to be able to walk and be toilet-trained. Residents already in the home's care would continue to be served, however.

Martin Luther Home's new goal was to teach children with intellectual disabilities the necessary skills to return to their homes and become productive citizens. At the time, few public schools offered special education classes for children with disabilities.

The mission was well-received. According to "Rooted in Love ... Touching the Future," by May 1958, the home had a waiting list of 200 children. "Superintendent Don Boyer confessed to a feeling of dismay at the necessity to choose, for each of those applications represented a child, and a family, who could learn to live a normal life – or not."

By June 1964, 65 children had successfully returned to their homes and communities and six had become financially self-supporting.

Aug. 4, 1930



Ground is broken for Bethphage's Zion Chapel. This uniquely-designed house of worship is ahead of its time, built without entry steps and fully accessible. More than 400 people attend the 1931 dedication, held during the Mission Association's annual festival.

Thousands of times in its history, Mosaic has helped families who did not know where else to turn.

That sense of commitment to serve others sent numerous Mosaic employees to Ohio during the early 2000s to help a fellow disabilities ministry that was struggling.

“We were lost in our crisis and it was hard to see what steps could be taken to have a positive outcome,” said the Rev. Don Wukotich, executive director of Luther Home of Mercy in Williston, Ohio. “They spent time with us in such a positive way and really helped us to identify what we needed to do to help this turn-around.”

Luther Home of Mercy and Mosaic share a common ancestry. One of Martin Luther Home’s founders, the Rev. August Hoeger, also founded the Evangelical Lutheran Good

Samaritan Society. His work became well-known in Lutheran circles and an Ohio family wrote to him, pleading for help to find a place for their son with disabilities.

Rev. Hoeger’s immediate response was to find a way to help. He recruited an Ohio pastor who had been his classmate to assist and then got on a train to visit Ohio. Before a week was up, a plan was in place and they were looking for property that would become the Luther Home of Mercy.

“I found it to be really fascinating because of the interconnection of our Lutheran ministries,” Rev. Wukotich said. “They were a strong witness and an encouragement to one another, especially in response to people with intellectual and developmental disabilities that no one else had an answer to.”

Luther Home of Mercy, like Mosaic’s legacy organizations of Bethphage and Martin Luther Homes, filled a need and it quickly grew. The organizations also shared similar struggles through the years of Depression and wars, but continued providing loving care to people. By the early 2000s, because of economic challenges, the very survival of

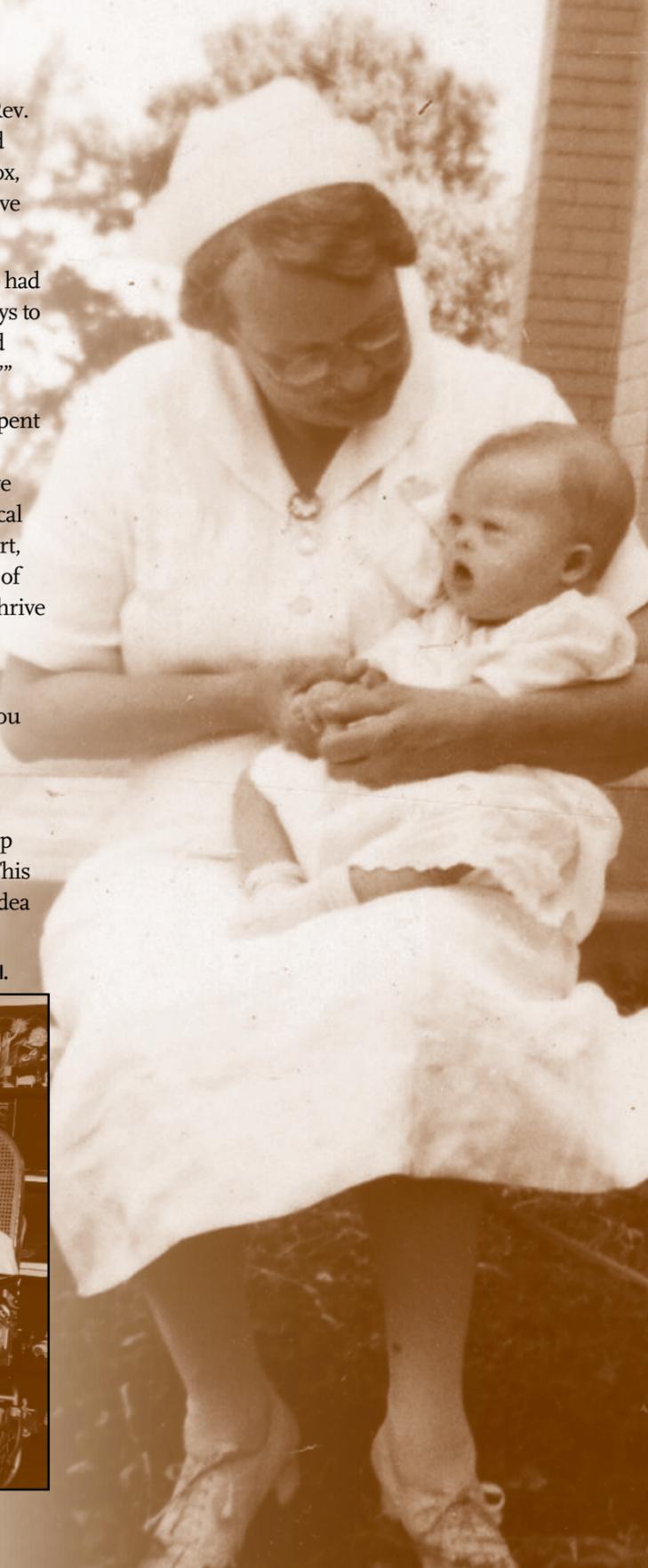
Luther Home of Mercy was threatened. Rev. Wukotich sought advice from Mosaic and remembers the response from David Jacox, then Mosaic’s president and chief executive officer.

“Dave expressed confidence, saying, ‘We’ve had our troubles and we’ve had to figure out ways to unravel them, so we’ve been down this road before. Let’s roll up our sleeves. It is doable.’”

Numerous staff members from Mosaic spent weeks at Luther Home. Many of Luther Home’s new policies and procedures were modeled after Mosaic. Beyond the technical help, however, Mosaic’s witness of support, encouragement and belief in the abilities of Luther Home to survive and once again thrive were reminders to Rev. Wukotich of the gospel message of love.

“That’s an expression of the gospel that you would care that much for a neighbor,” he said. “Paul wrote to the Ephesians about being rooted and established in love that together we might have the power to grasp how long and deep is the love of Christ. This kind of fellowship gives a little bit better idea of what that is about.”

Historical photos from Bethphage in Axtell.



UNITED IN SERVING

Mosaic is a member of Lutheran Services in America (LSA), an alliance of the Evangelical Lutheran Church in America (ELCA) and The Lutheran Church—Missouri Synod (LCMS), the two largest Lutheran church bodies in the United States. LSA began in 1997 and former Mosaic President and CEO David Jacox was on the first Board of Directors. From 2012-2013, Linda Timmons, Mosaic president and CEO, served as chairperson of the LSA Board of Directors.

Lutheran social services are a witness to the gospel. There are more than 300 independent Lutheran health and human service organizations serving communities across the United States. Together, it is estimated that they serve nearly six million people annually, or one in 50 Americans.

Like Mosaic, each Lutheran social ministry organization has stories of faithful people, who, motivated by Christ’s love, directed that care to others or advocated against injustice.

“The LSA network is a powerful way to unite the voices of the social ministry organizations as we seek to love and serve our neighbor,” Timmons said. “Lutherans have a strong outreach in thousands of communities across this country and, while the members are diverse, we are united in our call to serve and be the hands and feet of Christ in this world.”

1932



The Rev. J. G. Kitzelmann is named superintendent of Martin Luther Home.

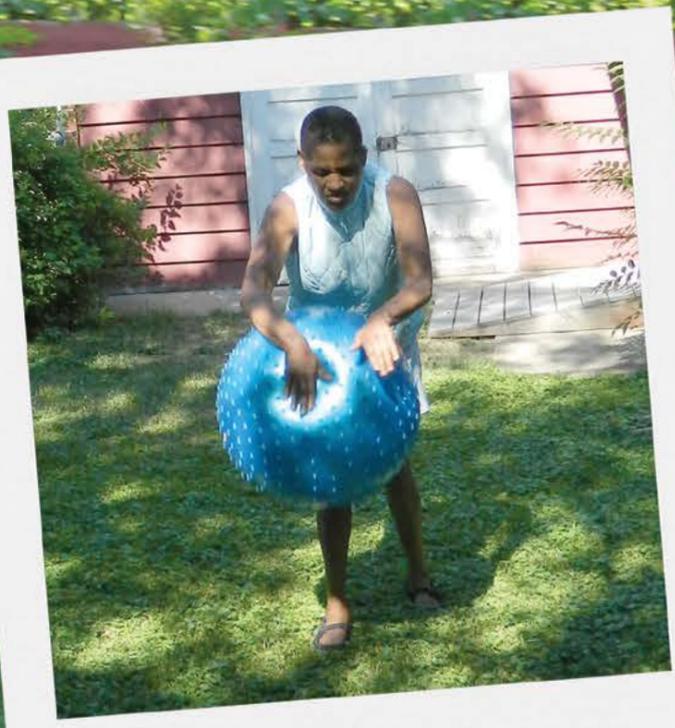
51

Mosaic today

MOSAIC IN COLORADO

The growth that Angie has made since she has been with Mosaic is tremendous. She lives in a caring and nurturing group home with three other women. While non-verbal, Angie makes her needs and wants known to her staff who provide her with one-on-one care and support 24 hours a day.

Staff discovered that Angie loves to be outdoors. She now enjoys spending time at the park and playing catch outside.





1933–1942

A sincere handshake

and a thank you were sometimes the only reward workers received during the hard times that followed the Depression. Although they had farmland and animals and worked to be as self-sufficient as possible, they were caught in the Dust Bowl. Bethphage and Martin Luther Home shared their neighbors' hardships and joys. People were generous, even when they had little themselves.

When recovery came, the organizations' leaders were able to get them out of debt and look forward.

Guests at Martin Luther Home work in the garden plot on the campus.

“Everyone who knew her loved her, and everyone knew her.”



Sister Julianne Holt

Those words were written about Sister Julianne Holt, directing sister at Bethphage from 1945 until 1976. The writer, Robert Turnquist, also a consecrated member of the Bethphage Diaconate and known to many as “Brother Bob,” called it the “ultimate compliment.”

“Sister Julianne knew how to get things done. When she had an extra assignment for someone, she would inevitably begin by saying, ‘Well, it’s this way.’ Then she would proceed to give you reasons for asking you to do something she knew you were not anxious to do,” he wrote.

Sister Julianne was born in Norway and came to the United States as a child. She grew up in Brockton, Mass., where she met her good friend, Signe Ness. The two were traveling together in 1920 and read an appeal from the Rev. Dr. C.A. Lonnquist, then director of Bethphage Mission, for women to come and join the diaconate.

Having already considered the consecrated life, the two friends decided to give it a try. Together, they were consecrated in Zion Chapel on Sept. 27, 1922. Sister Julianne and Sister Signe remained Bethphage deaconesses throughout their lives.

From all accounts, Sister Julianne was up to any task she was given. When the Augustana Women’s Missionary Society wanted a movie made that would show why a new chapel was needed on campus, Sister Julianne was given the task. The resulting film was shown in Augustana congregations across the United States.

When an X-ray machine was purchased so that staff could take periodic chest X-rays of guests with tuberculosis, Sister Julianne became the operator. When new buildings were undertaken on campus, Sister Julianne was involved.

Turnquist relates the story of Sister Julianne and the architect planning a residence for the sisters:

“When the new Sarepta was being planned, she apparently had some lively discussions with the architect in which she frequently sought his understanding when he suggested costly appointments. She would do this by saying, ‘You know, Mr. Swanson, we are just a group of poor sisters.’ One day, she chided the architect about the puny clothes closets. She asked, ‘Are these the size of Mrs. Swanson’s closets?’ ‘No,’ he replied, ‘but Mrs. Swanson is not a poor sister.’”

Sister Julianne’s influence on guests, their families, co-workers and visitors cannot be overstated. At least two summer workers named children after her. Guests felt that she always made time for them.

“Sister Julianne was a very gifted person whom everyone loved and respected,” wrote Mary Elizabeth Johnson, a longtime resident. “Her bedroom was her office, her hours were whenever she was needed. If you had a problem, you could always go and talk it over with Sister Julianne. ... Although she was very busy with her many duties, she took time for us individually.”

When she was selected as the directing sister after the death of Sister Aurora, the chaplain at the time was quoted as saying: “(Sister Julianne) possesses a warm devotion to her Lord. ... She has a clear understanding, a compassionate heart, good judgment, and a sense of duty that is much needed. At the same time she possesses a firmness and conviction without which she could not succeed as a Housemother. A sense of humor will also serve her well as she goes about her duties.”

Her sense of humor was related in a story by a visitor, the Rev. Mallard Nelson, in 1944. On his first night there, he experienced a thunderstorm with “tremendous roar and blowing outside with streaks of lightning shooting across the room.” At breakfast the next morning, Sister Julianne asked him, “How did you like our little reception last night? Don’t you think we did well? Plenty of light with it too, wasn’t it?”

Both Sister Julianne and Sister Signe were buried in the Bethphage Cemetery.



The memorial window in its original location.

MEMORIAL WINDOW

Although the building which framed it was razed in 1981, visitors to Mosaic at Bethphage Village in Axtell can view the memorial stained-glass window that once graced the deaconesses’ residence, Home Sarepta.

The window was a memorial to the Rev. K.G. William Dahl, whose untimely death on Sept. 9, 1917, came during the construction of the women’s home. The Bethphage Inner Mission Association raised money to provide the window.

The window’s theme was taken from the biblical parable of the ten virgins in Matthew 25:1-13. While the deaconesses did not make a vow of perpetual celibacy, they were required to resign from the diaconate if they chose to marry.

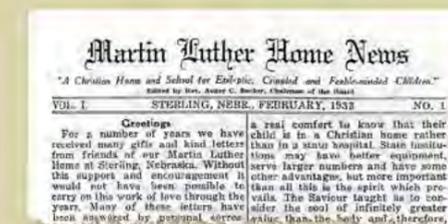
The cornerstone for Home Sarepta was laid on June 24, 1917. The building was needed to house the deaconesses, who were sharing quarters with guests in Home Tabor, the first building on the campus. The name Sarepta was used for the home, as it had been the name used in the original home for workers that was first rented three years earlier in the village of Axtell.

The memorial window was placed in the music room, above an upright piano. During strong wind storms, the Sisters would cover the window in order to protect it from being damaged.

In 1957, a new and larger Home Sarepta was built and the original home was renamed Home Carmel. That building was razed in 1981, but the window was saved and placed on display at Home Tabor, which now serves as a museum of Bethphage’s history.



February 1933



The first issue of Martin Luther Home News is published.

What was going to be a part-time job at Bethphage in the summer of 1981 turned into a 30-year career that isn't even close to winding down for Linda Timmons.

"If you had asked if I'd ever work there, I would have said 'no,'" said Timmons, who became president and chief executive officer of Mosaic in 2008. "I didn't think I was cut out for it."

The summer before her senior year of high school changed her mind.

At summer's end, after she turned in her notice at Bethphage and started back to school, she quit volleyball after two days because she realized she'd rather spend her time with the people at Bethphage. She didn't play basketball or run track that year, either, and instead continued working part-time.

"The thing that changed me was the personal connections between the people we served and the staff," she said. "We had fun at work. I just liked what I did."

Timmons grew up in Axtell, Neb., where Bethphage was founded. Her father, the Rev. Hans Nelson, was pastor of Trinity Lutheran Church, and her mother, Wilma, worked at Bethphage.

Bethphage was woven into the fabric of the community in Axtell.

As a 5-year-old, she and her brother would occasionally go with their mother to work, where they'd spend time with the children who lived in Home Bethel on the campus. Her piano recitals were held in Zion Chapel. With friends and popcorn, she saw "Chitty Chitty Bang Bang" and other films at movie night on campus, and swam in the heated, indoor pool.

That summer, however, it became personal as she grew to know people in one-on-one relationships. There was David, who carried a hymnal everywhere he went and would do his best to talk Timmons into playing the piano so he could sing – at the top of his lungs. There was another David, a young man with Down syndrome, who had a quiet, shy charm.

The time at Bethphage gave Timmons focus. She completed a college degree in social work in three-and-a-half years. She later completed graduate work while she was promoted into new positions at the organization. Timmons had a clear goal: better lives for people with disabilities.

"I could see that the world would be a better place if it is a better place for people with disabilities," she said.

One segment of her career was spent helping people move

from state-run institutions in Texas. That time was profound, she said, because people were able to experience choices and personal freedoms they had never previously known. Her memories of that are vivid, including the story of Paul.

On the day he was to move, Paul, who was in a wheelchair and wasn't verbal, was in a final interdisciplinary meeting. "The nurses were explaining how Paul would get his medication crushed in applesauce. He suddenly just rears up in his wheelchair. You could tell he

was not agreeing. So we went through every step and found out that he never, ever liked having his medication given to him that way all of those years. He wanted that to never happen again."

Timmons made sure it did not. That mindset, putting people's desires and wants first, blankets all of what Mosaic does.

"Our mission of advocacy existed long before we ever used that word," Timmons said.

"Helping people has always been a part of who we are. I think we've walked alongside thousands and thousands of families. How different their lives would be if they couldn't count on an organization like Mosaic."



Linda Timmons in 1994



Linda Timmons (far left) with Bethphage guests getting ready for a field trip.

LOOKING FORWARD

Mosaic's vision for our second century –

People with disabilities should:

- have the resources to live a life of their choosing
- be able to choose where they live and with whom they live
- be able to seek meaningful work and fill their days with activities they enjoy
- be able to participate in their communities in the ways that bring them satisfaction.

June 15, 1937



Rev. Lonnquist passes away. For a second time, Bethphage Mission finds itself suddenly and unexpectedly without a director.

The Great Depression hit hard on the Axtell, Neb., campus of Bethphage.

By 1937, when Helen Hanson moved to Axtell with her family, the Mission was afloat but times were tough. Bethphage was carrying heavy debt.

“They were running a very tight ship at that point to survive,” Hanson said. “They had limited income and were helping people who didn’t have income.”

The “silver stream” helped keep the school from sinking.

That’s what Hanson’s father, the Rev. Arthur Christenson, Bethphage director during this time, called the river of coins that flowed from nearly empty pockets into little tin banks modeled after Home Tabor, the first building on campus.

“He knew that it couldn’t all be big dollars. People gave smaller amounts because that was what they had. That kept the money coming in,” Hanson said.

The silver stream kept things flowing during the nation’s long recovery from the Depression and through World War II. He served the Mission as director from 1937 to 1956, facing staff shortages and rationing during those difficult early years. By the end of his tenure, Bethphage was in a building phase.

Hanson and her sister, Martha, spent many hours at Bethphage. Hanson worked on campus during summers in high school, going on to a nursing career, family and a life away from Nebraska. She never really left Bethphage behind, however, and has been a longtime donor – now to Mosaic.



The Rev. Arthur Christenson at a groundbreaking ceremony.

“I am grateful for the experience of living in Axtell and my early relationship with Bethphage,” she said. “It helped make me what I am.”

From “Miracle on the Prairies,” written by the Rev. Arthur Christenson:

“To follow the course of this epic has also revealed the possibilities for good that lie hidden in a host of friends that are imbued with a common purpose. The friends of Bethphage have shown what a people, even with moderate means, can do when they have laid hold of the principles of Christian stewardship.”

...

As I write these closing words, it is the beginning of a new day. The sun has risen and through my study window I see Bethphage with its buff walls and red-tiled roofs before me. I know that my fellow workers have had their breakfast, they have sung their morning hymns, they have lifted their hearts to God in prayer, they have received a Word from Him, and have gone forth in Jesus’ name to serve them that are in bonds.”

YOUNG SAVERS

Tin banks, roughly modeled after Bethphage’s Home Tabor, were an early method of getting children interested in supporting Bethphage.

In October 1916, the Rev. K.G. William Dahl wrote:

“A tin shop was opened under the management of Mr. I. Bescher, who first came here as a patient, but after a short while had regained his strength. ... In this little shop several thousand tin banks have been manufactured. ... We would also be pleased to place in every home a Bethphage Mission bank. These banks are to be emptied on the 19th of February every year. So far we have about 2,000 banks placed in so many homes in various parts of the land; and we will endeavor to increase the number to about ten thousand. ... Oh how much can be accomplished to the glory of God, to the

welfare of humanity, to the honor of our town, if we all join with pushing this needed work along.”

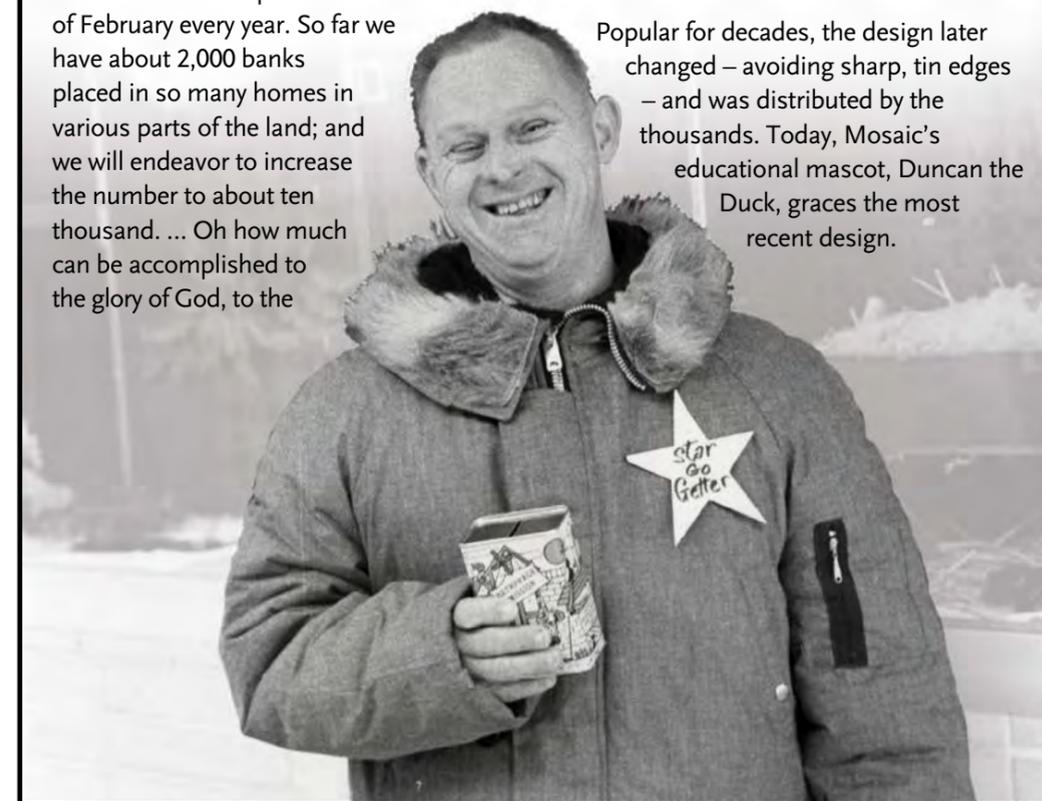


One of the original Bethphage tin banks (above) and a guest proudly holding one from the 1970s.

In a letter to his parents the previous December, he wrote of his own efforts: “During the most recent days I have been out and visited the elementary schools in our county. We have 69 schools, and my wish is to visit them all, talk to the children, and hand out savings banks to them. We have about

2,000 children of school age in the county. If one could interest them in annually gathering money for the Bethphage mission that would be a great help.”

Popular for decades, the design later changed – avoiding sharp, tin edges – and was distributed by the thousands. Today, Mosaic’s educational mascot, Duncan the Duck, graces the most recent design.



1937



The Rev. Arthur A. Christenson is named the third director of Bethphage Mission. During his tenure he eliminates \$90,000 of debt and increases the organization’s assets to \$1.2 million.

Faith, family and farming – like three woven cords – have provided strength in Clifford Johnson’s life.

The combination nurtured his generous heart toward Mosaic.

“My folks were always giving,” said Johnson, whose family moved to a small farm in Deuel County, Neb., when he was just 6. “My father was quite a giving person. I just kind of did the same thing.”

Three miles east of the family farm sat Berea Evangelical Lutheran Church, part of the Augustana Synod. In that church, Johnson was confirmed. In its cemetery, his parents, grandparents and many cousins are buried. Church played an important role in his life; most every Sunday, he could be found sitting in his usual spot with his cousins, third pew from the back on the north side. In that church, Johnson learned of Bethphage Mission.

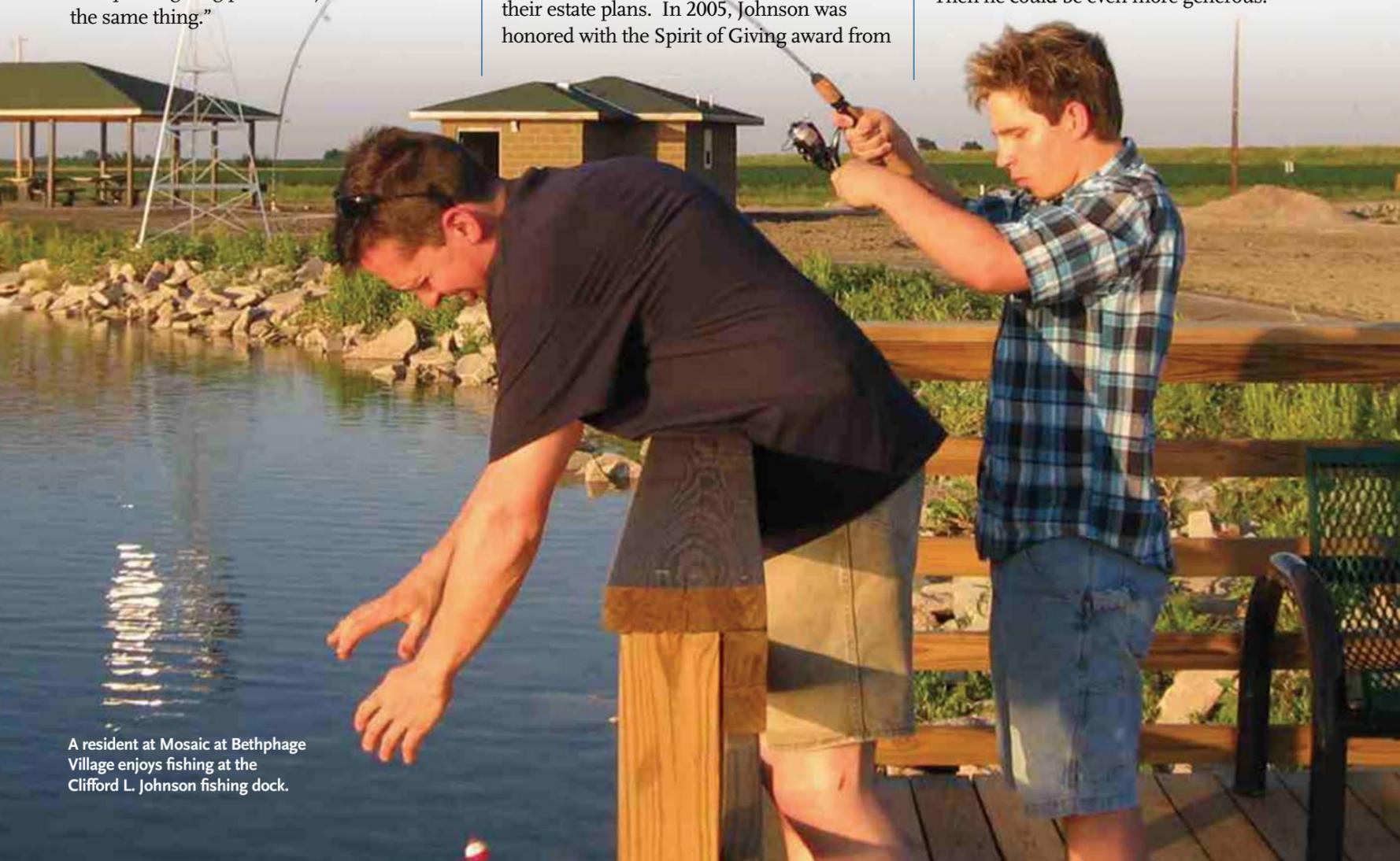
Johnson’s gifts to Mosaic over the years are numerous, both large and small. At Mosaic’s campus in Axtell, Neb., a pavilion and fishing dock are named in his honor. He also is a member of Mosaic’s Legacy Society, which honors donors who have included Mosaic in their estate plans. In 2005, Johnson was honored with the Spirit of Giving award from

the Heartland Chapter of the Association of Lutheran Development Executives.

Johnson loved farming with his father. When a sudden heart attack took his father’s life at age 70 in 1963, Johnson continued farming and living with his mother. Years later, after she moved to a nursing home, Johnson drove 15 miles each way every day to visit her for nearly 18 months until she died at age 94.

With his parents’ strong work ethic and a good mind for business, Johnson did well over the years. Generosity has its own rewards, though. He once said that whenever he made a substantial gift and thought he was done, God would provide him with more.

Then he could be even more generous.



A resident at Mosaic at Bethphage Village enjoys fishing at the Clifford L. Johnson fishing dock.



NATURE’S MOSAIC

What started as a simple suggestion to create a fishing pond for residents of Mosaic at Bethphage Village in Axtell became much more. Completed in 2007, Nature’s Mosaic is a fully-accessible recreational, educational and wildlife habitat open for all people to enjoy.

It features a 2½-acre lake named Siloam, after the biblical waters where Jesus had a blind man wash his eyes after Jesus gave him sight. It sits amid an 80-acre site that was restored to wetlands and planted with more than 200 species of native Nebraska grasses and flowers. Bluegill, largemouth bass and catfish were introduced into the lake for fishing. The Clifford L. Johnson fishing dock is wheelchair accessible. Two miles of paved trails, along with a picnic pavilion, an indoor classroom, accessible rest-rooms, benches and tables, surround the lake.

Nature’s Mosaic is the product of a creative partnership that grew to involve many public and private agencies and donors. The Rainwater Basin Joint Venture started the process as a means of restoring wetlands on acres that were not farmable. A grant from the Nebraska Environmental Trust was the breakthrough that dug the lake and introduced the fish. Many other donors joined in to complete the project.

Beyond recreation, Nature’s Mosaic also gives residents a sensory experience of nature. Nature’s Mosaic also has been used by church and school groups from the area.



Residents enjoy relaxing at Nature’s Mosaic.



1937

The Bethphage Mission village is valued at more than \$500,000 and, even in the midst of the Great Depression, covers its annual budget of \$100,000 with donations to care for its 150 guests.

65

Mary Elizabeth Johnson wrote that, for much of her life, she felt like a prisoner, trapped by a body she couldn't control and surrounded by people who did not understand her capabilities.

“During my adolescence and up through my 20s and early 30s, I felt like I was living in a prison. My mind was a prisoner in my body and I wasn't allowed to do nearly everything I wanted to do because I was handicapped,” Mary Elizabeth wrote in her self-published life story, “God's Tapestry.”



Mary Elizabeth Johnson (standing) with another Bethphage guest.

Born with cerebral palsy, Mary Elizabeth had a difficult life. Her father abandoned the family when she was 5. A few years later, after they had gotten a good situation where her mother worked as housekeeper for a widowed farmer, both her mother and the farmer were killed in a collision with a train that also left Mary Elizabeth hospitalized for several weeks. Soon thereafter, her only brother was taken to Wisconsin to live with relatives while Mary Elizabeth went to live at Bethphage.

It was not the first time she lived there. Her mother had worked at Bethphage briefly while she tried to find stability after her husband left. This time, however, Mary Elizabeth would stay for 43 years.

At Bethphage, “I made progress in learning to care for myself, but my teen years were also filled with frustrations. ... When I was 13, I insisted on feeding myself. In the end the staff gave in, but what a mess I had made! Food was everywhere; in my hair, on the floor. It was much easier for them to feed me than to clean up the mess that I made, but they knew I wouldn't give up trying.”

Mary Elizabeth writes that as a teen and young adult, she used tantrums to express her frustration, to try to get her way or just to get attention. She met her match in loving staff members who looked past that, and, over the years, her life evolved. She remembered the Rev. G. A. Peterson, a chaplain at Bethphage.

“Pastor Peterson knew about my bad temper tantrums and still liked me! I remember one day he wanted to talk to me and I was hiding under the bed. I just knew he had heard that I had a tantrum that day but he found me. I felt so ashamed of myself.”

Through the campus art shop, she learned a skill – weaving – that became an important part of her life. She found that the use of the loom helped keep her muscles limber, and she was able to earn a little money by selling



Mary Elizabeth Johnson found freedom of expression with her typewriter (above). Working on a loom helped her coordination (right). Mary Elizabeth also assisted in the classroom at Bethphage (lower right).

rugs through the gift shop, which she helped manage. Later, she was able to work as a teacher's aide in the campus school.

Rev. Peterson would take Mary Elizabeth to a local library to read because “he seemed to understand my longing for an education ... Once he said to me, “You can't go to school but you can read books.”

With help from staff and tutors, she eventually earned her GED, even though she never once had stepped into a formal classroom for education.

“I needed to prove to myself that I had the mental ability to learn.”

In 1980, she moved to an assisted-living home in another community because of changing regulations that changed the population mix at Bethphage. She cried when she left.

“They gave me a living faith that took me through the many storms in life,” she wrote.



CEREBRAL PALSY

“Cerebral” refers to the brain and “palsy” to muscle weakness and poor control. Cerebral palsy is a developmental disability that affects body movement and muscle coordination. It is caused by damage to the brain, usually during fetal development, before or shortly following birth, or during infancy.

About one in 200 babies is born with cerebral palsy due to brain injuries or lack of oxygen during birth. After birth, it may result from falls, blows to the head, infections, brain hemorrhages, brain tumors, or lack of oxygen. The effect may vary from severe to mild, depending on which part of the brain is involved. In some cases it is barely noticeable, while in others, the person may be unable to speak, use his or her hands, or walk. Most people with cerebral palsy do not have an intellectual disability.

April 15, 1940

Bethphage is invited to take over the Lutheran Hospice in Colorado Springs, Colo. Sisters Thelma Anderson and Signe Ness are dispatched from Axtell to lead the work temporarily.

Bethphage's founder, whose vision helped lead to the Mosaic we know today, had to quickly make his mark.

He died at age 33, a few years after founding Bethphage.

The work of the Rev. K.G. William Dahl lives today not only through Mosaic but also in the way his family has answered his call to service.

It is the call from Hebrews 13:3 – Remember them that are in bonds.

For his granddaughter, Virginia “Ginny” Flack, the mission and ministry of Mosaic are as inseparable from the man she knows only through story as her own service to the organization is from her family history.

Childhood visits to her grandmother Lillian always included visits to the Bethphage campus in Axtell, Neb. Later, she spent her summers working there while in college in the late 1950s. Flack has fond memories. She especially remembers many of the Bethphage residents and the loving sisters, the deaconesses who served there.

The campus had a feeling of family.

Even with 12-hour shifts, there was time for fun with co-workers and the sisters in Home Sarepta, where she stayed. “We just had so much fun.”

Flack remembers starting a circus with another summer worker to entertain the guests. She also remembers portraying Sister Julianne Holt in a play with other summer workers, including her own sister, Nancy.

True to the mission’s Lutheran heritage, there also was time devoted to Bible study and worship.

“It was a very spiritual experience for me, that included growth in my faith and getting to know the vision of my grandfather,” she said.

Mosaic has grown since those early memories that Ginny holds dear. It still is answering her grandfather’s call.

“I cannot imagine that it won’t make a wonderful impact on the lives of ‘those that are in bonds.’”



The Bethphage circus provided the opportunity for fun costumes and parades.



WELCOME GUESTS

The Rev. William Berg was long familiar with Bethphage. His sister, Margaret, spent 36 years there until her death in 1957. In the book, “Prayer in the Name of Jesus and Other Writings,” he wrote of the people served and the word “guest,” which, for decades, was used at Bethphage when referring to residents.

“She (Margaret) and all other persons there were never received merely as afflicted persons. ... They received the beautiful name of ‘guests.’ They were treated as persons of great dignity and worth. They were persons created in the image of God.”

“But the most important persons at Bethphage, and those to whom most gratitude is due, are

Bethphage guests enjoying the swingset.

the guests. What a blessing they have been to me and countless others! Theirs is a magnificent ministry of worship and praise, of witness and service, and a ministry of suffering that helps the church to be the servant Church of Jesus Christ in the midst of physical and spiritual need. The spirit of Bethphage can be illustrated in a remark I heard from a happy young guest after she had fallen on the sidewalk. She did not complain about bumps and bruises and periodic attacks. Picking up her glasses from the sidewalk she exclaimed with joy, ‘It’s wonderful! My glasses didn’t break!’”

The word “guest” was not unique to Bethphage. The July 1951 issue of Martin Luther Home News also talks about the use of the word “guests” for the Home’s residents.



Two guests (right) enjoy serving cookies to Emerald Lindgren.

February 1940



The Guldax newsletter ends and the first issue of the Bethphage Messenger is published.

The deaconess was not impressed when her summer workers showed up at Bethphage's Axtell, Neb., campus in 1941.

"I thought they were sending us workers, not kids."

That's how Velma Carlson remembers the reaction of Sister Emma Hanson when Velma and her sister, Selma, arrived. They were 15 and 16 respectively and excited to be out on their own.

By the end of that summer, Velma and Selma had proven their mettle and were encouraged to return the next summer. Sister Emma also asked them to bring along their younger sister, Thelma.

"She found out we were capable," Velma Carlson said.

It was because of an emergency that Sister Emma learned to trust the girls. A gentleman with epilepsy had fallen into a puddle and the mud interfered with his breathing. Sister Emma was called to the emergency, and Selma and Velma were left alone to care for more than 50 children. Sister Emma returned to find everything in good order.

The Carlson sisters grew up in the dust-bowl days of the Depression in the small, west-Kansas town of Tribune, just a few miles from the Colorado border. Their mother ran a boarding house, took in laundry and also hired out the girls to clean, so they were no strangers to hard work.

Between them, the sisters worked on the

campus for most of the 1940s. Velma Carlson remembers being in Home Kidron on D-Day during World War II and following news reports on the radio.

The summers working at Bethphage built the girls' confidence and gave them lifetime memories.

After her first month, Thelma was disappointed to be transferred from Home Bethel, the children's residence, to the kitchen in Home Tabor, which supplied the food to Home Bethel. The responsibilities she took on amaze her today.

"Every other evening, I was responsible for the evening meal," Thelma said. "This was cooking for 50 to 60 people. ... I got good training as a young 15-year-old to take that responsibility. I learned a lot."

The girls also learned a lot about God's love, they said. Thelma remembers watching parents visit their children and being moved by the love the parents would show.

"Their compassion, the demonstration of love ... It was something that we hadn't had. I don't think our mother ever said I love you," she said. "But those parents embraced their children even when they had all the problems."

Velma said: "It was the love of God that transcends."



The three Carlson sisters who worked at Bethphage (back row from left), Selma, Thelma and Velma, along with siblings (front row) Nathalie and John.

Bethphage guests c. 1950.



SUMMER WORKERS

By the 1940s, summer workers became an important part of Bethphage's workforce because the practice allowed full-time staff to take vacations or help with the farm work at home during the busy season. David Dahl, a grandson of the Rev. K.G. William Dahl, worked at Bethphage in 1968 between his junior and senior years of high school.

"The first seven weeks I worked with the sisters and the other staff," Dahl said. "Then the last five weeks I took over (the) night shift which began at 7 in the evening and concluded at 6:30 the next morning, seven nights a week. I was the only staff in the building with about 62 men."

Summer workers also offered the opportunity to introduce people to a possible career area. In Beatrice, summer workers at Martin Luther Home worked in the school program during the teachers' vacation time. In 1973, the MLH News notes that summer meant "a chance to welcome and work with a group of college students majoring in education, human development and psychology." There were 12 students that year who worked in the classrooms and physical education.

The use of summer workers as substitute workers was discontinued as changes in regulations prompted the need for year-round, full-time workers to provide continuity of care.

April 1940

In the Annual Meeting minutes, the Martin Luther Home secretary writes: "The Home butchered 16 hogs and 4 beefs, much of which was cured. ... The milk is weighed after every milking (about 7,800 gallons)...20,000 eggs were produced; 900 dozen were taken to the store and traded for needed groceries."

It was spring cleaning time. That meant taking the mattresses outside and pounding them, washing the bed springs with water, and checking off a long list of other things that needed cleaning. It was followed by a white-glove test.

Lois Quinn wasn't concerned.

"I was a farm girl, and I worked," she said. "I knew what cleaning was. Sister Thelma (Anderson) put on a pair of white gloves and went up to the room where I was. She went to the top of the door sill and ran the glove and she didn't find any dirt."

That memory comes from early in Quinn's 39-year career at Mosaic at Bethphage Village in Axtell, Neb., the original campus of Bethphage. The work was sometimes hard and there were times of sadness and loss, but she stayed because of the people she served.

"I just loved doing what I did. ... The clients kept me here."

They also keep her coming back. Three days a week, Quinn visits as a volunteer over the

Cleaning windows at Martin Luther Home, c. 1965.



Lois Quinn assisting Bethphage guests (above and below, right).

lunch hour to spend time with long-time resident Carol Douglas.

"It takes her a long time to eat, and she enjoys somebody to give her attention one-on-one," Quinn said. "I wanted to keep in touch with this place."

Through the years, Quinn saw many changes. When she began, the residents were quite a diverse mix of people, many quite high functioning like her own grandfather who moved there when his health declined in his later years. At that time, the residents would often help on the farm and help in the kitchens. Over time, however, the campus became a home for people with more serious needs and all of that changed. Along with it, her job changed.

One of the biggest challenges Quinn remembers – and fought at the time – was charting everything that a guest did, from

what they ate to when they brushed their teeth and bathed – even their bowel movements. It was one of the many changes that came with government funding, but the hardest one was watching people leave when they had no choice but to move to community-based services in another state.

"They kind of prepared us for it. I remember having meetings and being told they were going to move so-and-so. That was heartbreaking. ... It was hard to see them go because we didn't know if people would accept them."

There was no doubt for Quinn that her work made a difference. She remembers one family whose daughter came to live on the campus when she was 21, and what her father said on one of their early visits to see her.

"He said that he and his wife were going on vacation and that this was the first vacation they'd had in 21 years. It makes you feel that your job is appreciated."

But appreciation wasn't her motivation. "It was just my goal to do the best I could and that was it."



A POEM

Just for Others

by Inez, pictured below, a Bethphage guest in the 1940s who had epilepsy.

Dear Father may I always be
the friend and no man's enemy,
And never judge those nearest me,
But share my joy with OTHERS.

May I in love and kindness grow,
Be kind to everyone I know,
And hold no hatred o'er my foe
But show true love to OTHERS.

May I be filled with thoughts all pure,
And walk the narrow way secure
Where only good things can endure,
And show the way to OTHERS.

If e'er I see a soul in need,
May I, then, do him a good deed,
And not be selfish, filled with greed,
But be a help to OTHERS.

And guide me so, I'll not compare
Myself with others anywhere
And think I'm better, help me, there,
To see the good in OTHERS.



December 1941

The Martin Luther Home News notes the shortage of building materials and workers due to the United States entering World War II.



Mosaic today

MOSAIC IN CONNECTICUT

Dawn has fit in beautifully with the Mosaic family since coming to receive services in 2008. She is a genuinely happy person with a great appreciation for all that is and has been done for her. She has a great love of music, dancing, and going to concerts.

It has been heartwarming for everyone to watch Dawn flourish, and her parents are thankful that Mosaic was the resource that made all the difference.



1943 – 1952

If it were not for the women

on staff, Bethphage and Martin Luther Home would not have survived. This was especially true during the staff shortages of World War II as workers were needed in war industries. Harvest season added additional challenges because it also meant canning season, when all hands were needed both at home and at Bethphage and MLH. Tireless dedication in the face of hard work defined the workers' attitudes.

Whenever a home at Bethphage was quarantined, that meant the workers stayed with the guests until the quarantine was lifted.

“Where do you hide your wings?”

That was the question Iva Kaiser said she asked the sisters who served her son for years at the Bethphage campus in Axtell, Neb. She was so impressed that she began to see herself and her husband as “second parents” as the sisters took their place, offering loving, compassionate care.

It was 1949 when Kaiser and her late husband Roy took Jim to live at Bethphage. She had been writing letters for three years, imploring the Rev. Arthur Christenson, the director, to find room for her son.

His response was always apologetic, but the same. “We have no room.”

The family was facing multiple challenges at the time. Roy Kaiser was beginning to lose his sight, and his ability to care for Jim was limited. Roy Kaiser’s brother Bobby also had severe disabilities and the family was trying to find a place for him as his parents aged.

The Kaisers tried placing Jim in a state-run institution but took him home after their first visit, when they found him nearly emaciated because of poor care.

Finally, there was a spot for Jim at Bethphage.

“We knew when we visited,” Iva Kaiser said, “this is heaven.”

The sisters “were so loving and caring, we knew this was the spot for Jim. Of course, we felt sorry for Roy’s mother that she couldn’t have Bobby there, too.”

Over the years, the Kaisers drove from Omaha as often as possible to visit Jim. They became friends with other families of Bethphage residents. Iva Kaiser said that even though it was hard to have Jim so far away, placing him at Bethphage “turned out to be the best thing.”

Today, Jim lives in a small community with a host family in a setting similar to foster care. While it is far different from the campus, Kaiser said she knows Jim is happy. She is pleased that he has more people to consider part of his family, people

who know, love and understand him, just as the sisters and others who worked on the campus did for many years.

Those who provide care for people with disabilities “have to have a real heart for it,” she said. “The people at Bethphage and Mosaic know that we all answer to someone higher than ourselves. I think that being church-related helps you keep in your mind that I am not only doing this for my child but I am doing it for God.”



Jim (in wagon) was the middle child of Roy and Iva Kaiser.



(Above) In 1999, Jim Kaiser celebrated 50 years of receiving support from Bethphage. (Below) Jim tries skiing on vacation in Winter Park in 1996.



Julie Klinger (left) with staff member Yvonne Dimmett.

LIVING LONGER

In 2011, Julia Klinger celebrated her 95th birthday in Bloomfield, Conn. At the time, she was the oldest person to receive services from Mosaic. She had been receiving Mosaic supports for nearly 25 years, after moving out of a nursing home where she had lived with her mother until her mother’s death. She died later in 2011, but her story highlights one aspect of the changing nature of disabilities services: people with intellectual disabilities are living longer than ever before and supports that recognize their unique needs are growing.

The number of adults with intellectual or developmental disabilities age 60 years and older is projected to nearly double from 641,860 in 2000 to 1.2 million by 2030.

Currently, many of those people live with aging parents or, like Julia, have lived in nursing homes that do not address their unique needs.

Several Mosaic locations have created programs that focus on leisure activities and skill retention for an aging population. Activities such as cooking, low-impact exercise, arts and crafts, games, safety training, community outings, volunteer opportunities, and celebrating holidays and current events are meant to help people maintain their skills and mental focus.

As they have from the beginning, Mosaic’s services will continue to evolve to find new ways to meet the needs of the people served.

May 1944

Martin Luther Home Day is canceled due to a shortage of volunteers. The newsletter reports “workers in the Home are trying desperately to do the work required. Four lady workers are trying to do the work which should be spread among at least seven workers. These four faithful lady workers cannot possibly stand up for long under the excessive strain without seriously impairing their health.”

Anna Danielson was the perfect lay worker, according to the “Morning Thought” column in the summer 1999 issue of the Bethphage Messenger.

Robert Turnquist, former director at the Mission, quoted Sister Julianne Holt, former directing sister, as saying she wished she had more Anna Danielsons because “Anna had no husband or children or grandchildren for excuses, but will accept most any assignment willingly.”

Knowing that reputation, the one summer her niece, Linnea Graen, worked at the Mission, she made sure she didn’t embarrass her aunt.

“I tried to work very hard because I was the niece of Anna Danielson,” Graen said.

“She had always told me about the summer girls that came and how much fun they had,” Graen said. “She had written me and asked if I would come and stay. The summer girls stayed on the top floor and she said ‘they raised the roof sometimes.’ So I did come the summer of 1953 after I graduated from high school.”

It was Graen’s first summer away from home and she worked as an assistant in the kitchen.

“The farm was in existence at that time,” she said. “They would milk and bring the cream and we could eat the vegetables from the garden. We would cook wonderful meals with pure cream.”

She enjoyed working beside the guests who helped in the kitchen.

“They tried to get the people to work to their highest ability level,” she said. “We would visit some of the people who were harder cases. I knew that I was in the right place in the kitchen because I knew I couldn’t care for them.”

Graen and some of the other ‘summer girls’ became Bethphage representatives to local churches and groups. “There were six or eight girls that lived up on the top floor and we would go out and present programs,” she said. “We’d go out and sing or talk about Bethphage.”



Summer workers often helped prepare meals for Bethphage guests.

Graen grew up, as had her aunt, in an Augustana Synod Lutheran church. They had always heard of Bethphage and her aunt had a strong desire to work there. However, family duties would not allow her to leave her home in Royal, Iowa, until she was 48.

“She had stayed home and taken care of her mother until 1950,” Graen said of her aunt. “She was free then to go to Bethphage and work.” She stayed at Bethphage for 18 years until she retired.

While Graen knew her aunt to be kind and loving, only after Danielson died did she realize the extent of her giving character. In a note from Robert Turnquist, he said that when there

were special collections for missions or some other worthy cause, “Anna would put in her entire month’s pay. ... She did it very quietly and no one else was aware that she deprived herself of personal things in order to share with those who had greater needs.”

“When she died we realized how many people she had given money to,” Graen said. “She didn’t make a lot of money at Bethphage, but somehow she managed to save money. She was very frugal.”

Except with her love and charity.

LASTING IMPRESSIONS

A visit to Bethphage or Martin Luther Home often stayed with people, especially impressionable young people. Mary Rudd Monson’s 1950s encounter with Barbie Lute at Bethphage, when Monson was a teenager, was an eye-opening experience she never forgot.

Barbie, who lived with hydrocephalus, or water on the brain, greeted visitors to Bethphage. She had come to Bethphage as a 7-year-old after her mother died. When Monson met Barbie, she was in a crib. Barbie grabbed her hand and said, “I love you. Do you love me?”

While her first encounter with someone who had serious disabilities was both disturbing and touching, Monson, who grew up in Illinois, was comforted knowing the church and Bethphage were lovingly caring for individuals with special needs.

Barbie led a full life on the Axtell campus and, following 38 years there, she moved to a Bethphage community program in Minden, Neb. There, she lived more independently and helped at a workshop nursery. She died in 2003.

A 1996 article about Barbie in the Bethphage Messenger described Barbie as “someone who brightens the life of each person around her.”



Barbie Lute was served by Bethphage for more than 40 years.



December 1944

“A Miracle of the Prairies,” a story of the Bethphage Mission at Axtell, Neb. by Rev. Arthur A. Christenson, is published.

The men and women of the Bethphage Diaconate were few, but their impact was mighty.

Without the dedicated service and long hours of the deaconesses and deacons – called “Sister” and “Brother” – Bethphage Mission likely would not have survived the financial challenges of the 1930s or the labor shortages of the 1940s.

“These women who became sisters gave their lives to serve the handicapped and elderly,” wrote Mary Elizabeth Johnson, a Bethphage guest for more than 40 years. “Their main concern was for our well-being, that we have good nursing, food, clothing to wear, a nice place to live, and to learn of Christ’s everlasting love for us. They gave me a living faith that took me through the many storms of life.”

With their distinctive clothing and a presence in every aspect of Bethphage, the sisters have a home in the memories of nearly every person who visited the Mission up until the 1960s. There was nothing in the work of Bethphage that was foreign to them.

While the few consecrated brothers tended to the mechanical and maintenance issues, the sisters did everything from bathing and feeding the guests, to laundry, counsel and almost anything else required.

“All the sisters worked for our welfare,” Mary Elizabeth wrote. “During the dark years of the ‘30s after their day’s work was finished, the sisters would carry water to the trees to keep them from dying. Today Bethphage has



The deaconesses clothing style evolved from this early photo.

beautiful trees on the grounds. When I was a child and a teenager, I didn’t show appreciation for the long extra hours of unselfish love they gave to us. They went beyond their call of duty for us.”

A niece remembered Sister Ellen Lindgren on occasion bringing children from the Mission along on the rare weekend visits to

her home in nearby Bertrand, Neb. From a 1944 letter, Sister Ellen described a little of the day-to-day life:

“Now for a bit of news. Yesterday the children were moved to Bethel. One little fellow was sick so they called the doctor and he said it looked like measles and sure enough, today two more had it. Doctor has quarantined Bethel – workers are staying there too. Isn’t that the thing. ... It is bad enough when they get it in a private home but when it breaks out at a place like this it’s awful. I hope the workers don’t get sick.”

Another of the sisters, Esther Wallin, came to Bethphage from Massachusetts. In 1944, her brother-in-law, the Rev. Mallard Nelson, visited. In a lengthy letter to his congregation, he described what he found. About the sisters in general, he wrote: “Their white



Several of the Bethphage deaconesses, along with others, c. 1950.

gowns looked immaculate and that was true of Esther and all the other sisters. To me everything looked so clean and well-kept everywhere. ... I marvel at the cleanliness everywhere.”

After touring the entire campus with Sister Esther, he added:

“I was truly moved as Esther came to each one and how, in love, placed her hands on all as she passed by. And then a word here and a word there, some word for each one! Didn’t Christ do exactly that?”

“I honestly believe that Esther’s life work is at Bethphage. She is in the Lord’s will. I could feel it and see it as I had been by her side practically all day. When I was ready to leave she said, ‘I wish you could stay longer but I have no desire to go back home with you to stay.’ To me that was a confirmation of the fact that Bethphage was her place, God selected and God appointed.”



Sister Aurora Swanberg (front center) and the Bethphage deaconesses in the 1930s.

CONSECRATED LIVES

The Rev. K.G. William Dahl envisioned Bethphage as an institute where the workers were consecrated men and women, known as deacons and deaconesses. They would be addressed as Brother and Sister. They would vow faithfulness to God’s word and to Bethphage, and obedience to their superior in the Bethphage Diaconate and to Bethphage leadership. Their vows were not permanent and they could leave if they chose.

The first candidates to join the Bethphage Diaconate were Edna Palmblade and Carl Martinson. They applied in 1914 and were sent to the Ebenezer Institute in Brush, Colo., for training. The first person to be consecrated into the diaconate, however, was Aurora Swanberg, from nearby Holdrege. The symbol of their consecrated life was a solid gold cross inscribed “Hebrews 13:3,” the scripture verse that referred to remembering people who are in bonds.

During its existence, a total of 27 women and men served as Bethphage deacons and deaconesses. In 1988, Sister Ethel Larson was the last member to die. Robert Turnquist lived until 1999, but had earlier resigned from the office of deacon.

Writing in “Heart of the Hill,” Turnquist said: “The female Diaconate of Bethphage flourished in a day when it was generally accepted that the place of the wife and mother was in the home. ... The Deaconess community proved to be a desirable place for many women who wished to give themselves in service to the Church ...

“We must never forget the debt which Bethphage owes to the Sisters and the Brothers for their magnanimous gifts of themselves. ... They were the stuff and substance of Bethphage.”

June 1945

The Martin Luther Home News reports, “For a year the Home has been without a teacher. The greatest need of the Home at this time is workers – more workers.”

Before he even entered seminary, the Rev. David deFreese's theology was forming through the people served by Bethphage and Martin Luther Home.

It was a good start. Rev. deFreese later served as bishop of the Nebraska Synod for 12 years.

"The Church is to be the place where everyone is embraced," he said. "In a world that draws a circle to keep people out, Martin Luther Home and Bethphage drew the circle to bring people in."

Rev. deFreese was quite young when he learned of Bethphage as a place that "cared for people who just did not fit in society at that time." In his teen years, he spent time there on church youth retreats. He later spent a summer as substitute for the Rev. Charles Pollard, chaplain at Bethphage. While studying special education in college, Rev. deFreese also worked at Martin Luther Home, assisting the Rev. Richard Fruehling, who was chaplain.

"My experience of both Martin Luther Home and Bethphage is the best of what it is to be the Church, the Body of Christ," he said. "Parents struggled with things they could not articulate because there are no easy answers. But how wonderful that there is a place to give them the ability to voice it and then to struggle alongside of others, hopefully to hear a gracious note that your child is good and valued."

It is that model of service that Rev. deFreese witnessed in his first experience with Bethphage. It looks "beyond the mental or

physical and is able to relish the person." That was evident on his first visit where he saw that people who could not get out of bed still were dressed every day, a sign of the God-given dignity that covered their life.

"Part of the joy of Mosaic, I believe, is that you do the basics: help a person live as best as they can live," he said. "I am not sure that is any different from the calling to be the Church. The joy is that the focus stays on relationships in the midst of the complications of the world."

Like a circle, Rev. deFreese's life has led back to Mosaic where he now works as vice president of church relations. In that role, he is drawing church congregations to get involved on a deeper level with the organization.

"I just think it is joyful to be able to make a difference," he said. "When you serve and you give of yourself for the good of others, it is

amazing how you lose yourself. ... Mosaic offers the opportunity to lose yourself and gain everything, just as Jesus said."



MODEL OF SERVICE

Matthew 25:35-40



"For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you



clothed me, I was sick and you looked after me, I was in prison and you came to visit me.

"Then the righteous will answer him, 'Lord, when did we see you hungry and feed you, or



thirsty and give you something to drink? When did we see you a stranger and invite you in, or needing clothes and clothe you? When did we see you sick or in prison and go to visit you?"



"The King will reply, 'Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.'"

1945

The Martin Luther Home Board of Trustees conducts a report on the status of operations, finding the physical site and equipment are inadequate, pointing to the need for a new building.

Her name is Lindsey Johnson, and she is a bowling champion in her home state of North Dakota.

Her grandparents are among her biggest fans.

They were especially prepared to recognize the gifts Lindsey would bring to their family when she was born with Down syndrome.

Dr. Joel Johnson and his wife, Jill Nyquist Johnson, grew up in Axtell, Neb., and welcomed Bethphage residents as friends in the larger community.

“When Lindsey was born, we thought, ‘We know a lot of people with Down syndrome,’” she said. “We thought it was a very sad event for her and our family, and it is, but of all our grandchildren, she’s the one who most influenced us to be better people.”

Lindsey helps put their priorities in focus, Joel Johnson said.

“There’s no question in my mind that she’s one of our grandchildren who taught us what’s important.”

Bethphage might have had the same effect on Axtell. Long before communities aspired to be inclusive, the Johnsons marveled at how Bethphage’s guests simply joined in community life.

“Which came first, the community or Bethphage? Perhaps it was born of the idea

that, with so many good people there, it would thrive. Or they placed it there, and then the people became better. Axtell is better because of Bethphage,” he said. “When all is said and done, it takes special people.”

His father, the Rev. Dr. A.J. Johnson, led the Bethphage board in the early 1950s. After he died, Joel’s mother lived at Bethphage with the sisters.

He recognized how far ahead of the times Axtell and Bethphage were when, as a state senator from 2002 to 2008, he learned about

institutional care for people with intellectual disabilities. He followed the trends as institutions transitioned to community-based care.

“It dawned on me that the reforms being implemented already had been enacted by Bethphage nearly 100 years previously,” he said.



VOLUNTEERS ASSIST

It would be impossible to number the volunteer hours that have been given to Mosaic since its founding. The first formal volunteer association was called the Tabitha Society, which began on Jan. 30, 1914. Lillian Dahl, wife of Bethphage’s founder, the Rev. K.G. William Dahl, served as its first president.

The Tabitha Society was not limited to members of a particular church but was an organization of women from the community. The concept spread to states as far away as New York, Michigan, Illinois and Washington as local churches also formed groups to support Bethphage Mission.

As Tabitha membership dwindled in the 1960s, a reorganized, informal group was formed to replace it. Called Volunteers for Bethphage (a name quickly shortened to V-Bees), the group was formed in 1968 with 66 people signing up. Women were asked to volunteer their time whenever they could to help at the Mission. They wore smocks with an embroidered badge designed with a smiling bee poking its head through a large V. Other badges were added that indicated the number of volunteer hours given. V-Bees often assisted with arts and crafts.

During the 1970s, individual V-Bees and their volunteer activities were featured monthly in the Bethphage Messenger – along with a favorite recipe. Like their predecessor organization, the V-Bees numbers eventually dwindled and the volunteer group ended.

Across Mosaic today, volunteers offer thousands of hours annually, helping with everything from maintenance and arts and crafts to special events and fundraising.



The V-Bees provided countless hours of help, both assisting guests with crafts and other tasks, and making items for guests to use or to sell to support Bethphage.



Nov. 10, 1946

John Evers from Seward, Neb. is called to serve as Martin Luther Home superintendent at the meeting of the Board of Directors. His main concerns were the subject of relocation and meeting the increasingly stringent demands of the State Board of Health. Evers served as superintendent until April 1951.

Today, Charlie was going to do it.

With a look of determination on his face, despite physical and intellectual limitations, he was going to walk completely from one end of the room to the other.

An Axtell, Neb., high school student, Raul Saldivar, stood by to offer assistance. He watched the seriousness with which Charlie took his physical therapy sessions, and he became inspired to pursue his personal best.

Saldivar realized he wanted to be like Charlie, who became a mentor.

“When I thought about the difficult challenges that we each face, and the way Charlie faced

his, it was a huge lesson for me. If I ever felt sorry for myself about what I could not do or could not have, I looked to Charlie and how he approached life. So, that’s the way I approached life,” Saldivar said.

Working with Charlie led Saldivar to choose special education as a college major. He also used Charlie’s example to excel at wrestling. His work ethic included being the first person at practice and the last to leave.

“I was in athletics during the time I worked with Charlie. To see someone with multiple disabilities work so hard definitely influenced my life,” Saldivar said.



Raul Saldivar (left), early in his career, on a camping trip with guests from Bethphage.

Over the years at Bethphage in Axtell, Saldivar served in many capacities. He mowed lawns, hauled trash and drove the bus to summer camp.

As a professional staff member, he built up more sweat equity by climbing Mount Kilimanjaro as a fundraising effort to benefit Mosaic. The climb netted \$20,000, and Saldivar saw the outcomes in group homes started for Mosaic’s international program.

“To see the smiles on kids’ faces and how much they’ve accomplished,” Saldivar said, “it’s hard to measure that. It’s life-changing to see the impact you’re having on people’s lives.”

Saldivar invested his entire career with Bethphage and Mosaic, rising to the position of chief operations officer and chief integrity officer. He highly recommends connecting with the organization he joined 40 years ago.

“Your relationship with Mosaic will be life-fulfilling,” he said. “It will provide you with unique insight into the way people live and work. I am thankful every day that I’m able to support an organization that not only is within my Christian values but that amplifies those values. To receive an opportunity to combine professional and personal values and to make a difference in the world, it’s hard to put into words how much that means.”



The Lind Center front entrance.

THE LIND CENTER

The Lind Center is Mosaic’s national headquarters in Omaha, Neb. Originally built as Bethphage’s headquarters, it was dedicated Jan. 25, 1992. The building is modeled after the design chosen by the Rev. K.G. William Dahl for Bethphage Mission in 1916.

The Lind Center is named in honor of Svante and Anna Kajsa Lind, Swedish immigrants who settled in Phelps County in 1879, not far from where Bethphage was later founded in 1913. A plaque in The Lind Center’s lobby states: “Their descendants have been significantly involved in the formation and development of Bethphage Mission and continue to affirm and support it as a serving arm of the church.”

Among those descendants is Ruth Lind Scott who, with her husband, William, made a substantial leadership gift toward the construction

of The Lind Center. Former President and CEO David Jacox called The Lind Center “a fitting tribute to a devout pioneer Lutheran family and their descendants who have faithfully served and supported Bethphage and the Lutheran Church.”

One wing of the 21,000 square foot building houses the offices of the Nebraska Synod of the Evangelical Lutheran Church in America.

A prominent feature is the Pastor K.G. William Dahl Chapel. Many rooms carry biblical names such as Berea and Carmel, following the tradition of naming buildings in that manner on Bethphage’s Axtell campus. Other rooms are named after generous donors, such as the Palmer Room, named for



The Paul Hultquist Library.

Max and Elayne Palmer, the Swanson Room, named for the Rev. Dr. Rueben and Darlene Swanson, the Nelson Room, named for Carl Nelson, and the Paul Hultquist Library.

January 1947

Board members of Martin Luther Home Society and officials from Bethphage meet with Immanuel of Omaha to determine if they should coordinate services. It was determined that Bethphage would serve people with great physical needs as Martin Luther Home didn’t have the facilities to do this and MLH would serve people with intellectual disabilities who are “teachable.”

Connie Daugherty Koenig traces her life's path to a couple of spring break trips as a teenager.

Those service trips, to the Bethphage campus in Axtell, Neb., transformed her, she said.

She arrived on campus with her youth group from Zion Lutheran Church in Rockford, Ill., led by the Rev. Denver Bitner, now president and chief executive officer of Lutheran Social Services of Illinois.

She noticed a freedom of expression in Bethphage's clients that seemed so different from her own adolescent feelings of awkwardness and lack of confidence.

"Here were these people who had no misgivings about trying to be someone they were

not," she said. "They knew their limitations and did not attempt to be anyone else."

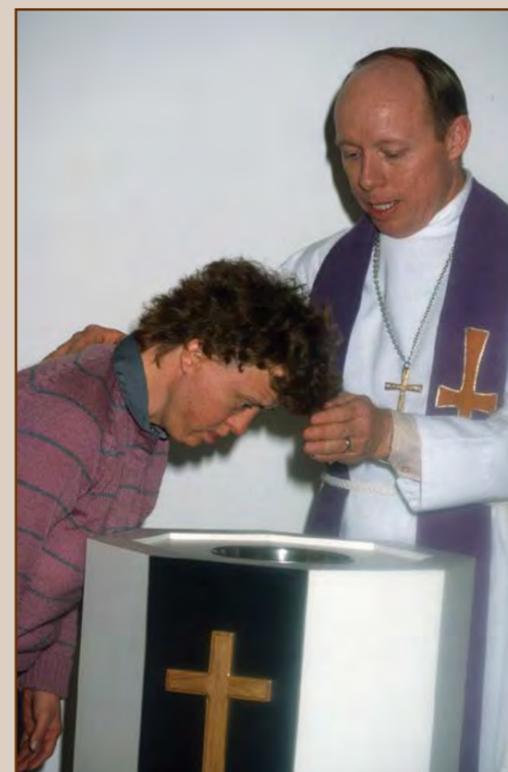
Koenig returned to Bethphage as a youth group leader guiding other teens in service projects and learning. They held a sock hop, celebrated a birthday, used toothbrushes to clean the bricks in Zion Chapel and painted playground equipment. At night, they studied the Bible.

They attended Easter services with Bethphage clients, including some who were wheeled into the chapel in beds. They gave the nickname "Singing Bird" to a resident confined to her bed who continuously sang praises to her Lord and Savior.

"This is what heaven must be like," she thought. "Enjoying each day with what God has given you."

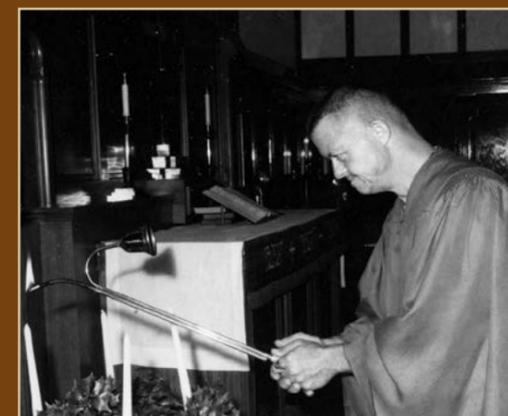
After her Bethphage experiences, Koenig developed a passion to show young people Christ's love. She works with high school students in Young Life and her church's youth ministry.

For anyone considering volunteering at Mosaic today, Koenig's advice is not to



A baptism at Martin Luther Home.

hesitate. "It's life-changing, and you don't want to miss this opportunity. At first glance, it might scare you if you've never been around anyone who is different from you. But the love and joy will change you."



An advent candle-lighting and a Christmas pageant at Bethphage.



THE GOSPEL ALIVE

The Church is at its best when it interprets the gospel through ministries like Mosaic. That was the message the Rev. Ted Youngquist preached when he represented the ministry (then Bethphage) at churches in northern Illinois. "This is the church's business and this is what the gospel is all about."

Rev. Youngquist was retired from parish ministry and, although he lived in Wisconsin, traveled to Illinois to affirm and encourage giving from individuals and the churches. With his wife, Marion, the couple believes that, although ministries like Mosaic receive government funding, the government is not the solution.

"The Church is a 24-hour agency," Marion Youngquist said.

"In the big picture, when you think about the United States and the politics, (Mosaic) plugs along," Rev. Youngquist said. "It is like the man and the boy walking on the beach and the boy throws a starfish in the ocean. It makes a difference for that starfish. ... It is not the fact that (Mosaic) is making a great impression on the whole United States, but for thousands, it has made a tremendous difference."

"I think the local Lutheran churches have to know that this is the work going on in their name."

September 1951

Through discussions with the American Lutheran Church Board of Social Action, Martin Luther Home decides to specialize in training children and youth with intellectual disabilities. New admissions must be between age 6 and 16, have an IQ between 40 and 70, be toilet-trained and be able to walk.

Micki Lynch remembers earning \$10 a month in 1946 as a summer worker at Bethphage – with a \$10 bonus if she stayed the entire summer.

“We were really fortunate that we got to work there,” said her sister, Anna Lee Burris. “There weren’t many jobs. It was a privilege for us to get to work at Bethphage. That money that we made was a lot of money for us. That helped buy your school clothes.”

Lynch and Burris, along with their sisters Lucille Evers and Marji Steinkruger, all worked at Bethphage during the 1940s. They were then the Bebensee sisters, growing up in Hildreth, Neb., about 15 miles from Axtell. Lucille, the oldest, worked there full-time for several years beginning in 1940. The other sisters worked summers; the twins Micki and Marji in 1946 and 1947, and Anna in 1948 and 1949.

The sisters’ memories have similar themes, including their love for the other “sisters” (members of the Bethphage Diaconate), hard work, getting to know guests and fun times.



The Bebensee sisters (clockwise from top), Lucille Evers, Micki Lynch, Anna Lee Burris and Marji Steinkruger, all served as Bethphage Ambassadors.

The experience formed a lifetime connection with the organization as each sister, decades later, served as a representative to their church congregations as Bethphage Ambassadors.

The younger girls felt the good work done by their oldest sister helped them get the jobs. “We had to prove ourselves, too,” Burris said. The deaconesses had high expectations. Evers’ daughter, Terri Kallio, remembers her mother telling of having to refold towels.

“Mom said she had to fold the towels for the cabinet, and Sister came along and pulled all of those towels out of the closet because that wasn’t the way for them to be folded,” Kallio said. The lesson was well-learned because, to this day, the Bebensee sisters still fold their

towels the way they were taught at Bethphage.

Steinkruger remembers the deaconesses teaching her to set a proper table that included several pieces of silverware, a skill she passed on in her own family.

While they knew the deaconesses had high expectations, they also felt great affection for them. Evers gave her daughter the

middle name Julianne in honor of Bethphage’s Sister Julianne, who became directing sister in the 1940s.

The various guests left impressions as well. Lynch remembers the young woman who could identify someone



Bethphage Ambassadors were liaisons who shared information about Bethphage and raised funds for Bethphage in their home churches. More than 100 people served as Ambassadors between 1995 and 2004.

before the person got near from the sound of their walk. Steinkruger remembers the girl who kissed her hand and said, “I love you.” Burris remembers that “even if they couldn’t talk to you, they were always cheerful.”

“When you talked to the guests there, their philosophy was God put them on this earth as who they were and all they were doing what was God wanted them to do,” Steinkruger said.

“The Lutheran religion was so deep there with the guests,” Lynch said. “I’ve always felt that a big, big part of Bethphage was the strength of God’s presence.”

Bethphage guests in the 1940s.



PERSONAL CHOICES

A good life looks different for everyone. It can mean relationships with friends and family, getting out in the community and having fun, and having plenty of opportunities to try and experience new things. It might mean living and working where you want or engaging in meaningful activities that reflect personal gifts and talents.

In 1993, The Council on Quality and Leadership (CQL) published the Personal Outcomes Measures®. That same year, Mosaic began using them as a way to focus on closing the gap between what people currently have in life and what they want the future to look like.

Personal Outcomes Measures® consist of items such as personal relationships, community participation and inclusion, dignity and respect, rights, health, safety and personal choices. They provide a means of determining what each person supported by Mosaic values in their lives and represent the major goals people have for themselves.

Mosaic uses annual interviews with the people served and those close to them – like family members and guardians – to gain this information. It is then used to guide planning for what supports Mosaic will provide to the individual.

There are 22 specific outcomes that are measured. CQL publishes only 21, but as a faith-based organization, Mosaic added an outcome specific to people expressing their spirituality in 2005.

From the earliest days, Mosaic has sought to help people live a better life. Personal Outcomes Measures® help make certain it is the life they desire.



1952

Bethphage’s Home Bethesda is completed. It is the first building to be fully equipped to serve in a hospital-like capacity and includes ramps and an elevator for those with physical disabilities. At \$185,000, it was the most expensive capital outlay in Bethphage’s history.

Randahl Lindgren has a unique vantage from which to view Mosaic's history.

He remembers a perch inside Zion Chapel's clock tower on Bethphage's campus in Axtell, Neb. There he watched his dad Emerald, who ran a local TV repair business, maintain the clock works with "ratchets ratcheting and flywheels flying."

He also remembers the Bethphage pavilion and the summer concerts where he and his dad played trombone in the community band and their Sousa marches were rewarded with homemade ice cream.



Zion Chapel facade.

Lindgren's roots to Bethphage come from his mother, Miriam Dahl Lindgren, daughter of Bethphage founder the Rev. K.G. William Dahl.

Dahl forms the second syllable of Randahl, and the unusual spelling often prompts discussion.

"I'm always proud to say where the 'h' came from," he said.

Lindgren and his wife, Anita, named their son, Kjell, for Rev. Dahl. They also have a daughter, Niki.

"During my time growing up in Axtell, so many personalities were very well known in the community because of their unique presence. It was quite a phenomenon for those who lived there and those who visited to see these people who were very simple and very committed to their faith. It's a testament to Bethphage's goals," Lindgren said.

One young man who lived at Bethphage, Art, exuberantly held a baton and stood beside band conductor Earl Freeland during those summer concerts. "Earl was a pillar of the community," Lindgren said, "and Art was always right beside him."

Witnessing this inclusion, he said, affirmed for him the civil rights and equality of the people Bethphage served. "I see Bethphage and Mosaic as taking that concept to its highest echelon in giving people opportunities. That's its highest achievement: to integrate people into the towns and cities where they live as productive members of society. A lot of the people have jobs and are better for it. They feel good about that, and good about themselves. It fills a huge need and, obviously, in 1913, it did as well."

Lindgren admires Axtell, which welcomed Bethphage with open arms. Residents became fixtures in the community. "It's a Christian organization that is available to give so much to so many people," he said. "Not only those who require the assistance, but those who give it. I think that is tremendously rewarding for donors or those giving care or receiving it. It is a blessing that God has

provided, and we're so pleased that it has worked out so beautifully all these years."

As the hands of Zion's clock continue to turn, Lindgren is proud of his family's heritage and Mosaic's future. In a Bethphage memoir, he wrote of Pastor Dahl:

"It was later in life that I realized the magnitude of the vision and focus of my grandfather. I always felt humbled, somehow, in the presence of the obelisk tombstone which towers above the others in Bethphage's cemetery. It seemed strange, as a lad, to see that thirty-something face of Pastor Dahl's portrait hanging on the wall in various places. How could someone so young be my grandfather? Indeed, how could someone so young achieve so much in so little time? In the 17 years from his arrival from Sweden, to attend college, serve three parishes and nurture the vision of Bethphage as we see it today. He is happy."



PROMOTING RESPECT

Ask a person who is blind how often other people raise their voices and talk in exaggerated tones. Ask a person whose stride is uneven due to a disability how often other people speak to him or her slowly or in child-like tones. Ask a person with intellectual disability how often other people try to make decisions for them. These are common real-life occurrences. They are not done by people seeking to act in hurtful or disrespectful ways. But the actions are disrespectful and can be hurtful because they highlight a disability rather than acknowledge a person.

Every March, Mosaic observes National Intellectual and Developmental Disabilities Awareness Month. The goal is to help others see the abilities of the people Mosaic serves and help them become included and involved in their communities.

Each year, Mosaic chooses a different theme for the month. The themes focus on inclusion, respect and ability.



January 1952

The Martin Luther Home News announces that Society members voted to move the Home to Beatrice. The vote is close. Of the 1,460 ballots mailed, 495 are returned with 272 members voting for the move.



Mosaic today

MOSAIC IN DELAWARE

Shilho has held a job at a bank for more than a decade. Not only does this job give her the income to do the things she wants, it also gives her pride, self-confidence, independence and a meaningful support network in which she is accepted and respected.

Shilho's next goal is to live independently. Mosaic staff are helping her achieve this goal, giving her a bedroom with a private entrance and a kitchenette, so she can work to master the skills needed to live on her own.



1953 – 1962

An era of change begins

at both organizations. After repeated problems with its old building in Sterling, Martin Luther Home moves and is reborn in a new facility in Beatrice. The state-of-the-art school gains national attention in disabilities circles. Bethphage erects the last of its iconic, Swedish-inspired buildings.

What did not change, however, was the ever-present joy that blanketed Bethphage and Martin Luther Home.

Bethphage guests enjoy a sunny afternoon activity.

Beatrice Wilson believes it was an angel who gave her the strength to send her son David, a sweet 6-year-old, to live on the Axtell, Neb., campus of Bethphage.

She vividly remembers a moment in a grocery store, feeling alone and telling herself, 'I can't do this.' Wilson heard a voice encouraging her.

"There was no one around when I heard that voice. I know it was my angel," she said. "Sending him was the hardest thing I have ever done. He had never cried, but when I handed him over and he sensed that I was going, he started to cry and cry and cry and I had to peel his little hands off my neck. I thought, 'What kind of a mother am I to give him away?'"

But years later, Wilson says she has no bad memories because staff members were so good to her son. As a widow with three other children, Wilson was grateful to have caring people watching over David.

"One of the aides wrote me shortly (after David went to Bethphage) and said he had croup, and she stayed with him, awake all night watching him," Wilson said. "So I was not worried that he wasn't going to get care. I knew he would be well-attended."



While he lived on the Bethphage campus, David (right) was inseparable from his good friends.



Wilson had become familiar with Bethphage as a child through the Augustana Synod. Her father, Conrad Bergandoff, was a leader in the synod. She remembers being a member of the Junior Mission Band as a child and helping to support Bethphage by going door-to-door, trying to get donations in exchange for little red plastic hearts.

After being widowed, Wilson became a licensed practical nurse while raising her family. During the summer, they would take trips from their Wisconsin home to visit David. Those trips were special, a highlight for the family. She remembers the hospitality of the deaconesses.

"The sisters were wonderful," she said. "When we went down and stayed for a few days to visit him, they were almost servants. They wanted to keep you fed and happy."

Visiting David was wonderful, but leaving was always hard. When David sensed the family was getting ready to go, he would lock himself in the car. Once he could finally be coaxed out and the family was leaving, he would run after them.

"We watched him in the rearview mirror and he was running behind the car," she said. "He got smaller and smaller in the mirror and then finally realized, 'I guess I'm not going.'"

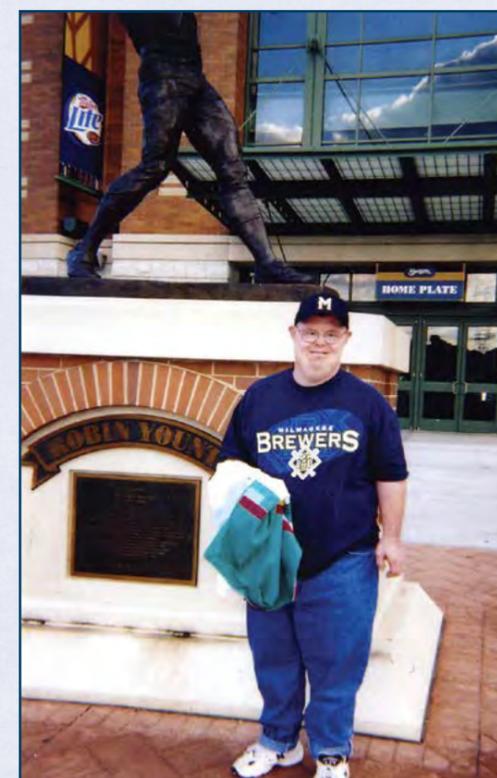
As a young adult, David moved to community-based services in Omaha, eventually moving into a host home with a family. As he grew

older, he began to socialize more and got to know many people in his community. With the help of Bethphage and then Mosaic, he traveled to spend time with family. It was on a trip to visit his brother in 2009 that David suddenly died. Wilson remembers the last time she saw him.

"He hugged and hugged and wouldn't let go," she said. "He knew something."

The church was packed for David's funeral. There were family members, friends from his days on campus and friends from his life in the community. He had touched many people in his life.

Bethphage "was like a second home," Wilson said. "Some days it felt like I was the second home as he got older. I was always glad, though, that I knew I wouldn't have to worry about him."



David outside Miller Park, home of his favorite team, the Milwaukee Brewers.

ENSURING QUALITY

For 100 years, Mosaic has been committed to quality. Ensuring the health, safety, welfare and protection of people has always been a key focus. In 2004, the process of ensuring quality changed dramatically with the introduction of the Basic Assurances[®] by The Council on Quality and Leadership.

For many organizations, simple compliance with licensing and certification standards has been the measure of quality. These standards, however, are the bare minimums to ensure the health, safety, and welfare of people. The Basic Assurances[®] provide a more in-depth look and take quality a step further by asking how these systems affect the people supported.

Mosaic has developed a two-step quality assurance and enhancement process. All locations do a self-assessment of systems and practices as measured against the Basic Assurances[®]. This is followed by a visit by a Mosaic staff member from a different location to validate the assessment. From this, ongoing quality enhancement goals are developed for each location based on their unique strengths and needs.

Mosaic's commitment to quality was recognized by CQL when, in 2006, Mosaic was the first organization worldwide to receive a Network Certification for ensuring quality through the implementation and monitoring of Basic Assurances[®].

July 1953

The Rev. B. C. Wiebke from St. Paul Lutheran Church in DeWitt, Neb., is appointed acting superintendent of Martin Luther Home.



Donald Boyer

Rev. Wiebke serves several months until the arrival of the newly appointed superintendent, Donald Boyer of Pittsburg, Pa., in the fall of 1954.

Gloria Ebb-Petersen remembers a childhood visit to Bethphage.

Her association and support of the organization, now Mosaic, has been lifelong. As a girl, she traveled to Bethphage's campus in Axtell, Neb., for a church-sponsored tour.

"I remember so well what an emotional impact it had on me and what a good experience it was," she said.

In her hometown of Wausa, in northeast Nebraska, she attended Thabor Lutheran Church, founded by the Augustana Synod. Supporting Bethphage was part of the church's mission.



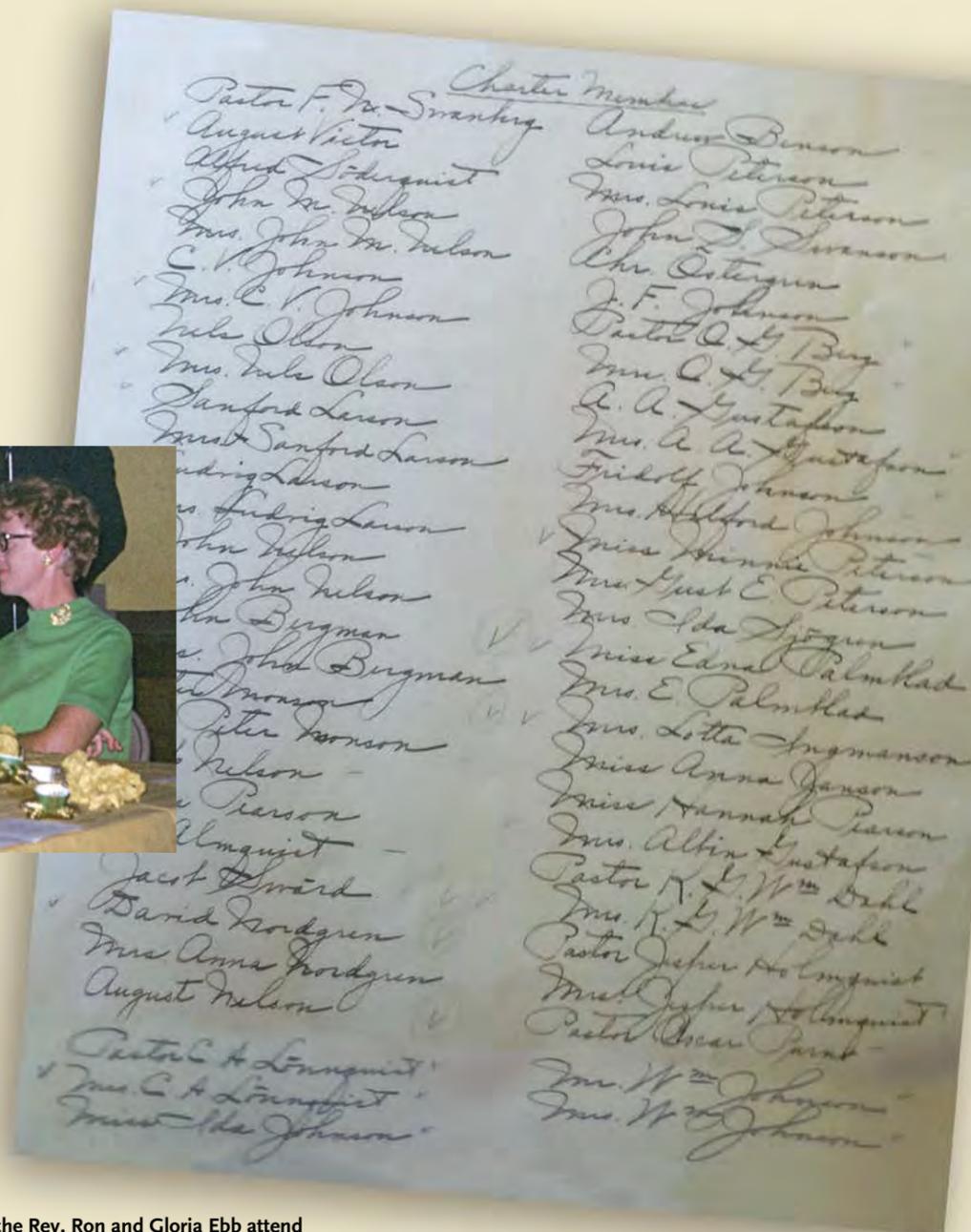
Later, her husband, the Rev. Ron Ebb, served Bethphage as a board member and interim executive director. The Ebbs frequently visited Bethphage for dinners and socials.

"There were a couple of men, the greeters, who would meet you in the parking lot and make sure you knew where to go," Ebb-Petersen said.

Rev. Ebb, who ministered at First Lutheran Church in Kearney his entire career, retired in 1991 and died in 2000. Their family includes four children adopted from Lutheran social services agencies.

The Ebbs greatly admired the original members of the Bethphage Society.

"The growth would not have happened without the seed and purpose of Bethphage very much in their hearts," Ebb-Petersen said.



Above left: the Rev. Ron and Gloria Ebb attend a function at Bethphage c. 1970.

Above: Rev. Dahl held an organizational meeting at the Bethphage Lutheran Church in Axtell, Neb., on Wednesday, Feb. 19, 1913, at 2:00 p.m. By the close of that day, a total of 57 individuals had subscribed their names and paid their first annual membership dues, thus becoming the Founding Members of the Bethphage Inner Mission Association.



AUGUSTANA LUTHERANS

The Augustana Lutheran Synod once comprised nearly 20 percent of all Swedish Americans and was the largest organization that ethnic group formed, according to historian James Bratt. The Synod historically had a strong commitment to social ministry for people in need.

The Augustana Synod was spread across the United States and it quickly adopted the new Bethphage Mission after it was founded in 1913. The Rev. K.G. William Dahl reported gifts coming from far and wide, including from China, possibly a gift from Augustana missionaries.

"We had almost a national network of referrals to Axtell, Neb.," said David Jacox, former president and CEO of Bethphage. "The Johnsons, Larsons, Olsons and a few 'Quists ... you got it all. Anywhere across the United States if you went to an Augustana Church and had a child with a disability, the pastor knew all about Bethphage."

In 1944, the Rev. Mallard Nelson, an Augustana pastor from Massachusetts, visited Bethphage to see Sister Esther Wallin, his sister-in-law. The following lines are excerpted from a letter to his home church: "Nearing Axtell, I was somewhat thrilled, because how often hadn't we remembered Axtell in our prayers, in the years that had gone by. ... Visiting Bethphage was one of the greatest experiences in my life. I thank God for leading me out there."

Today, Mosaic has many supporters with Augustana roots. The Augustana Synod became part of the larger Lutheran Church in America in 1962 and later united with other Lutherans to become the Evangelical Lutheran Church in America.



June 1, 1956

Construction of the new Martin Luther Home and School is complete and guests from Sterling move to Beatrice. On June 17, new students begin to arrive.

Martin Luther Home's annual Home Day celebration was a big deal for local churches in the 1950s when the Rev. Roland Hanselmann served in Burr, Neb.

For the June celebration, all of the American Lutheran Church congregations in southeast Nebraska canceled their own Sunday services to join in.

"On Martin Luther Home Day, we would pitch a big old tent down on the property," Rev. Hanselmann said. "Hundreds would attend. We would invite a speaker to come in and be the guest preacher. We would try and get the district president. We'd just have a great time."

Rev. Hanselmann, ordained in 1950, remembered other ways that church support was widespread at the time, including the annual ingathering, which provided the home with food.



The Rev. Roland Hanselmann

"Every year, the churches from southeast Nebraska and some from farther away would have an ingathering for Martin Luther Home," he said. "The women would come to Burr or to Sterling and bring their glasses for canning. They would can fruits and vegetables and give them to Martin Luther Home for food. The women always loved to get together and do something."

For those who didn't live near, such as members of churches in Kansas, Iowa, and Colorado, the ingathering took a different shape.

"They sent trucks out in the fall and I'd write a letter saying the truck would be in your area at this time. Volunteers from Sterling would drive out."

Rev. Hanselmann served in Burr for four years and then moved to a congregation in Kansas City. By the time he moved back to Nebraska in 1970 and began serving on the Martin Luther Home board of directors, things had changed considerably. It was on a new campus in Beatrice and new state regulations had come into effect, such as one banning homegrown and home-canned foods.

From 1985 until his retirement in 1991, Rev. Hanselmann was on staff at Martin Luther Home Society as vice president for society advancement. One of his accomplishments was the creation of gift and thrift stores to support the organization.

"We needed some work for the people in the workshop and they made items that we tried to sell to congregations. It created a problem for us and I started stores," he said. "A good member of the society had a clothing store in Kearney and he let us put up a gift and thrift store in his store. We had other stores that we built and filled. We also would put in there the good clothing that we picked up in our ingathering efforts."



The Martin Luther Home Gift and Thrift stores sold items made in the MLH workshop in addition to items collected from the Home's ingathering that could not be used by residents.

Although the ingathering focus changed over the years and the worship for Martin Luther Home Day moved from a large tent into an air-conditioned chapel, the grounding of faith at MLH never changed for Rev. Hanselmann. He remembered the sentiment that graced a clock, given one year to supporters:

"God bless your home and ours."

FALL INGATHERING

Set to coincide with the fall harvest and canning season, Martin Luther Home, from its earliest days, relied on the annual ingathering to stock the shelves of its pantry. In 1932, the Sunshine newsletter mentioned the practice as already several years old: "The congregations in and around Sterling are again gathering truckloads of food products,



bedding and clothing, etc., for this Home. That is a great help and we wish to thank all those givers and wish them God's richest blessing."

In 1990, at an MLH 75th Anniversary Reunion in Sterling, Sally Montgomery, a long-time MLH employee, talked with workers from the early days.

"The ladies were talking about how the ingathering was such a major thing because they didn't have any funding," she said.

That helped Montgomery understand the origins of what she experienced as a home manager in Colorado in the 1980s. She remembers receiving boxes of items, some helpful and some odd (like liquid soap that had been made from slivers of soap people saved), that came because of the ingathering.

Henry Brandt, who later became a Martin Luther Home board member, was first a volunteer assisting with the ingathering.

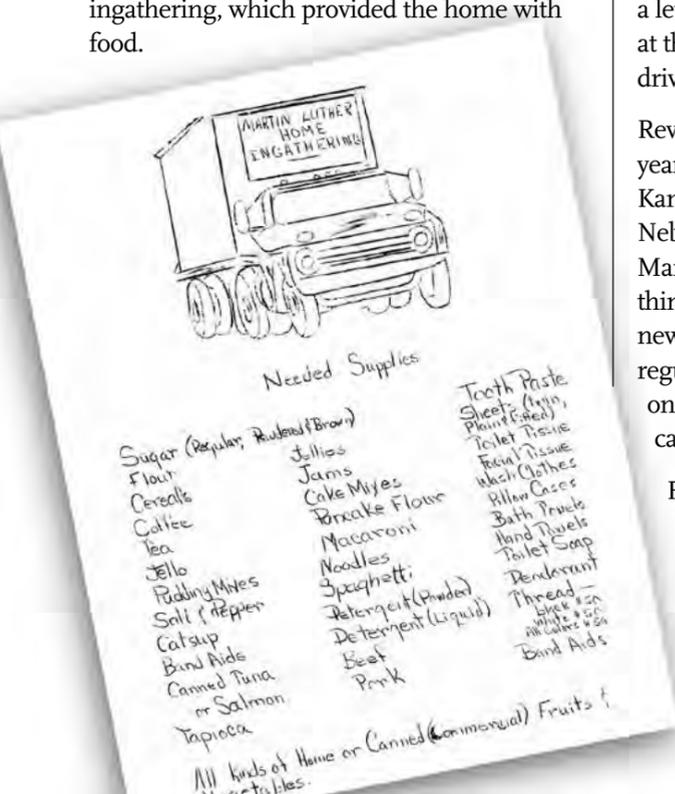
"Martin Luther Home used to collect food and clothing all over the Midwest," he said. "Probably the first thing I ever did with them was take my truck from the farm and go around Colorado, Kansas, and Nebraska picking up food and clothing from churches and bringing it back."



Over the years, the ingathering expanded to include other items that, if they could not be used in homes, could be sold in Martin Luther Gift and Thrift stores that were in several locations in Nebraska.

July 1, 1956

The dedication and open house of the new Martin Luther Home and School in Beatrice is an eight-day affair with the Nebraska governor, the Beatrice mayor and representatives from the American Lutheran Church, Gage County, and the Women's Missionary Federation speaking on various days. On July 1, the official day of the dedication, nearly 1,000 people attend in spite of the rainy day. Gov. Victor E. Anderson noted "the pioneering spirit of our Martin Luther Home Society in giving Nebraska its first residential school for the mentally retarded."



Every time Jim Ekerberg receives communion in church today, the memory of a Bethphage guest from more than 50 years ago comes to his mind.

“As soon as I get back to my seat, I say, ‘Thank you, God,’” Ekerberg said.

His words echo those of Merle, a guest who remains a strong memory for Ekerberg.

“He would say, ‘Thank you, Jesus. Thank you, God.’ Merle was a great big man who pushed the laundry around. He had a love for the Lord like no other.”

Ekerberg moved to Axtell, Neb., in 1957 when his father, the Rev. Herbert Ekerberg became the director of Bethphage, a position he held until 1966. Jim Ekerberg was a junior in high school and went from a high school in Riverside, Calif., with more than 4,000 students to Axtell High School, where there were 14 students in his class. The move, he said, was good because he was able to participate in many things and gained many friends in Axtell.

His memories of Bethphage revolve around Zion Chapel, the centerpiece of the campus; the love with which people were served; and the joy the people served brought to those around them.

“It was a high to go to church there,” he said. “The church was packed. They came in

wheelchairs. I remember a couple of them coming in their beds. Just going to church at the chapel at Bethphage was such an amazing experience. That’s influenced me a lot during my whole life.”

He also was influenced by his father, who said he never had a more difficult or more fulfilling job than being the director of Bethphage.

“He used to tell people that when he was having a hard day, all he had to do was to go out and be with the guests, and he would have a total uplifting,” Ekerberg said. “It was amazing just how those people could lift you up.”

At the time his father arrived, going to church was one of the few social activities the guests routinely had. Ekerberg said he’s proud that his father directed the building of an activity center that included a swimming pool, a library, a gym, and a greenhouse, as well as a medical and dental clinic and space for therapies.

“It was so much fun to see the guests were excited and were doing things they hadn’t had the opportunity to do before,” he said.

Rev. Ekerberg and the other leaders of the organization through today have followed in the steps of the founder, Jim Ekerberg said.

“The lasting impact is the care, the love, and the true desire to provide the best that can be given,” he said. “This is the difference between any other organization and Mosaic.

The care they provide, they want to make it the best that they can.”

With his simple show of gratitude, Merle had it right: Thank you, God.



All Bethphage guests were invited to attend Zion Chapel because the accessible design easily accommodated wheelchairs and beds.

CAMPUS CENTERPIECE

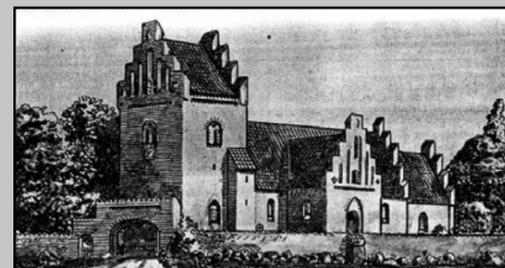
Zion Chapel is the centerpiece of the Mosaic at Bethphage Village campus. The story of the chapel’s construction is a story of devotion, generosity and the strong leadership of Emmy Evald.

Evald was president of the Women’s Missionary Society of the Augustana Synod. She visited the Bethphage campus in the 1920s and was shown the crowded condition of the frame chapel and the difficulty that people with disabilities had accessing the building. Moved by what she saw, she suggested Bethphage create a movie that would inspire people across the country to donate for a new chapel at Bethphage.

Sister Julianne Holt took on the job. Not only did the movie demonstrate the need for a new chapel building, it also was a wonderful overview of the ministry of Bethphage.



Emmy Evald at the dedication of Zion Chapel.

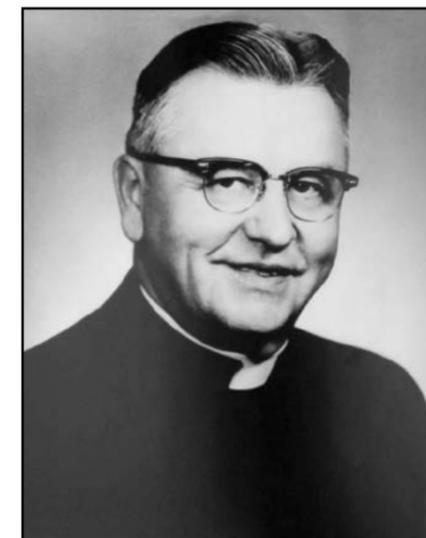


Original architectural rendering of the proposed Zion Chapel.

Even though some of the conservative congregations across the country thought movies were sinful, many showed the film and the money to build a new chapel poured in to the Women’s Missionary Society. Ongoing discussions with Evald about the structure itself were at times delicate and difficult, but the completed chapel was dedicated

May 20, 1931. Evald, a gifted speaker, brought tears to the eyes of many gathered at the dedication.

Ahead of its time, the chapel is fully accessible for all people, with no steps to reach the entrance doors. The unique, stepped gable design of the roof was once described by a visiting missionary as “stair steps to heaven” for Bethphage’s guardian angels.



1957

Rev. Herbert R. Ekerberg becomes the fourth director of Bethphage Mission. Under his leadership, services became focused singularly on serving people with developmental disabilities, an accredited special education program is started on campus and a sheltered workshop is established in Axtell.

More than 50 years later, the scene is still vivid for Lois Carlson.

She was a summer worker at Bethphage, working with children in Home Bethel. Eddie was one of them. He was blind and had cerebral palsy that twisted his body.

He also had a terrible temper.

Staff members did their best, but there seemed to be no consolation.

“He couldn’t articulate any words, and he was just so angry and sometimes he would bite us or pinch us,” she said. “It was really easy to get frustrated with him.”

Carlson remembers a day when Eddie’s father arrived for a visit. Upon hearing his father say, “Hi, Tiger,” Eddie’s demeanor changed.

“Eddie shouted, ‘Daddy!’ and nearly leaped out of his crib. His dad put him down on the floor and they rolled the ball back and forth and he just laughed and laughed. I’d never heard him laugh before,” Carlson said.

“When his dad left, both cried and cried. I just thought, ‘There’s a real person in there that we don’t see ... because of all that stuff.’ I think of all he suffered, not only because of his disability, but because he was there without his family, and we didn’t know how to reach him.”

Carlson spent the summers of 1958, ‘59 and ‘60 working at the Mission. She also worked over Christmas one year.

“I loved it, I really did,” Carlson said.

At the time that Carlson worked there, the guests on the campus were a mix of people with disabilities and others who required custodial care. She went on to a career in social work and now looks back with wonder at the level of responsibility that was given to the young summer workers.



Brothers Everett and David Norby

“In hindsight, I feel like I was doing a lot of medical things for which I was totally unqualified and had received no real training,” Carlson said. “We were administering medications, diapering grown men and handling all kinds of other personal care issues, some of which I would have considered medical.”

Carlson also did many things that were simply fun. Without asking for permission, she enlisted the help of resident David Norby to help her build a playhouse, using discarded lumber from the wood shop. It was put behind Home Bethel for the children to play in. David and his brother, Everett, gave it a paint job, but Sister Agnes Snesrud still was not pleased and called it an “eyesore.”

She remembers a picnic in Kearney with other summer workers and, at the event, watching Sister Julianne Holt and Sister Agnes run

through a sprinkler in their crisp, white uniforms. The highlight of her summer, though, was working with another summer worker, Virginia Flack, to create a circus for the guests.

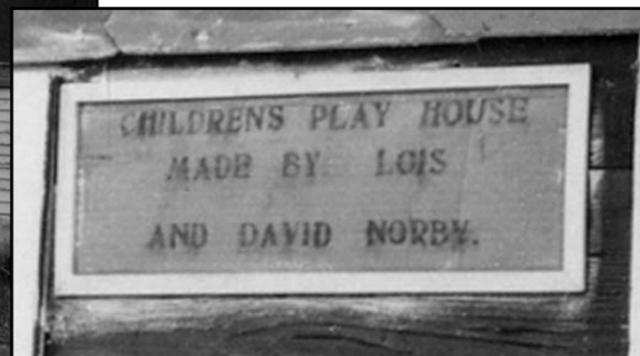
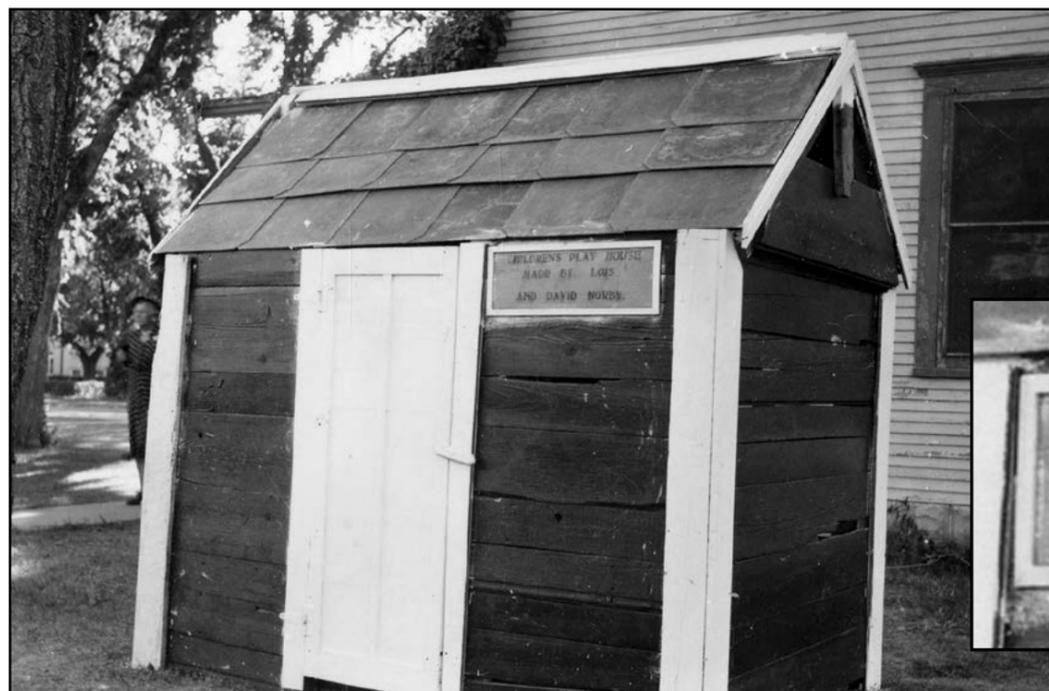


David Norby finishes painting the children’s playhouse he made with Lois Carlson.

“The first summer we had a parade, such as it was. I play the trombone so I led the parade with it. We dressed in clown outfits and helped as many residents as possible to dress up, too. Miriam Lindgren was a huge help setting up booths for food and popcorn. The second year it was even bigger, with the community band coming out to play. It was just kind of a fun, crazy event.”

Carlson’s older sister, who had previously worked a summer at Bethphage, tried to discourage Carlson from working there.

“I think she thought that the work was too hard, too unpleasant, but now what I really remember is just a very wonderful period of time in my life.”



MISSION AND VALUES

Mosaic 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.

Mosaic Values

Mosaic commits to the following values:

Safety – We strive to continually improve and provide high-quality, personalized services that limit risks to the fullest extent possible and create secure settings in which the people we serve and our employees can flourish.

Respect – We listen to the people we serve and their choices are honored in both day-to-day activities and life goals, and we reward the work of employees by creating engaging and satisfying work environments.

Connection – We help people build relationships that connect them to individuals, groups, and organizations in their community, offering and receiving friendship, support and benefits.

Integrity – We are true to our faith-inspired heritage and interact openly and truthfully in all situations with all people, making ethical choices and following intently all laws and regulations.

July 1957



The Martin Luther Home News reports that after one year of adjustment, the new students are finally past their initial bouts of homesickness. Superintendent Don Boyer writes: *“It was by sharing the disease (homesickness), giving huge doses of love, companionship, and even tears, that the epidemic finally subdued.”*

A hymn, it may be argued, led to the founding of Bethphage.

K.G. William Dahl arrived in the United States from Sweden in search of America's possibilities. At one of his lowest points, when his health was faltering and his hand had been injured in a machine, Dahl was walking down a Manchester, Conn., street when he heard the familiar music of his home church. He walked into the church without hesitation, joined in the worship and came home to his Swedish Lutheran faith. He enrolled at Augustana College in Rock Island, Ill., continuing his training at the Augustana Theological Seminary and later became an ordained pastor.

Four decades later, the Rev. Dan Monson helped advance the tradition of Augustana, Bethphage and hymns. As an Augustana seminarian, he was a singer in the Seminary Chorus. The group traveled to give concerts during Holy Week and on Good Friday 1953, one of the stops was Zion Chapel at Bethphage. Rev. Monson had suggested the stop and the church was full. He was delighted that his grandfather, T. A. Gustafson of Funk, Neb., who had served as a Bethphage board member, was present.

"Grandfather wanted to hear us sing, and we had performed the previous night in Holdrege, but the acoustics were like singing in a room filled with blankets," Rev. Monson said. "Zion just rang with voices. It was the last time I saw my grandfather. He died a few weeks later of accidental causes."

The concert was yet another high note in a symphony of caring that Rev. Monson's family showered on Bethphage. His great-grandfather, A.A. Gustafson, was a founding

member and original treasurer of the Bethphage Inner Mission Association. During the 1930s, Rev. Monson's father, the Rev. Gilbert Monson, was on the Bethphage Board. His uncle, Richard Gustafson, also had served on the Bethphage Board and two of his aunts, Eloise and Sylvia Gustafson, were Bethphage summer workers.

"People in my family served on the Bethphage Board. It was a normal thing for us. We made a commitment to stay with something and we did it. For many, many years, our family always was interested in what was going on at Bethphage. It was part of our church family," Rev. Monson said.

Rev. Monson and his wife, Mary, now live in Fremont, Neb. They both attended Lutheran congregations where Bethphage was a church priority.

"Without Bethphage, I think people who needed help would have been cared for by their families," Rev. Monson said. "And, it would have paralyzed their families because it's a full-time job."



The interior of Zion Chapel.



'GOOD NEWS' LETTERS

Sharing the mission and need for support through newsletters has been consistent throughout Mosaic's history. The organizational meeting for Bethphage was shared by the Rev. K.G. William Dahl through the newsletter Guldax, which translates in English as The Golden Ear. Though that publication was to be a newsletter for the Kearney District of the Augustana Lutheran Church, it quickly became the newsletter for Bethphage. For years, the newsletter was published in Swedish with an English translation. In February 1940, the name was changed to the Bethphage Messenger.

After its founding in 1925, the needs and news of Martin Luther Home were shared through Sunshine, the newsletter of the Evangelical Lutheran Good Samaritan Home. (The two organizations had early operational ties.) In 1927, MLH began a newsletter, The Little Sunshine, and in 1933, the first issue of the Martin Luther Home News was published.

The Bethphage Messenger and the Martin Luther Home News continued to be published in newsletter and magazine form until the consolidation of the two organizations as Mosaic. In July 2003, the first issue of Mosaic magazine was published, highlighting the new, combined organization's strengths, mission and continued need for support.

In January 2007, Mosaic magazine was renamed Promise. Introducing the change, former President and CEO David Jacox wrote: "A promise is a word kept, a hoped-for future, a sign of relationship between people. ... Mosaic makes the promise that we will provide quality services, strong advocacy and solid stewardship. God keeps his promise. We intend to keep ours."



1957

A new Home Sarepta was built for the Sisters of the Bethphage Diaconate. However, the Diaconate has dwindled to only 12 sisters and one brother, out of a total staff of 80.

Delores Pederson mapped life's journey largely on her own beginning at the age of 17. She never forgot the Bethphage deaconesses who supported her along the way.

"They extended the same loving care to me that they provided to people with intellectual disabilities," Pederson said.

She was a high school junior at Luther Academy in Wahoo, Neb., in 1944 when she became a Bethphage summer worker. She

was so grateful for a paid position working with the sisters that she stayed until December. Then she returned for the next seven summers. At one point, Pederson remained at the organization an entire year.

Pederson's time at Bethphage offered a period

of discernment. As the Lord's plan for her life unfolded, she continued serving with the sisters. Sister Julianne Holt recruited her to work in the sweltering laundry room. During her final year at Bethphage, Pederson was the night attendant in the children's ward.

In 1952, Pederson became a registered nurse through Omaha's Immanuel Hospital. Her Bethphage experience influenced her decision to pursue public health nursing. As she served the American Indian population and patients at a state hospital, she never forgot the Bethphage sisters who opened their hearts

to a bright teenager navigating life on her own. Pederson is grateful for their role in raising her.

"Sister Julianne helped me save my money. When I was at school at Luther, I visited Bethphage for a weekend, and Sister Aurora Swanberg roasted a chicken that I took back with me. I was a student at Gustavus Adolphus College when another student and I hitchhiked to Bethphage. I think we got as far as Kearney, and Sister Julianne came and got us," Pederson said.

Pederson and her late husband Martin attended Bethany Lutheran Church in Onamia, Minn. Strong believers in tithing, they included Mosaic in their church giving through annual fund gifts and charitable gift annuities. They are recognized for their generosity.

"Bethphage has always had a special place in my heart, there's no question," Pederson said.

GENEROUS EMPLOYEES



The 2011 Mosaic Employee Campaign had the theme of "Licensed to Serve," which was featured on the campaign poster.

Mosaic employees give in many ways. One of those is through the annual employee campaign, which asks employees to make financial gifts to Mosaic.

In the 10 years since Mosaic was formed on July 1, 2003, Mosaic employees have given more than \$2.2 million in gifts through payroll deduction. In addition, many employees have made pledges and other gifts not counted in the campaign. Gift money is used for many things, often purchasing items people need that are not paid through government funding.

"Every year, the employees amaze me with their increased generosity. It is another sign of their commitment to Mosaic's mission," said Linda Timmons, president and CEO.

More than just a fundraiser, however, the campaign is also used to thank employees for the work they do to support people with disabilities to live a life of possibilities. Reinforcing that goal, the campaign uses a different theme each year such as "THX 2 U," "Team Possible," or "Make It Happen."



In recent years, Mosaic has requested video snippets from local agencies for a video to promote the campaign. The creative talents of employees across Mosaic show forth in the videos.

With each passing year, the percentage of employees who participate grows. In 2012, the last year full data was available, almost 58 percent of the Mosaic employees enrolled to make gifts totaling \$316,795.51 through ongoing payroll deduction

or one-time gifts.

Amazing mission. Amazing employees.

June 1959

Martin Luther Home Superintendent Don Boyer proposes a sheltered workshop for employment opportunities for those who are unable to work in the community. A chapel and a physical therapy building with a swimming pool also became part of their long-range plans for the campus.

A few years back, Ron Niedfeldt was one of the select few employees invited to the retirement dinner for the head of a company where he has worked for nearly 25 years.

Although he wasn't the honoree, Ron was given a framed print titled, "The Essence of Persistence." On the back, the retiring executive signed his name under a note to Ron that read: "Thanks for all of your support and dedication over the years. In your own way, you have inspired me through tough times."

Ron was the first child of Harold and Joan Niedfeldt. He was 3 months old before the Falls City, Neb., couple were told that he had Down syndrome. Harold Niedfeldt said the doctor told them that Ron would not live past the age of 18. He is now 55.



"The doctor said that we should take him home and enjoy him," his mother said. "He said he would be a happy child and we should keep him at home as long as we possibly could."

Yet, they were concerned. In their small town, they knew their son would not get an

education. They were afraid he would not find friends and would lead an isolated life. So they began a search that led them to Martin Luther Home.

"The waiting list was long but we would be patient and hope that there would be an opening soon," Joan Niedfeldt said. "Our prayers were answered when Ron was accepted in 1965."

Ron's father said placing their son at Martin Luther Home in Beatrice, Neb., was a difficult adjustment for the family. Ron was 8 and had a younger sister and brother.

"It was probably the hardest thing we ever did," Harold Niedfeldt said.

"It was hard," Joan Niedfeldt said. "We kept telling him he was going to be going off to college like other kids. It was very hard to leave him behind. It was going to be three weeks before we could see him again."

When they went to visit, leaving was always tough because Ron (and his family) would cry. But that changed one day.

"One time he said, 'I'm a big boy now and I'm not going to cry anymore,'" his father remembers.

Ron excelled at Martin Luther Home. He learned to read and do basic math. He made friends – he and a few other boys were known as the Three Musketeers. As he became an adult, he received job coaching and got a job.

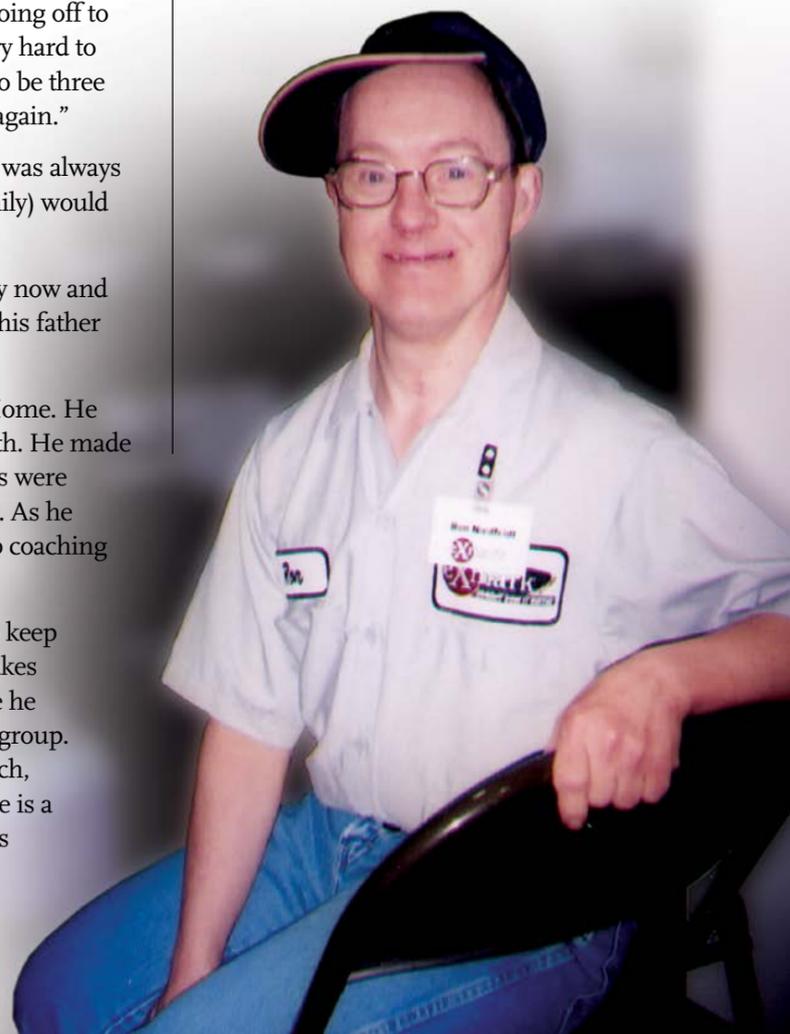
In addition to work, Ron likes to keep busy. He enjoys reading and makes weekly trips to the library, where he also participates in a discussion group. Ron participates actively in church, where he helps fold bulletins. He is a Nebraska Huskers fan and travels to games. He takes vacations with friends and with his parents. He has a girlfriend.

"He has done many things which he would never have done had he been at home," Joan Niedfeldt said. "He has accomplished so much. He would never have been able to work. He would have had no friends here. He has gone and seen many things. ... In Beatrice, we walk down the street with him and people talk to him."

"I think he has accomplished anything that we could ever hope for him to accomplish," his father said.

"More than we ever dreamed could be possible," said Joan Niedfeldt.

Ron Niedfeldt as a baby (photo, left) and now proudly wearing his work shirt.



GIVING THROUGH SALES

Volunteer members of the Children's Guild in Beatrice, Neb., celebrated the group's 50th anniversary in 2011. That year, they also presented a \$23,000 check to Mosaic in Beatrice, money earned through sales at the Bargain Box, the Guild's thrift shop where items sell for as little as a dime.

Over the years, the Guild's gifts to Mosaic have totaled nearly half-a-million dollars.

The Guild's members log thousands of hours annually – in 2010, the total was 6,161 hours of service. Brenda Jurgens, the Guild president, said the women who are members give additional hours of service by laundering and mending clothing and other items at their homes.

The thrift store and Guild were started as a way to support Martin Luther Home and provide things for children who lived there at the time. Jurgens said that Christian love is the Guild's motivation and that the happiness of the people Mosaic serves is their reward.

"It is wonderful to see the pride that Mosaic residents have when they are able to have something," she said.

Feb. 29, 1961

The Children's Guild is formed, "for the sole purpose of raising money for the Home."

This volunteer group creates the Bargain Box for the community to donate goods to be resold at a retail space, providing jobs for individuals in service and funding to benefit Martin Luther Home.

Working with people with disabilities brought spiritual awakening to Alice Meints during her 15-year career with Mosaic, she said, and deepened her faith and trust in God.

“I had one epiphany after another,” she said. “Working with these people woke me up. I got to know Jesus better through their simple faith.”

Meints spent years as a busy farm wife before she and her husband, Freddie, moved to Beatrice, Neb., in 1985. Having too much time on her hands left her bored, and when the chaplain at Martin Luther Home asked if she’d come work part-time, she welcomed the opportunity.

She didn’t know how it would change her life.

Her early training and career as a country schoolteacher proved valuable as her part-time job turned into a full-time job teaching and sharing. She formed a bell choir, using a set of hand chimes that had been donated to the Beatrice campus. Using colors instead of notes to help people know when it was their turn to chime, Meints eventually created large, colorful sheets of paper that produced chords and harmony. The bell choir performed at churches and global mission events. Teaching

Bible stories also became an important part of her work.

With a growing faith and encouragement from management at Martin Luther Home, Meints entered the formation program to become an associate in ministry through the Evangelical Lutheran Church in America.

“It became so real to me making it real to them,” she said. “They taught me a lot more than I ever taught them.”

That growth and change helped Meints weather years of trial when her husband was seriously ill. By that time, she was working at the Martin Luther Homes’ corporate office in Lincoln, more than 40 miles from home. She was carpooling with several others from Beatrice, and also was driving to visit her husband in a hospital in Omaha, another 50 miles away.

“It helped me cope with my husband’s years of illness and surgeries,” Meints said. “I learned, ‘let go and let God.’ I was working in Lincoln and he would be in Omaha. I made this triangle and people said, ‘How can you do this? Why don’t you quit your job?’ My job kept me grounded; I needed my job. They were wonderful to me.”

Because of what her job meant to her life, Meints has a heart of gratitude for the experience.

“If I hadn’t had the chance to work here, my life would not have been complete and I would not have known that, would I?” she said. “It was once suggested to me that we should see Christ in those we serve. Perhaps more importantly, we might hope that they see Christ in us.”



Alice Meints (right) used color-coded charts to teach members of a bell choir. The group performed in various venues.



CHURCH PARTNERSHIPS

From the earliest days of Mosaic, generous church congregations have helped meet the needs of people with disabilities served by the organization. At one Mosaic location, that included helping provide beneficial music therapy that government funding will not pay for.

Music therapy has been found to help people manage stress, express feelings, and improve communication and memory skills. Mosaic in Dallas staff members felt that a bell choir could offer people an opportunity to experience music, and performing would give the people Mosaic serves an opportunity to showcase their abilities in the community.

When a request went out to borrow a set of bells, a local congregation responded by giving a set instead. The church had received a set from a closed congregation and was happy to pass it along. A bell choir at a different church was happy to provide a donation to help pay for a bell choir director. Mosaic employee gift funds help pay the remainder of the cost.

Annually, the bell choir performs at Mosaic’s Gala, as well as at congregations around the metro area. The churches’ gifts allowed Mosaic to return the blessing to their congregations.



April 3, 1962

Groundbreaking ceremonies for the new activities center are held at Bethphage. According to the Bethphage Messenger, “Old caves built several years ago and used for storage of potatoes and other vegetables have been razed to make way for the new Activities Center.” The building’s cost was \$350,000, “most of which has been received from estates of departed friends.”



Mosaic today

MOSAIC IN ILLINOIS

Tabitha has learned she has the right to voice her wants and needs. Her current goal is to improve on her life skills such as reading, cooking, and managing her finances so that one day she can live in an apartment of her own.

Tabitha has said many times that “coming to Mosaic was a blessing and the best decision I have ever made.”

1963 – 1972

Both a blessing and a burden,

state and federal governments become involved in assisting people with disabilities at private facilities like Bethphage and Martin Luther Home. While increased funding allows new services and new activities, increased regulations bring new headaches and mandated changes. Some once-familiar things – like home-canned foods – are no longer allowed.



An in-ground trampoline provides fun for children at Martin Luther Home.

Tommy Bina inspired three generations of family members and friends to join in Mosaic's work.

Across the years, his parents, Bill and Myrtle, wholeheartedly embraced Bethphage's mission, and many others followed them.

Tommy, born in 1948, was a healthy, active baby during his first nine months. Then, the seizures came, along with a tuberous sclerosis diagnosis. Caring for him became an extreme burden, as he required 24-hour assistance with the most basic activities of daily living. The Binases were concerned his brothers — Bill III and Peter — eventually would be called on to care for him.

Tommy was 6 when the Binases began the process of finding him a loving home with a Christian atmosphere that could handle his needs. A colleague at the Santa Fe Railroad suggested to Bill Bina that the family contact the Rev. Arthur Christenson at Bethphage. Eight years later, they heard from the Rev. Herbert Ekerberg, who told them he could accommodate Tommy in three weeks.



Tommy Bina

The Binases traveled by car the more than 600 miles from Chicago to Axtell, Neb., driven by the hope that Bethphage would be the answer to their prayers.

"It was there that we left him with people he did not know and we did not know," Bill Bina said.

They returned a month later during mealtime and were happily astonished. At home, Tommy's favorite meal was breakfast, and he would not try a variety of foods. His parents were amazed that Craig Swanson, a 12-year-old with Down syndrome, was patiently feeding



Bina family members, from left to right: Bill III, Myrtle, Tommy, Bill and Peter.

Tommy regular dinner fare, such as vegetables.

Tommy smiled at his parents and, for the next 44 years, he jumped for joy when he recognized a family member.

As time went on, he was attending church services, going to the gym and enjoying music. New adventures, such as overnight outings and visits to restaurants, also became a custom.

His father continued his career at the Santa Fe Railroad, and Myrtle Bina began working as a church secretary. About every three months, they visited Tommy, ultimately choosing to be more involved in his life and of those with whom he became acquainted.

Five years after Tommy moved to Axtell, they followed him. Myrtle Bina became the food manager, overseeing meals delivered to 300

people from the new central kitchen. Bill Bina became the personnel director.

Kidney disease, and many other health issues related to tuberous sclerosis, claimed Tommy's life, but he ignited a tradition of service that continues today.

His brother, Peter, began Bethphage work in 1969, while attending Kearney State College. He met and married Pam Witte, also a Bethphage worker. Today, Peter serves as a Mosaic development officer for the Texas and Arizona regions. Peter and Pam's daughter, Keely, was a Mosaic summer worker.

Bill III is dean of the medical school at Mercer University in Macon, Ga. Along with other family members, he and wife Gayle are Mosaic donors. Myrtle's sister, Mildred Helwig, joined the work, as did lifelong Chicago friends Henry and Dorothy Wendling and their son, Ken.

"Tommy could not talk," the Binases said, "but he communicated with his eyes and big smiles the goodness and graciousness that he received from Bethphage and Mosaic. We are grateful for the services many people performed for Tommy and his friends."



AXTELL CAMPUS

The original site of Bethphage in Axtell, Neb., is today called Mosaic at Bethphage Village. It has six residential homes, Sharon, Salem, Emmaus, Carmel, Mizpah and Capernaum. While they maintain the traditional names of Bethphage buildings, they are modern homes with fully accessible features. In these homes, staff provide 24-hour assistance with help in daily care needs, shopping, cooking, money management and leisure activities for residents.

There are four training sites offering a variety of services:

- The Nazareth Center is a multi-purpose building that holds the gym, swimming pool, nurse and doctor offices, three training areas and the Village Gift Shop.
- The Horizon's Unlimited day site is also the location of the greenhouse. People working in this building produce a number of items for the gift shop, along with providing flowers and plants to sell and plant in the gardens of the village.



- Calah Koa is the training area for two of the homes. This day site produces many of the wood crafts and latch mats sold at the store.
- The laundry provides additional work opportunities, like sorting and folding clothing.

In addition, the village provides on-site work-related jobs like mail delivery, assisting with recycling and pick-up and delivery of meal carts.



Kidron is the location of the Mosaic School. The school has four classroom areas, a sensory room and lunch room for the 21 students. The administration offices for Mosaic at Bethphage Village are also in Kidron.

Other buildings include Zion Chapel, Tabor Museum, a human resources building, maintenance and transportation buildings and Bethesda, built in 1952 as a residence, which is now used for storage.

Aug. 23, 1963



Several hundred people pull a walking plow to break ground for Martin Luther Home's sheltered workshop, reported to be the first such facility in the nation in conjunction with a residential program.

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The Rev. Ann Hultquist was 8 when she saw her father cry. It was the 1960s, and Paul Hultquist had lugged home a film projector so that the family could watch a film about Bethphage, "To Touch a Butterfly."

"It showed some of the lives that were being helped at Bethphage," she remembers.

It made him cry.

"It really meant a lot to him."

Paul Hultquist grew up in Holdrege, Neb., a few miles from Bethphage's Axtell campus, and his family had a long history with the organization. Although he earned a doctorate in physics and taught computer science at the University of Colorado, he wanted to make sure his children knew of the work done at Bethphage.

Ann Hultquist's great-grandfather, the Rev. F.N. Swanberg, was the first member of the Bethphage Inner Mission Association, the original name of Bethphage. Her grandaunt was Sister Aurora Swanberg, the first person to be consecrated into the Bethphage Diaconate.

Rev. Hultquist remembers many trips to Bethphage during family visits to Holdrege. "Dad's family connections were really important to him," she said. "He wanted us to see that ministry and see how the Church cared for people who were really on the fringes of society because of their disabilities. ... I think it really spoke to him somehow of his own personal service to Christ to have a heart for what was happening there."

Paul and his wife, Juanita, maintained lifelong ties with Bethphage and later Mosaic, which they included in their estate plans. Through a perpetual trust, Mosaic continues to receive an annual gift.

Paul served on Bethphage's board and found great joy in seeing the ministry expand beyond the original Axtell campus into other communities and states, Rev. Hultquist said.

"The ministry of Mosaic is so much bigger now and so much broader," she said. "I think the core that is still so central in the ministry is the worth of every human being in Christ and wanting to help people reach their full potential, whatever that is. As I look at what Mosaic does now, I am so impressed."

STORY ON FILM

Mosaic archives include film footage from both Bethphage and Martin Luther Home that date back as far as the late 1920s. The organizations used the relatively new medium to document and tell the stories of their ministry. Through the years, the ministries adapted to new media, using filmstrips, audio recordings and video as effective tools to reach churches and other groups across the United States.



A young Bethphage guest and his foster-grandmother in a scene from the 1983 Bethphage film "Portraits in Courage."

In the November 1971 Bethphage Messenger, the Rev. Roland Johnson noted the success of Bethphage's 1969 film, "To Touch A Butterfly." "We have had splendid exposure of the film inside and outside our own church. We have been thrilled by the interest of other private agencies in the film. It has been viewed on TV. It has found its way outside our country. The interest of public agencies in the film has astounded us." The film was chosen for the 1971 International Film Festival in Mental Retardation in Ireland.



A popular Martin Luther Home filmstrip series, "Love is the Answer," was released in 1981 to honor the International Year of Persons with Disabilities. Within a year, more than 1,000 churches were using copies of the six-part series.



Continuing the use of new media today, Mosaic can be found on Facebook, Twitter, YouTube and the Internet with videos and other items sharing its ministry. Videos are still an effective medium, but the distribution is far simpler and broader than that of earlier generations. Mosaic's newest video, "Perfect Day," focuses on services as Mosaic enters a second century and can be viewed online.

 Like!
www.facebook.com/mosaicpossible

 Follow!
www.twitter.com/mosaicpossible

 Subscribe!
www.youtube.com/mosaicpossible

Oct. 1, 1966

The Bethphage Inner Mission Association dissolves as a result of a merger within the various branches of the Lutheran Church in America. The Mission came under the ownership of five synods of the Lutheran Church in America.

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Sally Almen sees Mosaic as a living example of the Evangelical Lutheran Church in America's tagline: God's Work, Our Hands.

"It certainly falls in that category," she said. "It is a ministry of the people. I think we can be rightly proud of our Lutheran Church and the humble beginnings of this kind of organization."

Almen was serving as assistant to the bishop of the Metropolitan Chicago Synod when she was invited to serve on the Martin Luther Homes Board of Directors. At the time of consolidation with Bethphage, Almen was chair of the MLH Board.

The visionaries behind the merger, she said, were the chief executives of the two legacy organizations: the Rev. George Meslow of Martin Luther Homes and David Jacox of Bethphage.

"It was fun to be in on the beginning. We peeled away the edges to see which methods were working best. It made us choose the things that Mosaic could do very well," she said. "I definitely saw quality of care come up to new levels."

Almen has many memories of events she participated in as a board member, including a tour of a workshop where she was "co-opted" to help and could not keep up with the pace of work. But what stands out the most was visiting homes.



Evangelical Lutheran Church in America
God's work. Our hands.

"I remember young women showing us their house when we went on a tour," she said. "They were so proud of showing us their laundry room and their schedule of who did the dishes. I always loved going to people's homes and I can picture them there. Individuals have pride in their own place and it was so apparent that these women enjoy where they are and really do live life to the fullest."

Her work as a board member also gave Almen admiration for the way Mosaic advocates for and with people. She said the tendency is often to do things for people because it may be easier, but that is not Mosaic's way.

"Asking them how they would like to have things go in their lives gives people dignity and that's part of being faithful in the church, assigning dignity to every human being and helping them reach their potential," she said. "It has given me a greater understanding of what it means to be the church."

Almen takes pride in the work of the ELCA.

"I have pride in all of the social service work that our ELCA accomplishes on so many levels," she said. "Certainly, Mosaic is one of the big jewels in the middle of that conglomeration of things that our church accomplishes in unity."



MINISTRY OF SERVICE

Mosaic has always been a Lutheran ministry. Originally, Bethphage was associated with the Augustana Synod and Martin Luther Home was associated with the Iowa Synod. Nearly all the financial support for each organization came from churches and individuals within these synods.

Over time, the two synods merged with other Lutheran groups forming larger church bodies. In 1988, they came together in the Evangelical Lutheran Church in America (ELCA). Both Bethphage and MLH were then recognized as affiliated social ministry organizations (SMO). That affiliation continues today as Mosaic.

According to the ELCA, "Affiliation is the means by which the ELCA affirms that an SMO is integral to the church's mission and ministry. ... Lutheran individuals ... and SMOs seek to meet human needs, advocate for dignity and justice, and work for peace and reconciliation among all people. As in Jesus' ministry, the church's social ministry occurs wherever human caring takes place. This ministry of service — a part of God's mission to the broken world — is essential to the church's meaning."

Mosaic "commits itself ... to the highest standards of service delivery, leadership, stewardship and mutual cooperation." Mosaic must also "provide services in a manner which is consistent with the social policy documents and positions of the ELCA" and "have a level of Lutheran presence on the organization's board of directors acceptable to the ELCA" among other things.

Affiliation does not bring direct financial support from the ELCA and, as it did in the beginning, Mosaic relies on the generous support of individuals and churches to bring its mission fully to life.

ELCA Presiding Bishop Mark Hanson installed Linda Timmons as President and CEO of Mosaic on Sept. 18, 2008 at Rejoice! Lutheran Church in Omaha, Neb. Participating clergy received stoles featuring Mosaic's logo, which was created in the image of a cross.

December 1966

An elevator is installed in Home Bethel. "We usually try to report on the 'ups' and not the 'downs' in this column, but we just about have to talk about both ups and downs when the subject is the completion of the new elevator in Home Bethel. After 40 'elevator-less' years in this home, this magic conveyance is most welcome. Thanks to all of the wonderful friends whose contributions made the installation of this fine elevator possible." (Bethphage Messenger, December 1966)

It was the Rev. Carl Kramer's first time serving communion to residents at Martin Luther Home.

As the new chaplain, he didn't realize how long the wine he used had been in a closet. A resident took a sip and exclaimed, "Agggghh! That's strong stuff. But Jesus is strong."

The moment was the first of many that showed Rev. Kramer that people with intellectual disabilities are capable of spiritual depth. "She immediately equated it to, 'Of course it's strong. Jesus is strong,'" he said.

Rev. Kramer came to Martin Luther Home in 1981 and served for a decade as a chaplain, director of chaplaincy and vice president of religious services. During that time, he advanced a vision of incorporating people with intellectual disabilities in the everyday life of congregations and making use of their gifts.

A resident named Mike received communion from Rev. Kramer, though he had not been confirmed. However, Mike's mother would not allow him to go to communion at their home church. So Rev. Kramer formed a confirmation class for Mike and other residents.

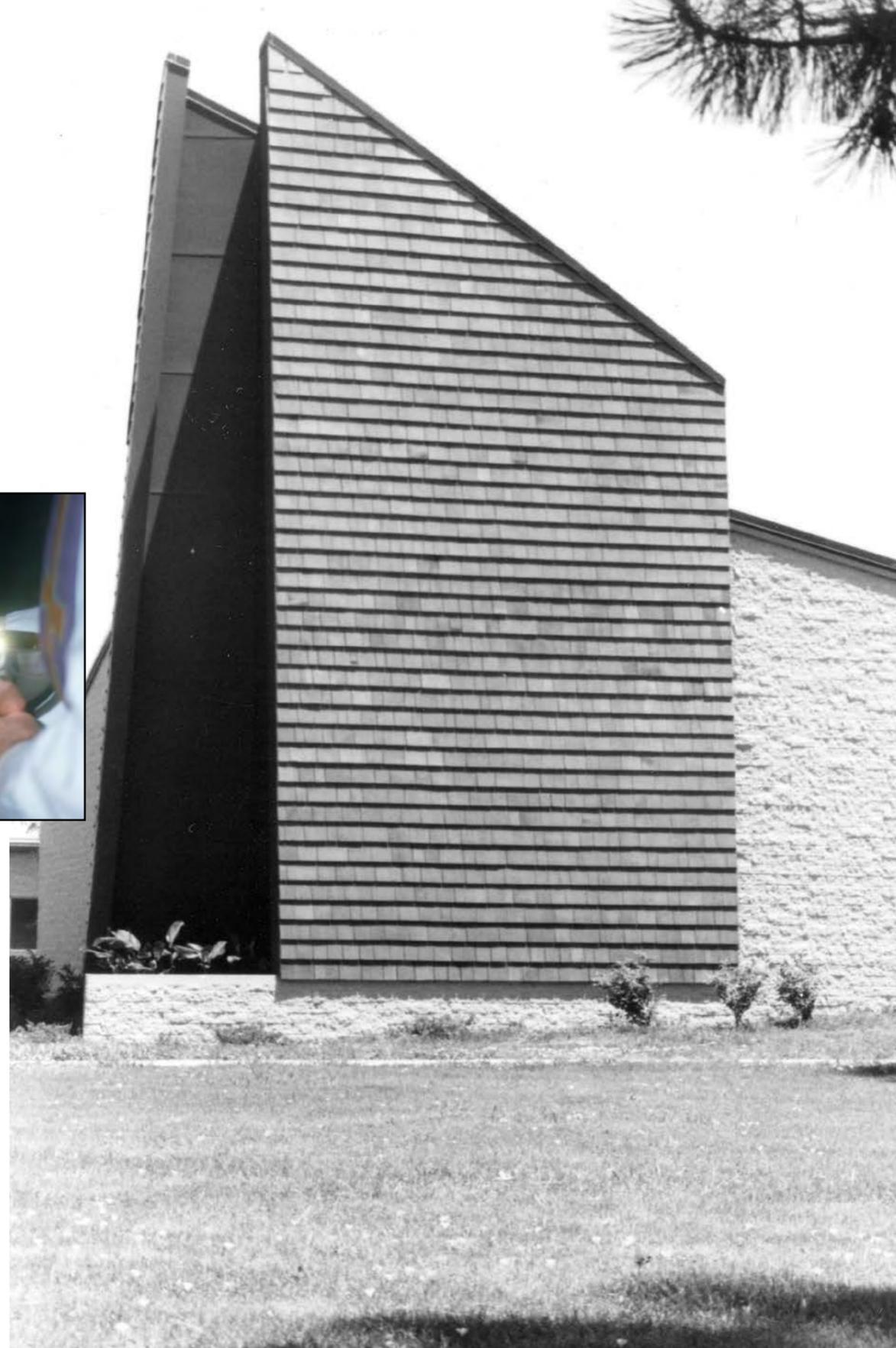


Class members would arrive early, eager to learn. As confirmation day neared, he took students to churches they attended to learn about various practices at communion time.

He and Mike headed for Emmanuel Lutheran Church in Beatrice, Neb. As they neared the church, Rev. Kramer saw that Mike had removed his hat and straightened up. "He sat perfectly straight," Rev. Kramer said. "We got to the church, and he walked in so dignified."

Mike's faith was strong, Rev. Kramer said. "When we had confirmation, he was just beaming. The whole class was."

Rev. Kramer visited area churches to speak on behalf of Martin Luther Home. "I preached, the residents sang and I was upstaged. People didn't remember what I said. They remembered the joyful spirit," he said. "The Psalm says 'make a joyful noise unto the Lord.' Well, that had a new meaning. They weren't on key, but they made such a joyful noise that people didn't forget it."



A MODERN CHAPEL

On June 8, 1975, Martin Luther Home dedicated its new chapel and retreat center during Home Day observances. The chapel was a gift of the Harvey Mahloch family of DeWitt, Neb.

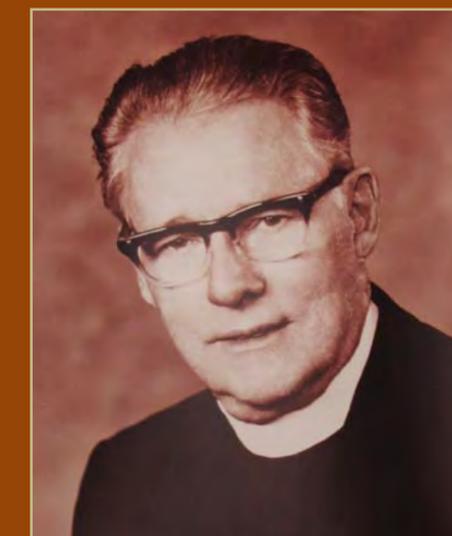
According to the June 1975 Martin Luther Home News: *"The simple form of the chapel expresses the 'lifting up of the spirit' and the 'presence of God.' The interior space is warm and inviting. Indirect lighting silhouettes a simple wooden cross over a white altar. ... Every element of the chapel is focused upon the chancel."*

For its day, there was a groundbreaking feature in the chapel as well. Through a remote audio-visual system, recorded music, motion picture slices and film strips could become an element of teaching, learning and inspiration. Control of lighting, both direct and indirect, help set the mood for worship.

The chapel was quickly put to daily use. *"Our chapel is in use every day of the week for devotions, worship services, and meditation,"* according to the December 1975 MLH News. *"At night the exterior of the chapel is flooded with light intended to remind those who pass here that Jesus is the Light of the World."*



Mosaic in Beatrice



1969

The Rev. Roland Johnson becomes the fifth director of Bethphage Mission, guiding Bethphage through a revolution in services for people with disabilities.

The situation appeared impossible.

Rich Carman was trying to help children and adults with disabilities in Latvia after the fall of the Soviet Union, and there would not be enough money to meet all the needs.

“In Latvia, after the fall of the Soviet Union, there was a period of economic shock. Parents had to do extreme things to survive, including locking their children in their apartments while they sought out work of any type,” Carman said.

Under the Soviets, there was no acknowledgment that people with

disabilities existed, and they were not even included in census numbers.

Carman, who joined Bethphage in 1989 as president and chief executive officer of Bethphage East in Connecticut, was part of an effort in Latvia to reach teachers and parents who wanted to learn more about services in the West for people with disabilities. The relationship started with an educational exchange program.

At one of the first meetings, two groups were formed, one representing the needs

of children and the other the needs of adults with disabilities. The groups identified the need for early intervention services for babies, educational opportunities for children, and some sort of day service for adults.

Rationing was not a new concept to those who grew up in the Soviet system. The two groups needed to make a decision about who would get to participate in a

pilot project, adults or children.



Rich Carman joined the staff of Bethphage in 1989.

The two groups met together to find a solution.

“I fully expected they would come back with some proposal to lump everyone together, but they surprised me, and my life has not been the same since,” Carman said. The mother of a young child presented the group’s consensus: Adults with disabilities – not children – would receive services.

The group members’ reasoning was that these families had waited all their lives for this opportunity and, as parents of babies and children with disabilities, they needed to wait for new opportunities.

“I’ve seen many examples of selflessness in my career,” said Carman, who now serves as vice president of International Development. That example in Latvia stayed with him, inspiring his work sharing Bethphage’s mission in other parts of the world.

By the end of that meeting in Latvia, “we were all in tears, but unified by the hope that this could be a new beginning for everyone,” Carman said. “Where I saw a potentially impossible situation, they found space to celebrate.”

INTERNATIONAL OUTREACH

In 2007, the Northern Diocese of the Evangelical Lutheran Church in Tanzania contacted Mosaic for help to develop community-based services for children with disabilities and their families. The result was the Building a Caring Community (BCC) Program. In 2013, BCC serves more than 200 children, through in-home supports and 11 day centers.

While the project focuses on providing services for children, it was recognized that extreme poverty is an issue that requires a holistic approach to truly have a long-term impact on families served by BCC. Thus, Caregiver Cooperatives and a micro-credit lending program were developed to improve the economic condition of the families. Additionally, to address ongoing healthcare for the children, Mosaic International created the ProMot Healthcare program.

Gemma’s story relates the success of BCC:

Gemma, a cheerful young girl with a beautiful smile, attends the Kiboloroni Day Center, receiving assistance with daily living skills and physical therapy. Her mother is a staff member, allowing her to be close to Gemma, while also making about \$90 monthly. Gemma’s father left when the family found out Gemma had a disability. Her mother remarried and has a second child with her new husband, who is not employed. Her mother’s wages are the sole source of income for the family.

The Building a Caring Community program serves more than 200 children with disabilities.



Gemma often is sick with pneumonia, malaria and diarrhea, and is hospitalized frequently. Her family struggled to pay the bills. Through the ProMot program, Gemma now sees a doctor regularly, receives visits by medical students, and her family has assistance with her medical bills. This has meant that Gemma receives recommended surgeries and medications when they are prescribed, instead of delaying for months while her family tries to save enough to pay for the necessary medical treatments.



1969

Julius Moehl, Jr., the son of MLH founder the Rev. Julius Moehl, becomes the superintendent of Martin Luther Home, a job he held until 1972.

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“Brother Bob” Turnquist saw many changes during the 48 years he served on Bethphage’s campus. What was important to him, though, never changed.



“I have had three loves in my life: God, my family and Bethphage,” Turnquist said at Bethphage’s 85th Anniversary celebration.

Turnquist, who died in 1999, was well known to Bethphage guests, donors and staff. For nearly four decades, he wrote a regular column in the Bethphage Messenger called “Perspective,” which later changed to “Morning Thought.”

“He was such a dedicated man, and he would come in the morning and the first thing he would do was open his scripture and pray,” said Delores Wendell, who served as his secretary for a number of years.

“Even after he retired, you could still sense his love for the people and how they were being cared for.”

Turnquist arrived at Bethphage in 1951 after studying at Luther Bible Institute in Minneapolis. He was consecrated as a deacon in 1953 and became known as “Brother Bob” to many on the Axtell, Neb., campus. While he later resigned the office of deacon, he never renounced his vows of faithfulness to God’s word and to serving at Bethphage.

“I have always regarded my relationship with Bethphage as a call from God,” Turnquist wrote in a 1974 letter he submitted seeking to become executive director. “It is very clear to me that my ministry on behalf of the mentally retarded was very clearly God’s plan and not my own.”

He served as executive director from 1975-80, a transitional time in Bethphage’s history. The nature of those “transitional years” is detailed in a book he wrote, “Heart of the Hill.” After being executive director for a week, he received a call from the State

Robert Turnquist was one of three men who joined the ranks of the Bethphage Diaconate. He had a near 50-year career on the Bethphage campus and was the author of “Heart of the Hill.”

Department of Health about an approaching survey regarding new regulations.

“I had not even seen these voluminous new governmental demands, nor did I know of their existence. I was amazed when I saw them. The changes from previous directives were nothing short of earthshaking,” he wrote.

At the same time, changes in public funding were requiring Bethphage guests to move back to their home states. Turnquist regarded this as “unjust,” according to “Heart of the Hill.”

Describing himself as “more of a protector and father figure than as an administrator,” Turnquist moved into the role of Bethphage historian, and David Jacox became executive director. Turnquist turned the first campus building, Home Tabor, into a museum of Bethphage’s history.

“The thing I like most is helping people understand the importance of the history of Bethphage,” he said in a 1992 newspaper article. “It’s hard for young people to come in and see why we did what we did.”

There was never a question why Turnquist did what he did.

“Bob was a person who exemplified the best in our values about people with disabilities,” said Linda Timmons, Mosaic president and CEO. “He had the ability to see the person before the disability. Bob was more than a wonderful storyteller. He had the ability to really listen and remember those things that made a person’s life story unique and tell their story in a way that engaged readers in the mission of Bethphage. He could see Christ in each person – whether they were a guest or a worker – and he lifted people up in their faith journey especially in their call to serve others.”

Along with his wife Elaine, Turnquist is buried in the Bethphage cemetery.



TABOR MUSEUM

Home Tabor was the first home built on the campus of Bethphage Mission. Today it serves as a museum, telling the story of Bethphage’s history and service to others.

In June 1915, the Board of Trustees of the Bethphage Inner Mission Association authorized the construction of Home Tabor. Ground was broken for construction on Aug. 17, 1915 and the completed structure was dedicated May 17, 1916. The cost of construction was \$35,000. A huge crowd estimated at around 2,000 people was present for the dedication.

In the following years, many additional structures were added to the Bethphage Mission campus. By the 1970s, however, the implementation of government regulations for facilities such as Bethphage deemed many of the existing buildings – including Home Tabor – unsuitable for use. A number of the buildings were razed and replaced with more modern structures.

Slated for demolition in 1981, a generous gift from Phil and Vi Carlson made it possible to save Home Tabor. A plan was developed to renovate the building for use as a museum and visitors center. On Sept. 18, 1982, a service of rededication was held at Home Tabor. Robert Turnquist, a former director of Bethphage, oversaw the renovation, as well as collected and documented items for the museum.

To celebrate Mosaic’s centennial, the collection of historic documents and records at Home Tabor has been organized and archived. The museum has also been updated and expanded to better tell the story of Bethphage and its evolving identity as Mosaic.

1970

A Retreat Center is added to the Bethphage Mission campus. Youth groups from across Nebraska and nearby states visited the campus during the summer, working with the guests and completing maintenance projects. A Central Kitchen building is also added. Up until this time, food was prepared in four individual homes. The 8,320 sq. ft. building makes it possible to prepare meals in a central location and disperse to the homes. It is still used for food preparation and a general supply warehouse.

It was an unexpected blessing, but a welcome one.

On a warm summer evening, the Rev. Gerald Leaf was shingling the house that he and his wife were using while he worked in fund development at Bethphage. The house, which had been home to a former director, had been moved across the road from the campus. It still was near enough, though, for Rev. Leaf to hear a resident singing “Beautiful Savior” at the top of his voice.

“It was just a really great benediction on the day,” Rev. Leaf said.

As the son and grandson of Lutheran pastors in the Swedish-heritage Augustana Synod, Bethphage was a family tradition. When he was young, his family would stop to see a resident his father knew, a man from

Tennessee, where Rev. Leaf’s grandfather had built the state’s first Swedish Lutheran church.

The ties went beyond family. The Augustana Synod, which became part of the Lutheran Church in America in 1962, was a small, close church. “Everybody knew everybody,” Rev. Leaf said.

In the 1960s, he was pastor of First Lutheran Church in Rockford, Ill. It was his third parish, but he still was a young pastor. In that tumultuous decade, he remembers that many young people felt the institutional church was not aware of the day’s social issues. He took a group of them for a retreat at Bethphage.

“I got three or four girls, and our son Tim went along – six of us went in one car and spent the week out there,” he said. “It was such a changing experience for these girls that they came back very enthused about what the church was doing. We went back the next year and we had plenty of kids.”

During those visits, Rev. Leaf became aware of Bethphage’s ongoing financial challenges.



At that time, no one was visiting donors on Bethphage’s behalf, and in talks to churches, there was never a direct ask for gifts. The attitude, he said, was that “God will provide.” He talked with some of the board members and, when the board eventually decided to

hire a development person, the job was offered to him. Even though it meant a pay cut, he accepted.

Rev. Leaf faced challenges on the job. The position was new and not everyone agreed on

what should be done or how it should be done. His wife Barbara created a new design for the Bethphage banks and he distributed them by the thousands. “We mailed them out and we hauled them around. We put notices in the newsletter. Boy, they went like hot cakes. I always had a trunk-load wherever I went.”

He started visiting individual donors across the country, as well as churches. People welcomed him because he represented the beloved Bethphage. “I rarely stayed in a hotel,” he said.

He encouraged people to include Bethphage in their wills. Where possible, his presentation included a slide show that always closed with the same image.

“I’d end up with a picture of the cemetery, with my point being, ‘This is Bethphage’s alumni association. They graduated to glory. They’re not restricted anymore. They’re free.’

“I thought it was a real miracle taking place out there on the prairie.”

DISTANT FRIENDS

Many people who have supported Bethphage and Martin Luther Home have felt a personal connection, even if they never visited or met anyone who worked for the ministries. Letters from donors and the replies from staff members created a bond.

In a letter dated March 20, 1916, the writer said, “Wish this dollar were a thousand.” Other letters sent gifts and asked for prayer, or just asked for prayer.

“Many of those dear, older people would send along notes asking for prayers. I’d always send

back a little note. ... You felt you were serving in a Christian institution. It was wonderful that people would ask for prayers,” said Delores Wendell, who worked at Bethphage for almost 30 years, including serving as assistant in the resource development office.

“One fellow kept corresponding and we were writing back and forth. He’d write about his work and that he was having troubles. I wrote that I would be praying for him and hoped that he would find what he wanted to do. He wrote back saying those prayers mean a lot.”



1971

State funds accounted for 41 percent of the total budget at Bethphage Mission; consequently, the Church had less to say about the management of the institution. National and state authorities establish regulations for food service, health standards, drug handling, safety standards, number of residents, minimum floor space for each bed, width of corridors and minimum lavatory and bathing facilities per guest. This made care of individuals much more complex and costly.

It was a familiar scenario for Marge Sederberg.

“When the families were in despair and didn’t know where to turn, they would turn to Martin Luther Home. ... It was a big decision to have the child leave the home and go somewhere and live. I always felt very strongly for those parents. I know what a heart-wrenching decision that was, and I always felt very responsible to make it a happy place for them.”

Sederberg spent 20 years at Martin Luther Home’s campus in Beatrice, Neb., starting as a teacher in 1963 and later becoming director of services. During that time, two developments dramatically changed the look and work of Martin Luther Home and disability services across the country. One was the influx of government funding, and the other was the mandate by states to not pay for services outside of the person’s home state. Both were mixed blessings.

“When I started, there was no state funding at all,” she said. “We had run a program that met the needs of the children and the adults ... We did the things that we felt would meet their needs ... get involved in the community, home-ec, phys ed, arts and crafts ... what we felt would lead them into a better life as a young adult and as an adult.”

State regulations, however, changed some of the freedoms the home and school had known, even though it was highly regarded as a state-of-the-art facility and received visitors from across the country.

“When the state became involved, we had more standards. It was challenging for staff and it was challenging for parents.”



Children at Martin Luther Home during the 1960s and 1970s (above and right).

Along with the regulations came the mandate to move children back to their home states. Sederberg helped establish homes in Colorado, Iowa, and Illinois. This often brought sadness – both to families and to staff.

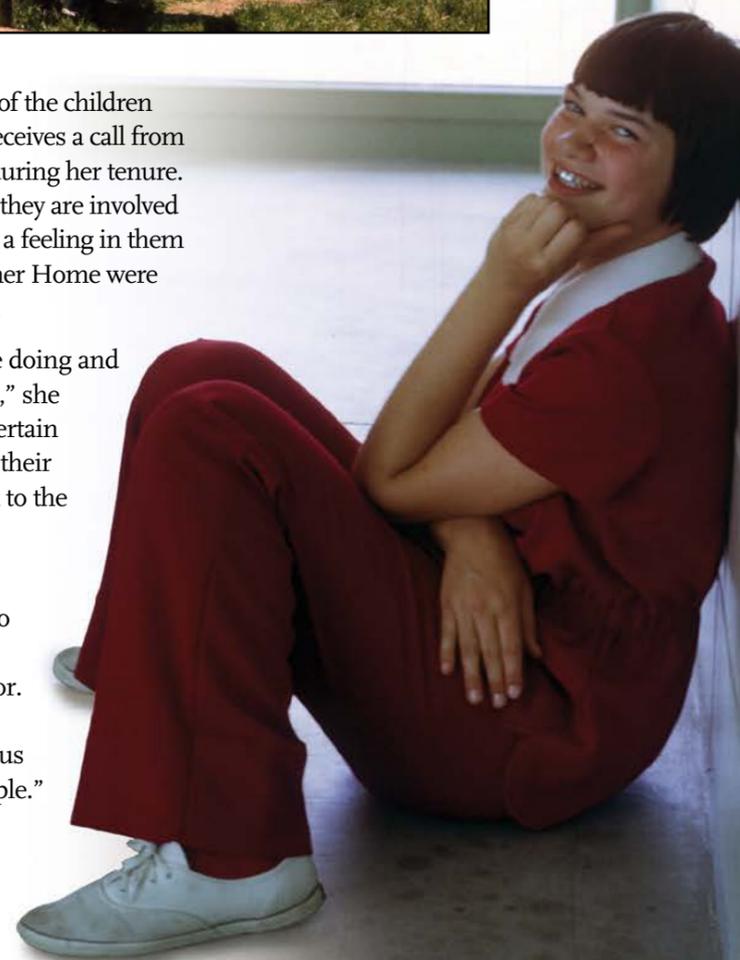
“There were a lot of mixed emotions. The parents didn’t really want their family members to leave MLH,” she said. “It was something that was a little hard to do particularly when you were in the communities and trying to establish these group homes and experience the resistance of the community to our moving children or young adults into their area.”



Sederberg remembers many of the children she served and occasionally receives a call from someone who lived at MLH during her tenure. She said they talk about what they are involved in today, but she often senses a feeling in them that their years at Martin Luther Home were some of the best of their lives.

“They talk about what they’re doing and then they start remembering,” she said. “They’ll ask me about certain staff members. It seems like their good memories are tied back to the residential setting.

“A lot of people had a great fondness for these children to make sure they were comfortable and well cared for. I don’t think a lot of people realize what a well-run campus setting can do for young people.”



STAFF SHORTAGES

A perennial challenge from the beginning of Bethphage and Martin Luther Home has been finding qualified, caring workers. According to the U.S. Census Bureau, in 1910, the population of Axtell was 394 and in 1920, the population of Sterling was 804.

During World War II, the challenge was particularly acute because people left their jobs at Bethphage or Martin Luther Home for higher-paying, war-related industrial jobs. In 1944, Martin Luther Home canceled the annual Home Day because of a lack of workers, noting that “Four lady workers are trying to do the work which should be spread among at least seven workers.”

In the September 1964 Messenger, the Rev. Herbert Ekerberg wrote: “People ask, ‘Why don’t you expand your place so that you can take in more people, when the need is so great?’ ... The main reason is that we can’t get enough qualified staff to serve those we now have. It is my understanding that Home Bethesda, the last of the homes built on our campus about 10 years ago, stood vacant for a whole year before a single guest could be admitted and the reason for this was lack of sufficient personnel.”

Although not challenged by location as the original ministries were, Mosaic today still faces staffing challenges. The same concern faced by Rev. Ekerberg is true today: “We have wanted to be selective as to the type of people who care for the guests. ... We need people who have Christian compassion and love.”

Nov. 24, 1971



A dedication ceremony is held at Martin Luther Home for a second sheltered workshop and a cottage for individuals who have advanced sufficiently in their training to live in this type of quarters.

People with disabilities were simply “part of the community” of Axtell, Neb., Wilma Nelson remembers, from their involvement in church and community activities to work at the Bethphage gift shop downtown, “they were a part of what we did.”

Nelson moved to Axtell in 1970 with her husband, the Rev. Hans Nelson, and children Linda and Dan. Rev. Nelson served as pastor of Trinity Church, which had formerly been Bethphage Church. The family lived in the parsonage that was built as the home for the Rev. K.G. William Dahl when he was called to serve the church in 1912. It is a coincidence of history that their daughter, Linda, spent her childhood in the home of Rev. Dahl and, at its Centennial, is president and chief executive officer of Mosaic, created from Bethphage and Martin Luther Homes.

Because people with disabilities were integrated into the community in so many ways, Nelson said her children’s view of them was different from others who didn’t have the opportunity for interaction. She remembers David, “who was always around” and would offer to wash the family car for a little money and, once, came to the door with a toy horse for her son Dan. Elsa always would greet the children and remember their birthdays.

“I think our children learned to appreciate people with disabilities because of that and learn to respect them and interact with them,” she said.

Around her home in Omaha, Nelson still has several items from the Bethphage gift shop that once graced Axtell’s Main Street. The shop carried craft items made



Rugs were a regular item at Bethphage’s gift shop.

by Bethphage residents, along with greeting cards and other small gifts. A workshop sold handmade rugs.

“When Hans’ sister came, she always went to the workshop to buy six or eight rugs to take back to Oregon,” Nelson said.



Wilma Nelson served as a nurse and secretary during her years working at Bethphage in Axtell.

During their years in Axtell, Nelson worked at Bethphage, first as a nurse and later as a secretary. She remembers that Bethphage changed a lot during that time, as it moved from a medical model to active treatment. She enjoyed her work.

“I think there was a lot of camaraderie there,” Nelson said. “The guests just loved you.”

Nelson also admired the dedication of many of the workers and the model of service offered by the members of the Bethphage Diaconate, including Brother Bob Turnquist and the numerous deaconesses who served over the years.

“I always felt it was a blessing to have worked with the deaconesses,” she said. “I thought the service that they gave was really an inspiration for me. ... It was more than just work. It involved being part of the whole process. I always felt really blessed to have been part of that kind of an atmosphere where your faith was important and it was part of your life.”

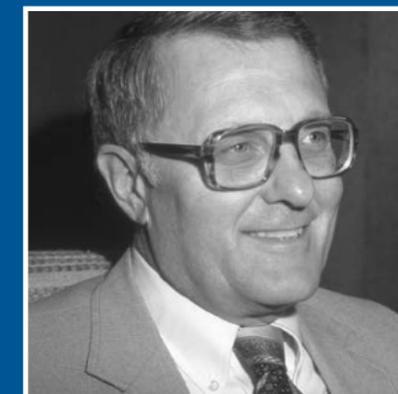
FAMILY AND FRIENDS WELCOME

Family and Friends Day has a long tradition at Mosaic at Bethphage Village, harkening back to the time when many family members lived far away – often out of state – from their loved one who was a resident at Bethphage. The day is dedicated to enjoying activities with family members, friends, volunteers and donors who support Mosaic.

The annual event has taken on many different faces. There have been circuses, football games, fishing contests and, often, parades put on by the residents of Mosaic at Bethphage Village. But with each passing year, two things are constant: a worship service at Zion Chapel that starts the day and an evening meal served picnic style at the end of the day.

In the early days, it was important that the event be on the same weekend of the year, during good traveling weather. Many family members who came from other states planned their vacations around the celebration. Employee’s families also are invited to the annual event.

For 2013, Family and Friends Day shares the weekend with the Mosaic Centennial Festival, held at Mosaic at Bethphage Village.



March 1972

Charles Anderson of Fairbault, Minn., is called to serve as Martin Luther Home’s new superintendent. During his term a new physical therapy building is dedicated during the June 1973 Home Day celebration.



Mosaic today

MOSAIC IN INDIANA

Geneva is thriving in her supportive environment. Mosaic has provided supportive services along with community services that have afforded Geneva the opportunity to have a job at a local Goodwill store, where she enjoys her work.

Geneva uses the money she makes to pay for activities she enjoys, including attending concerts.



1973 – 1982

The mission evolves for

Martin Luther Home and Bethphage as communities begin providing public education for children with disabilities. Both organizations start community-based programs away from their campuses. Many long-time residents of the two campuses are required by their home states to move back because states will no longer fund programs outside of their territory.

The rights of people with disabilities are being acknowledged in courts across the country.

An image from a series of photos taken for the Martin Luther Home filmstrip, "Through Your Eyes."

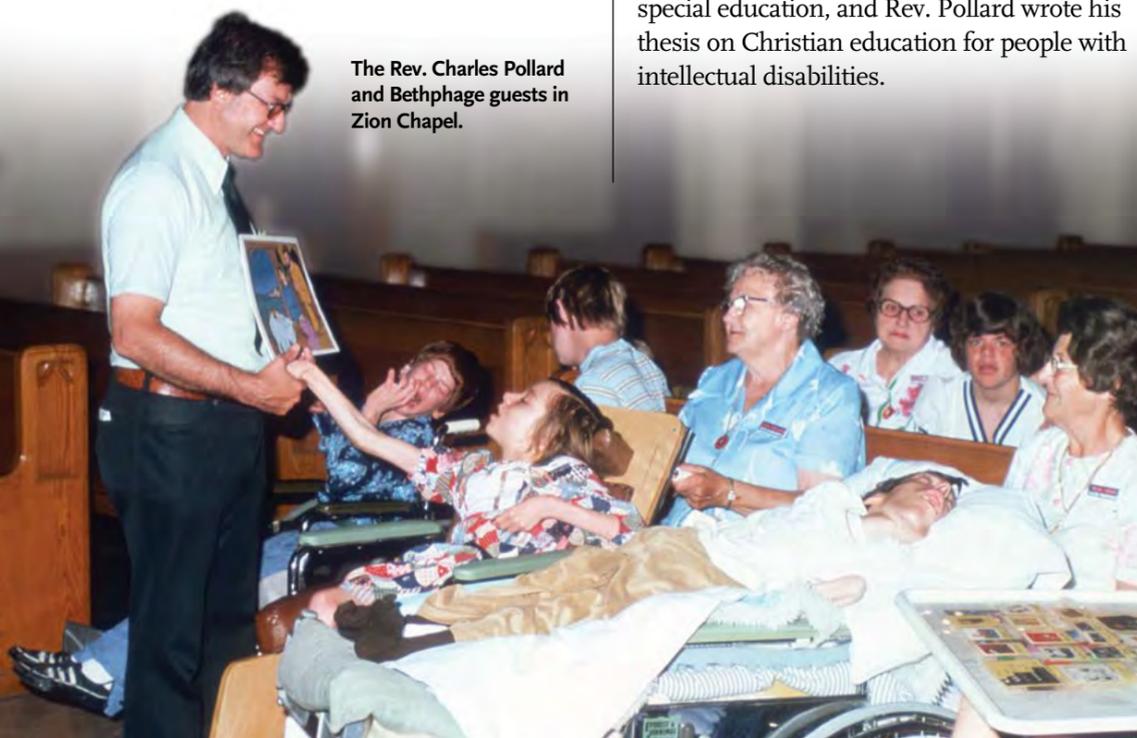
The Rev. Charles Pollard had a congregation that loved going to church and volunteered readily to do anything they could.

As pastor for 12 years at Zion Chapel on the Bethphage campus in Axtell, Neb., “he couldn’t have asked for a better situation,” said his wife, Ruth Pollard.

The couple came to Bethphage from Maryland. They were surprised to receive the call because they did not have a background in the Augustana Lutheran Church and weren’t of Swedish heritage. When he visited to interview, Rev. Pollard was impressed. On his second visit, he brought home the film, “Miracle on the Prairie.”

“I hadn’t visited but I saw the film, and we thought this really is the work of the church

The Rev. Charles Pollard and Bethphage guests in Zion Chapel.



and what the church was all about,” Ruth Pollard said.

It was important to the then-director, the Rev. Roland Johnson, that all residents had the opportunity to participate in the sacrament of the Lord’s Supper. For the Pollards, that meant becoming creative.

“We had to really work taking the sacrament from the chapel to people who could not be there for various reasons,” Rev. Pollard said. “There I was with a chalice and communion wafers in all kinds of weather.” They used a communion set that had a short chalice and small container for communion bread on a tray that allowed them to carry it the homes, where the worship service had been broadcast.

It was appropriate – if not destiny – that the couple landed on Bethphage’s campus. As teens, both had participated in Luther League and would visit the state school for people with disabilities in Maryland. As a sign of the misunderstanding people with disabilities faced, Ruth’s mother was afraid for her daughter’s safety when she visited the school. Ruth Pollard received a master’s degree in special education, and Rev. Pollard wrote his thesis on Christian education for people with intellectual disabilities.

The years the Pollards spent serving at Bethphage were years of change for the campus, both in the church and in programming. Zion Chapel went from being officially listed as a congregation with membership made up of Bethphage’s residents and staff members to, instead, becoming a chapel attached to a Lutheran institution.

New forms of government funding were introduced during that time, as were new regulations. Many of these only affirmed the good work that was already being done, the couple said.



Ruth Pollard plays while Bethphage guests listen and sing along.

Ruth Pollard came with a background teaching children with severe and profound disabilities and, when a teacher was needed, she became the first accredited teacher at Bethphage. She went on to become activities director and, later, the program director.

“Before the federal regulations came along, Bethphage did things because it was the right thing and loving thing to do,” she said, “not because somebody told them you have to do this. ... I know that is a living legacy for Mosaic. There is a feeling of family, people show a different kind of commitment, a commonality of purpose. It is a different atmosphere. We believe that we have received God’s love and we, in turn, are sharing that love with others.”

PERSONAL INVESTMENT

“Mosaic is a good example of the phrase serving arm of the church,” said the Rev. Dennis Anderson. “They’re seen as the church in action.”

Within the Nebraska Synod of the Evangelical Lutheran Church in America, Serving Arms are the ministries that carry out the church’s work.

As bishop of the Nebraska Synod of the former Lutheran Church in America, Rev. Anderson served on Bethphage’s board from 1978 until 1987. He remembers days of

“struggles with regulations and regulators” but also days of great leadership shown by former chief executive officer David Jacox and other board members and volunteers.

Rev. Anderson said he stands in admiration of the love and service that fuels Mosaic today and shows the face of the church in the world. The mission, he said, is personal to many who have and do work for Mosaic.

“It wasn’t corporate leadership,” he said. “It was personal investment.”



Aug. 18, 1974

The Rev. H.W. Fruehling, son of one of Martin Luther Home’s founders, is appointed superintendent for MLH and officially installed at the annual Home Day celebration. During his administration, the Home achieves a stable financial base, improves employee benefits and embarks upon a period of dramatic growth across the country.



Bethphage guests in Zion Chapel.

Like the ripple of a stone hitting the still water of a pond, Mosaic changes the lives not only of the people served, but also of anyone who comes in contact with the organization.

That includes the families of people served, Mosaic employees, their families, the church and the larger community.

“They come to understand that there is honor in service,” said Eugene Hofeling, who worked for 29 years for Martin Luther Home and Mosaic. “The individuals being served – there is not a lot of difference between us. We all require some sort of assistance in one way or another.”

Hofeling, who worked in many roles before focusing on finance, saw the ripple in his own family while he worked on the Beatrice, Neb., campus. Some clients became like family to his young sons.

“There was an individual named Bernie. Bernie could not speak but our sons loved this guy to death. We would take our boys out there and it was wonderful to watch – a huge smile would come on his face and our youngest son, Alex, would just hop up on his lap. It was total, unadulterated love for one another,” Hofeling said. “You could not have asked for a better friend.”

Hofeling eventually became chief financial officer of Martin Luther Home, but it was his

personal growth and that of his family that were more important: learning to appreciate the gifts that people with disabilities bring to friendships and life.

While today Mosaic is financially solid, Hofeling remembers times in the 1970s when he would have to go to the bank to borrow money to make payroll. What saved MLH during those challenging times were generous churches and generous donors, he said.

“In order to survive financially, we relied upon the Christmas donations of supporters,” he said. “We would go to the bank in the fall and borrow money for payroll and other bills. It was that Christmas offering that kept us going.”

Hofeling found that many people were eager to help with advice and friendship, including former board members, parents of people served and other employees, both at MLH and Bethphage. Together, they created an organization that he said still is worthy of donor support.

“You would have to look long and hard to find a better agency doing great services.”



VOCATIONAL TRAINING

Martin Luther Home opened a vocational workshop in 1966. It was said to be the first of its kind associated with a residential home and school. The goal was simple: train people with the skills needed to hold jobs in the community so that when they graduate from school, they can return home as productive citizens.

A brochure about the program, which was called “The Light of Life,” stated: “... the trainee will work in the woodshop, in the ceramics shop, in plastic production, at a loom, on the farm, or in the domestic training area. The important thing is that he learns how to do a job.”

The Martin Luther Home workshop produced items that were sold on the campus and later through retail outlets called Martin Luther Gift and Thrift stores. Graduates of the program were highlighted in the Martin Luther Home News, listing the jobs they moved on to in their home communities.

With the move to community-based programs, the workshop changed focus and today provides earning and learning opportunities for residents on the Mosaic in Beatrice campus. The goal to help people transition into competitive, community-based employment is still foremost, however. Across the country, a number of Mosaic locations provide job coaching and placement to help individuals learn the necessary skills.



June 28, 1975

Robert A. Turnquist is chosen to be the sixth director of Bethphage Mission. He is the first lay person to become director. After 24 years in service, he is also the first current employee of Bethphage to be promoted to the post.

For years until his death at age 97 in 2008, J. Don Haney volunteered every week at Mosaic in Colorado Springs, Colo.

He once said he did it for two reasons: "One is I'm just so grateful to Mosaic, and the other is I simply enjoy coming here."

Don and Gratia Belle Haney were surprised on May 5, 1953, when their sixth child, Stephen, was born with an intellectual disability. For

several years, the couple raised "Stevie" alongside the other children. Haney said it was a marvel to watch his wife handle it all.

"The biggest challenge was to take care of him to be as normal as possible," Haney said in a 2008 interview. "I never understood how my darling wife could manage all of our children." After years of care and increasing needs, Stephen needed another level of care, and the Haney's placed him in a state institution in the Denver area.

The Haney's made routine trips to visit Stephen. Jeff Haney, Stephen's brother, said he remembered how painful it was for his

dad to say goodbye after each visit. Questions and concerns about quality of care also played a role.



J. Don Haney

As a result, Don Haney began advocating for services in Colorado Springs. He helped found the Pike's Peak Association for Retarded Children, now known as ARC. When Stephen was in his 20s, the Haney's and ARC began a nationwide search for help that would allow them to bring Stephen closer to home.

"We simply didn't like the fact that he was so far from home," Don Haney said in 2008. "We wanted to be with him a lot more."

They contacted Martin Luther Home, hoping to bring community-based care options to the state. The Haney's also visited Nebraska to learn more about the services.

Martin Luther Home opened in Colorado Springs in 1979. Jeff Haney noticed an immediate change in the level of care his brother received in this new setting. "It was like night and day. (The staff) were just so connected, knew how to motivate and when to stay out of the way," he said. Without the change, "I don't think he would have lived as long as he did."

Stephen died Oct. 14, 2007, of complications related to pneumonia. He was 54.

"The day before he died, I was there with my dad and we were taking turns being with him," Jeff Haney said. "People were streaming into the room, clients, staff, former staff. I was absolutely blown away by the dozens of people who came through, particularly a young couple who were staff members who met because of him and had him in their wedding."

Don Haney recalled the sadness of learning that his baby boy had a disability. "In the end it turned out to be ... a grand experience."



EXPANDING TO COLORADO

In 1978, the Martin Luther Home Society was approached by parents in Colorado who requested assistance in meeting some of the needs of their children with disabilities. By January 1979, planning began for the program and on May 1, 1979, MLH opened its first community-based home in Colorado Springs, Colo.

The situation was urgent. Ten children with multiple disabilities, all 5- or 6-year-olds, had been moved to a nursing home from a facility that was closing. They were diagnosed with severe to profound intellectual disabilities, could not walk, and required a high degree of

care. Most had limited sight or hearing, or both. They had never eaten solid foods, and were still wearing diapers.

As states tightened their funding structures, they quit paying for out-of-state specialized services, such as those offered at Martin Luther Home. Instead, private organizations were invited to begin community-based programs to meet the local needs. According to the Rev. Walter Fruehling, MLH superintendent at the time, people with more challenging needs – such as multiple disabilities – were often

referred to Martin Luther Home by states.

With the expansion of services from just one campus, the Martin Luther Home began to be known as Martin Luther Homes.



Photos from Martin Luther Home's program in Colorado in the 1980s.

June 1978

Ten children in Colorado are moved from a closing facility to a nursing home. Families seek help from Martin Luther Home, which answers the call to serve them by establishing services in Colorado.

The dedication shown by Sherry Morris during her career while working with people with disabilities is now at work in a second generation.

Morris, who died in 2011, joined Bethphage in Osceola, Iowa, in 1989 as coordinator of religious support services. Before that, she spent years as director of a small schoolhouse that served seven people with disabilities.

Her daughter, Shanda Hiatt, remembers that small school well. “As a single parent, mom brought me to work with her during the summer months because she couldn’t afford day care.”

Sherry’s devotion to her work rubbed off on her daughter, who joined Bethphage after graduating from high school, and is still a Mosaic employee.

Hiatt reflected on the years they were both employed by Bethphage: “She was my champion. After 30 years she was still doing all the same things — hugging individuals having a rough day, calming a person having a rough time, assisting with medical issues, and being a great leader for other staff even though she was battling ovarian cancer.”

Sherry’s colleagues in Osceola said she was especially skilled at supporting individuals who were angry, frustrated or just having a bad day. Smiles, hugs, humor, and song were the therapeutic tools she relied upon.

Once she was called by a local fast-food restaurant about a Mosaic client who was having an angry outburst because of a misunderstanding involving french fries. When Morris arrived, the police were on the scene. Within a few minutes, Morris came out of the restaurant singing “Jingle Bells” with the individual and the police in tow.

Her colleagues remember her as a strong advocate for the people supported by Mosaic and for the staff. As a direct support manager, she would spend whatever time was necessary to help staff build the skills, confidence, and patience they needed to be successful.

A member of the Osceola management team told a story about Morris supporting a woman with disabilities who had been sexually abused before coming to Bethphage. The woman needed a pap test but was refusing to allow it. Morris helped the client locate a female doctor and took her to the appointment, staying and holding her hand until the exam was over.

Hiatt said it was hard for her mother to retire from Mosaic because of her failing health. “She was distraught about not seeing the individuals she was close. I kept reminding her that she made a difference in those lives, and now it was my turn to take up where she left off.”



Direct Support Professionals quietly work every day to provide a life of possibilities for people with intellectual disabilities. Your work makes it possible for the mission of Mosaic to continue. We recognize your efforts and honor your service as the essence of our organization.



THANK YOU!

Direct Support Professionals create a life of possibilities!

The United States Senate has designated the week of Sept. 11, 2011 as National Direct Support Professionals Recognition Week. We thank you for the dedication and vital role of Direct Support Professionals across the country. Senate Resolution 228, introduced by Sen. Ben Rayburn (Alabama), notes that direct support professionals are the primary providers of long-term support for millions of people with intellectual and developmental disabilities and their families.

On behalf of the people Mosaic supports, their families, and the employees at Mosaic, we want to say, "Thank you, Direct Support Professionals, for creating a life of possibilities at Mosaic every day!"

Your commitment helps to create a life of possibilities for others.



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On behalf of the people Mosaic supports, their families, and the employees at Mosaic, we want to say, "Thank you, Direct Support Professionals, for the work you do to support those with extraordinary lives at Mosaic every day!"



TRUE STARS

“The people who have made this organization are not the people who are able to sit in front of the lights. They’re the ones who did the work. The direct care staff are the most respected of anybody in my book.”

– The Rev. Walter Fruehling, Superintendent of Martin Luther Home, 1973–1990

Direct Support Professionals (DSP) play a pivotal role at Mosaic. They are the people who provide daily supports and training and may be referred to as “my staff” or, often, “my friend” by the people Mosaic serves.

Annually in September, Mosaic participates in National Direct Support Professionals Recognition Week. The week recognizes the valuable contributions DSPs make, not just to people with disabilities, but to their communities as a whole.

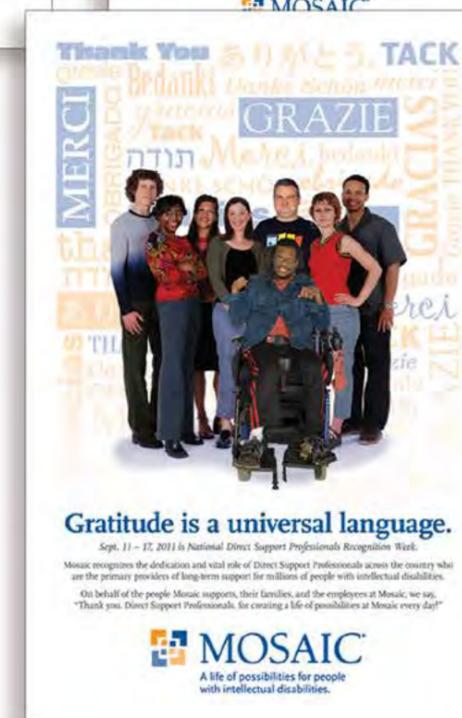
Since 2008, the United States Senate has annually approved a resolution recognizing the week and the important work that DSPs do. In 2012, that resolution read, in part:

Whereas a direct support professional:

- must build a close, trusted relationship with an individual with disabilities;
- assists an individual with disabilities with the most intimate needs on a daily basis;

- provides essential support to help keep an individual with disabilities connected to the family and community of the individual;
 - enables individuals with disabilities to live meaningful, productive lives;
- Be it resolved that the Senate:
- recognizes the dedication and vital role of direct support professionals ... in enhancing the lives of individuals of all ages with disabilities;
 - appreciates the contribution of direct support professionals in serving needs that are beyond the capacity of millions of families in the United States.

Mosaic annually participates in National Direct Support Professionals Recognition Week with materials that highlight the importance of DSPs and the pivotal role they play in serving people with intellectual disabilities.



May 2, 1979

Martin Luther Home opens its first home in Colorado Springs, Colo. to serve children with severe to profound disabilities.

151

Joyce Higgs-Spruth is a hugger.

But after working a short time at Martin Luther Homes in Colorado Springs, Colo., she found out she was violating the rules.

“They had a specific no-hugging rule at the time,” Higgs-Spruth said.

She couldn’t let that interfere with the job she knew God intended her to have, however. On the first day, as Higgs-Spruth was driving to work, she had been nervous and asked God how to communicate with people who may not understand her words.



Joyce Higgs-Spruth giving a hug.

“It was so clear and immediate: ‘Just let me love through you.’” That included hugs, she said.

When Higgs-Spruth found out about the rule, she asked for – and received – an exemption.

At the time, she thought she might stay in the job for just a couple of years. Twenty-five years

later, she retired just shy of her 80th birthday. Retirement was painful, Higgs-Spruth said,

because throughout those years, she experienced “over and over again” the presence of God through the people she served, whether they were staff, clients, or their family members. Her own experience parenting her son Mark, who has a disability, made it easier for parents to open up to her, she said.

“I felt that it was a big help for me to identify with the parents and their feelings knowing that this child isn’t going to grow into the dreams and hopes that all parents have for their children,” Higgs-Spruth said. “You have to adopt a made-to-order plan for that child.”

Among her most meaningful duties as chaplain was helping clients mourn the deaths of their friends who were also served by Mosaic. Higgs-Spruth created a flannel image of Jesus sitting in a chair. When she

conducted a memorial service, she would place a photo of the deceased person on the lap of Jesus and offer comforting words about being safe in his arms.

Higgs-Spruth helped the people served by Mosaic through other struggles, such as when people called them names. It bothered her that the word retarded became a slur, since it only means that “things take a little longer.”

“They would be called that at the bus stop and they’d be hurt,” Higgs-Spruth said. “I’d tell them, ‘You say to them back that it is OK to be retarded but it is not OK to be rude.’”

No doubt she followed that advice with a good, strong hug.



PEOPLE FIRST

Mosaic practices and teaches the use of people first language.

Mosaic advocates that people with disabilities are people first. A disability is a diagnosis, a label for a condition. It does not define the wholeness of the person. Labels, often overtly negative, continue stereotypes and hold people back.

People first language puts people before their diagnosis. It is as simple as saying, “a person with epilepsy” instead of “an epileptic,” or “people with intellectual disabilities,” rather than “the intellectually disabled.”

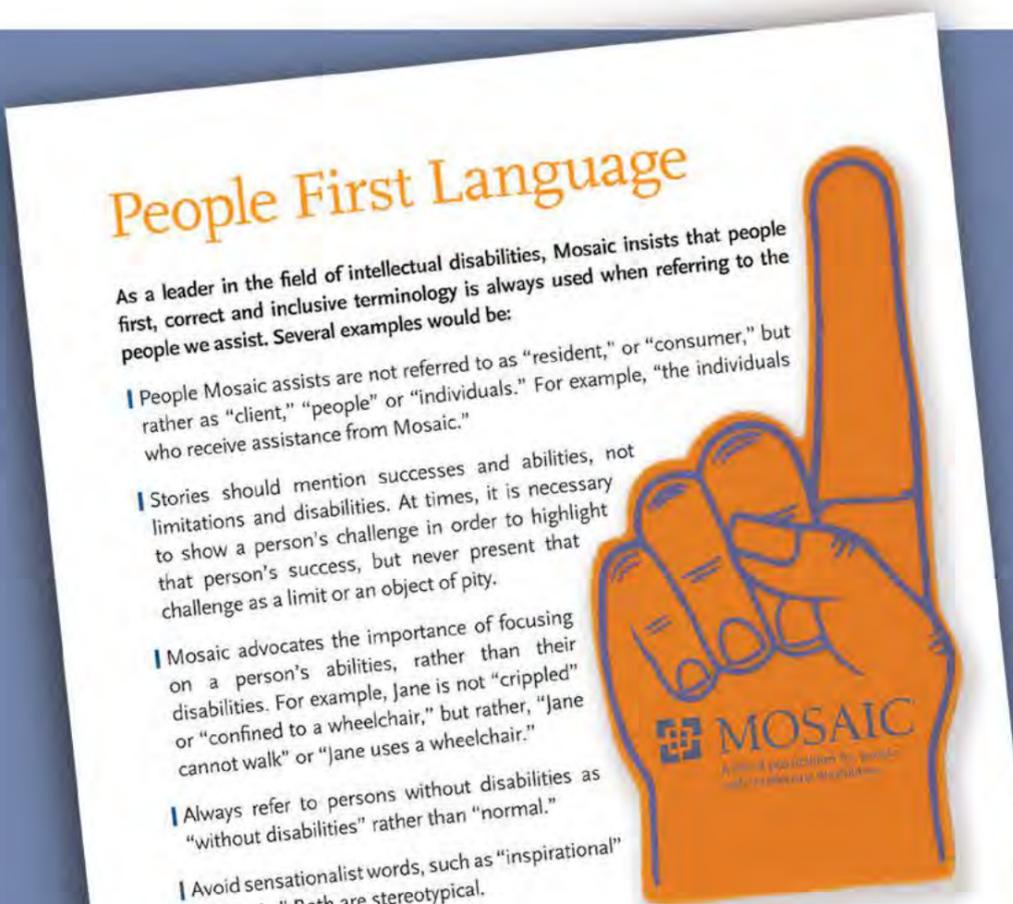
Along with this, Mosaic advocates stridently for the use of words that reflect respect for people with disabilities. Previously,

governments and providers used a variety of words to describe an intellectual disability. Even publications from Mosaic’s past reflect language that today would not be used.

The words have evolved because the people who have been labeled with them have sought change when those words took on negative meanings. The “Spread the Word to End the Word” campaign by Special Olympics seeks to educate people to stop using the “R-word” – retardation – and its various forms.

In 2010, the federal government mandated that all federal regulations use the term “intellectual disability” instead of “mental retardation.”

It is a step in the right direction. Words matter because people matter.



Page from the Mosaic Brand Book, given to all new employees to familiarize them with Mosaic brand standards and expectations.



Nov. 1, 1979

Martin Luther Homes opens community-based housing in Beatrice. Five young men move into a home with house parents.

In 1975, Clem Banda started what was supposed to be a summer job.

“It must be a good summer,” he said, “because it is not over yet.”

Banda still has the letter he received June 2, 1975, welcoming him as a new employee at Bethphage’s campus in Axtell, Neb.

“I always thought, ‘well maybe I’ll get the chance to work there when I’m of age,’” he said. “I was so happy when I got that letter.”



Clem Banda assisting a Bethphage guest in recreation, c. 1980.

For Banda, working on the campus is a family affair. Over the years, his mother worked there, along with four sisters and an uncle. His wife and son are employees, as is his daughter when she is on break from college.

Seeing the kindness and care displayed at work by his mother, Hipolita Hernandez, inspired Banda. He has memories of visiting her at work, when he sometimes would get to visit the farm and barn, where he could drink fresh, cold milk.

“She used to tell me that if you work here, you’ve got to do a good job,” he said.

Banda is also inspired by the people he serves.

“Some of them look forward to seeing you when you come to work,” he said. “They’re waving and asking, ‘What are we going to do today?’ You get kind of attached to some of the individuals, and you can see that you have helped them accomplish something.”

Banda’s jobs on the campus over the years have changed, he said. He started in laundry and has held other positions, but now works in the homes, which he enjoys best. The level of support he provides to residents also has changed, as more now need higher levels of assistance.

One constant has been his respect for the people he serves.

“One of the things I learned throughout the years is that you really have to earn the respect of the individuals,” he said. “You need to respect them so they can respect you, too. You also have to earn their trust.”



FARM FRESH

For many years, both Bethphage and Martin Luther Home owned farms to supply a portion of their needs. Here are some excerpts from different writings about the farms.

April 1926 Sunshine newsletter:

“We have 500 little chicks and the lover of poultry would surely spend a half hour watching them. The family of pigs from the two sows are thriving well and we can already see the sausages that will be made this fall. To our surprise we have no cow and must buy milk and butter. ... You might ask why does not the Board buy a cow? The

reason is that our finances will not allow such a large outlay and Sears-Roebuck do not sell them on the installment plan.”

February 1933 Martin Luther Home News:

“Then there is enough ground for garden purposes where the larger boys find opportunity for work during the summer months when there is no school. In the rear are barns and sheds for our horse, cows, hogs, and chickens. The Home also has the free use of eighty acres of fine farm land adjoining. In this way much of what is needed can be raised on our own grounds.”

A 1944 visitor to Bethphage reported:

“There were some 35 head of cattle and they supplied the necessary milk, cream and butter for the Mission. The barn was up-to-date with automatic drinking fountains and steel bars. Keeping in line with the Mission, everything was clean and swept.

“Looking over all the land we viewed 280 acres. Grain, hay and vegetable gardens all to help keep this great work going was now growing in fine shape.”



May 1980

David A. Jacox is selected to become the seventh administrator of Bethphage, given the title President.

Paul and Fred loved coffee.

They shared many cups over the years, and Paul's hospitality is one of Fred Naumann's fondest memories from his dozen years with Martin Luther Homes.

Naumann worked there in fundraising and public relations, and Paul lived at one of the organization's homes in western Iowa, and worked in the community. As he traveled for the ministry, Naumann looked forward to visits with Paul, particularly on sub-zero days. He could leave the daily grind and recharge his spirit over a cup of hot coffee at Paul's house.

"It didn't matter how the rest of your day was going," Naumann said. "Paul would ask you, very politely, if you wanted a cup of coffee. He'd watch your reaction to see how you enjoyed it. It was the way one person chose to give back. He would make coffee and offer it as a gift."

Naumann said farmers in town knew that if they stopped in, they were always welcome for a cup of coffee with Paul.

"Suddenly, this is a man who is known for something that does not involve intellectual disabilities. One-on-one, you were sitting there with a cup of coffee with a saucer under it. Paul had an entire cupboard that was dedicated to his coffee-making supplies."

Naumann recalls Paul's delicate handling of the cups. How quickly the coffee was in his hand. How Paul became part of the local culture. How Paul's hot coffee thawed misperceptions about intellectual disabilities and integrated the group home into the community.

Martin Luther Homes changed Naumann's life. It's where he met his wife, Angie. She served the organization as a computer specialist.

"I came single and left with a wife. It was kind of storybook," Naumann said. "Now, we're both fond of Mosaic. And, we've decided to remember and celebrate that improbable meeting as Legacy Society members. Years ago, someone asked me why we would leave a legacy like that because your money is for your family. I said, 'The people of Mosaic are my family. So, an amount of what I accumulate will go to another part of our family.'"

The estate gift celebrates the Naumanns' past and future contributions to a ministry they love.

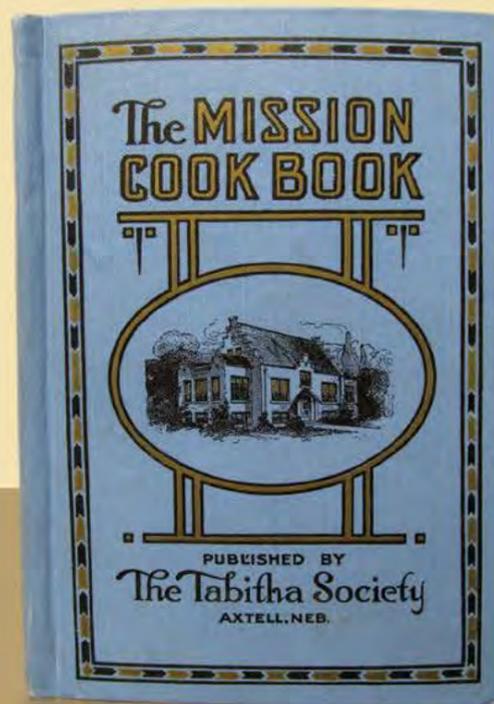
"The best people of Bethphage and Martin Luther Homes were able to put what they were feeling in their hearts and do it with their hands. They actually put the words we preach in motion," Naumann said. "Paul's way was to provide a cup of coffee."

SOMETHING'S COOKIN'

In 1916, The Tabitha Society, the Bethphage women's volunteer organization, published "The Mission Cookbook" as a fundraiser. Its popularity caused it to be reprinted in several subsequent editions. According to the fourth edition, through the sale of this book and other activities, the Tabitha Society was able to "hand over thousand after thousand to the treasury of the Mission."

Here is a recipe for Baked Eggs, contributed by Lillian Dahl, the wife of Rev. K.G. William Dahl.

Make 1 pint of more thick cream sauce and pour half into buttered baking dish. Break into this as many eggs as needed. Pour the remaining cream sauce over, sprinkle with bread crumbs and bake in a hot oven until the eggs are well set. Makes a splendid supper dish.



Around 1965, a few recipes were shared in articles of the Bethphage Messenger. Because readers enjoyed them, they became a regular feature, sharing recipes from staff members, donors and volunteers.

Peach Cobblers.

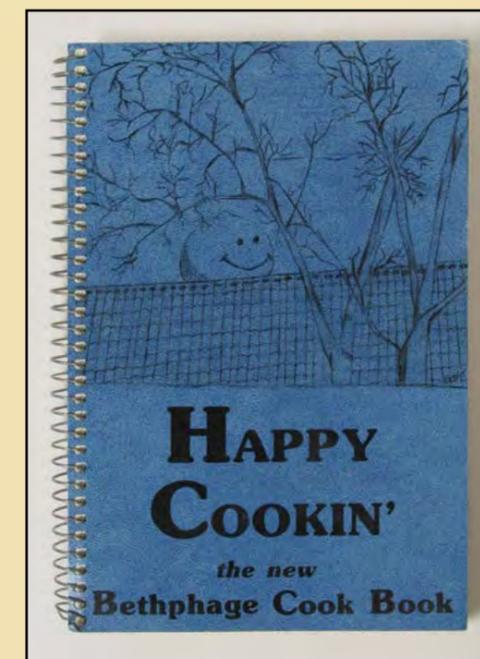
2 eggs, 1 cup milk, 2 cups flour, 2 large teaspoons baking powder, 1 heaping tablespoon sugar, butter the size of an egg (melted). Pour over 1 dozen sliced peaches with 1 cup sugar. Any fruit may be used with this batter.

A FARMER'S WIFE.

The June 1968 issue had the following recipe for Porcupines from Marie Schroeder, a cook in Home Tabor:

2 lbs. ground beef, ½ lb. ground pork,, 1 C. uncooked rice, 2 tsp. salt, a little pepper. Mix all ingredients; shape into balls and place in pan or roaster. Mix solution of 2 C tomato juice, 1 C water, and salt to taste. Pour over balls so it covers them. Bake at 300 degrees and bake at least ½ hour longer, depending on size of porcupines.

The tradition continued with the "Happy Cookin' Plus" cookbook released during Bethphage's diamond jubilee year in 1988.



July 1980

Eight children move from a Colorado state institution or their family home into a Martin Luther Homes group home in Loveland, Colo. This program quickly expands to include Fort Collins. In 1985, Bethphage also expands to Fort Collins. This was one of several cities where both organizations offer services.

After a growth spurt in Bethphage's Des Moines agency, it took a Christmas party to remind everyone that the organization still was about family.

Former Des Moines Executive Director Ann Sexton recalled that when the agency was set to open nine new group homes in 1992, staff and families worried that the organization would lose its personal touch. Bethphage started its Des Moines work with just three homes, serving a total of 24 guests.

They decided that, for the first Christmas after all the new homes were opened, they would have a very fancy Christmas party for the staff, the people supported and families. "We had it catered by a company that brought in china and crystal, and it was lovely," Sexton said. One mother, with tears in her eyes, told

Sexton that she had never seen her daughter with her hair done up and in such lovely clothes and shoes.

People knew then that even though Bethphage in Des Moines had grown, the people that made up the agency still cared deeply about each other.

"It's the relationships between the people supported, the families, the staff, and the communities where we provide supports that differentiate Mosaic," Sexton said. She worked for Bethphage and Mosaic for 24 years, beginning as a part-time social worker

and retiring in 2008 as the executive director at Mosaic in Des Moines.

When the Des Moines agency began, an eight-person home was considered small. Families were delighted to have the option. Des Moines served mainly young adults with severe disabilities when it began in 1983. They were aging out of children's services and, had it not been for the program in Des Moines, their only choice was a large institution.

"We were like family to each other," Sexton said.

She said the connectedness of Bethphage came from keeping in close touch with its roots. The story of the Rev. K.G. William Dahl, the Mission, and its "guests" were part of orientation for all staff. Many staff visited Axtell, Neb., and attended training there as part of their onboarding to the organization.

"That strong history kept us true to our mission then and now," she said.

Medlemsafgifter (1 dec. 1913—10 jan. 1914.)	
156	Miss Emma Blade \$25.00
157	Rev. J. A. Holmén 1.00
158	Miss Ida Medin 1.00
159	Miss Selma Medin 1.00
160	Miss Lottie Fried 1.00
161	Rev. S. G. Hägglund 1.00
162	Mrs S. G. Hägglund 1.00
163	Rev. E. H. Sanden 1.00
20	Mr E. J. Palmblad 1.00
18	Dr Christian Östergren 1.00
164	Mr August Svenson 1.00
165	Rev. J. P. Leaf 1.00
166	Mr T. H. Nelson 1.00
167	Rev. E. J. Werner 1.00
168	Rev. A. S. Becklund 1.00
169	Rev. Joel Olsenius 1.00
170	Rev. Waldo Ekeberg 1.00
171	Rev. G. A. Ekman 1.00
3	Mr Alfred Söderquist 1.00
8	Mr N. C. Olson 1.00
10	Mr Sanford Larson 1.00
11	Mrs Sanford Larson 1.00
16	Miss Edna Palmblad 1.00
17	Mrs E. J. Palmblad 1.00
33	Mr A. A. Gustafson 1.00
34	Mrs A. A. Gustafson 1.00
101	Mrs Anna K. Lind 1.00
40	Mr Peter Monson 1.00
41	Mrs Peter Monson 1.00
172	Mr J. A. Johnson 1.00
4	Mr John M. Nelson 1.00
5	Mrs John M. Nelson 1.00
23	Mr Jacob Sward 1.00
173	Rev. C. H. Nelson 1.00
174	Miss Emma Swanson 1.00
28	Miss Anna Johnson 1.00
175	Mrs John Hassel 1.00
176	Mr C. H. Lundquist 1.00
177	Mrs C. H. Lundquist 1.00
178	Miss Selma Svenson 1.00
179	Mr Erik Nelson 1.00
180	Mr T. A. Gustafson 1.00
181	Mrs T. A. Gustafson 1.00
\$67.00	

Bethphage Mission List of Gifts from Jan. 1914

GIFTS GALORE

Martin Luther Home and Bethphage relied upon donations for decades before any type of government funding existed to help. In the early days, donors were listed and thanked in the monthly newsletters of the organizations. The lists included not just cash gifts, but other items as well.

Martin Luther Home News, December 1944: "ILLINOIS: SPRINGFIELD: N N, Worn clothing. CHICAGO: Mrs D Ogston, 2 boxes worn clothing and shoes, Mrs G W Fry, 15 aprons.

INDIANA: OTWELL: St John's Miss Soc, 75 handkerchiefs."

Guldax (Bethphage newsletter), October 1932:

Mrs. Backman, Bertrand, 18 chrysanth-emum plants; Anna M. Aderson, Chicago, 11 ladies dresses, boy's cap, vest, shirt, 3 children's sweaters, 1 silk bloomers, 1 silk undergarment, 17 pieces of fancy work, 4 silver cases, 10 dozen skeins of embroidery cotton, 1 pillow top, 2 pocket books, 1 set of cuffs and collar, 4 aprons, 2 romper suits, 2 children's dresses."



Food, of course, was a common gift. This was in the December 1957 Martin Luther Home News:

"Did you ever see twelve thousands jars of fruits, vegetables, jellies and jams in one room? This pleasant colorful sight can be seen at the Home.

"Our ingathering was successful beyond our wildest expectations. The success of the ingathering shows what the combined effort of many can do.

"... (1)t is not possible to list each gift because of the limitation of space in the Home News. Actually what or how much each person or congregation gave is not the important thing anyhow, the fact that they gave is, however."



1981

Martin Luther Homes introduces the filmstrip series "Love is the Answer" for use by churches. The set of six filmstrips with cassettes "was prepared to assist congregations in sensitizing their membership to the needs, feelings and involvement of persons with disabilities." Six months after being introduced, the series had been requested by churches in 44 states. (Martin Luther Home News, July 1981)

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Professor Bill Fruehling had just the right project to offer when a student in his Wartburg College class asked how she could serve people with intellectual disabilities.

He pointed Eileen Nietfeld to Beatrice, Neb., where his brother, the Rev. Walter Fruehling, led Martin Luther Homes as superintendent.

Now Eileen Stirtz, she arrived there from Colorado in the early 1980s to serve, and her first encounter as a counselor for Youth Service Corps left her surprised and inspired.



Eileen Stirtz and Alice Meints in the Martin Luther Homes resource center.

“You come into something like that to give, to share, to do something meaningful, but we actually learned from the people in service there,” she said. “As a college student, you think you know things, but they open your eyes.”

Her eyes also were opened to her grandparents’ generosity. As she toured a Martin Luther Homes workshop, she learned that air conditioning was added to the large metal building using a gift from her grandparents, Art and Helene Antholz.

“I think my grandfather visited and saw that here were people with challenges learning a trade, and he thought it would be worthwhile for them to have better working conditions,” she said. “He was eager to share his earnings with organizations doing Kingdom work.”

Stirtz began her career as a teacher in Deshler, Neb. She married David Stirtz and, as a newlywed living in Lincoln, found work at the Martin Luther Homes corporate office, which had recently relocated from Beatrice. Her receptionist position was a way she could be God’s hands and feet to serve. It became her mission to connect people with valuable help.

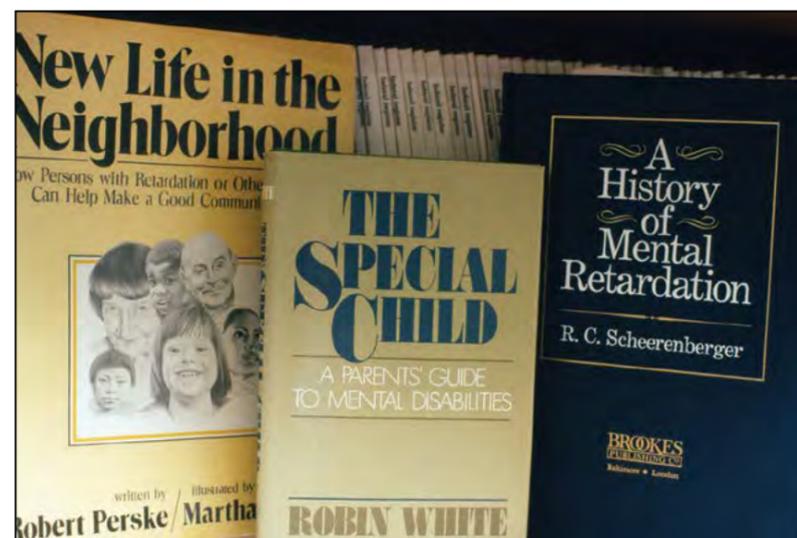
“One of the things that I appreciated most was being included in the family of workers to do the ministry of Martin Luther Homes, now Mosaic,” she said.

“Every one of those people saw potential in me that I didn’t see in myself,” Stirtz said. “That really connected at the corporate level what they did at the service-learning level. They offer a service with Christian love, and I think that buoys up others, giving them the potential to live well.”

She particularly was fond of working in the resource center where, in the devotional area, she and Alice Meints distributed spiritual development materials people used on their faith walk. Other resources encouraged communities and the clergy to include people with intellectual disabilities in faith-based events and activities.

Following the birth of their son, Ben, Eileen Stirtz had several opportunities to return to MLH as a volunteer, and she felt like she was “walking into a family reunion.”

“Living, walking and participating in a faith work that needs to be done are part of living your faith,” she said.



Some of the titles offered through the Martin Luther Homes Resource Center.



The living room in Hickory Home at Mosaic in Beatrice (top left). Spencer Barr, assisted by a staff member, enjoys the pool in the Physical Education Center (bottom left). A casual visit between Shoni (Shondel) Baxa and Steve Goeking on Home Day.

BEATRICE CAMPUS

Opened in 1956, the Mosaic in Beatrice campus has evolved with the needs of the people served. As Martin Luther Home and School, the original building had dormitory facilities connected by covered walkways to the classrooms and administration areas.

Today, those dormitories have been renovated into eight individual homes, each with living and dining rooms, and a full kitchen or kitchenette. Each also has an individual entrance as well as an outdoor patio and grill. Named for trees, the homes are Dogwood, Oak, Aspen, Pine, Linden, Maple, Willow and Cedar.

Across the street from the campus is Hickory Home. It was the first of several planned cottages for people transitioning into the community in the 1970s. With the advent of large-scale community-based services, the other cottages were never built. All of the residents of Hickory Home have jobs in the Beatrice community.

A central feature of the campus is the Mosaic Chapel, added in 1975. Worship services are held on four weekdays and Sundays in the chapel. Other chapel activities include weekly choir practice and Bible study.

Other buildings include the Adult Service Center, commonly known as the workshop. There, workers earn money through various jobs, such as packaging parts for a local manufacturer. There is also a Physical Education Center with a pool and gymnasium, as well as specialized, therapeutic equipment.

The campus also has a Senior Services area for retirees. Activities include clipping coupons, packaging, shredding paper, crafts, puzzles and card games with friends.

August 1981

Martin Luther Homes begins providing services in Omaha, Neb., to eight women from Beatrice who were ready to leave the campus and live in the community.

Bethphage establishes services in Omaha in 1982. The city was one of several where both organizations began to offer services.

1981

Bethphage begins providing services in the south central Nebraska communities of Holdrege, Kearney and Minden.



Mosaic today

MOSAIC IN IOWA

When Tyler turned 21, his family knew he needed to move into a program for adults. Tyler had a hard time communicating, barely spoke and would become frustrated when he was misunderstood.

Since coming to Mosaic, Tyler's weight has improved, his behaviors have improved and his communication skills have become what his mother calls "exceptional."

"Mosaic helped my child become a more independent and social adult," she said.



1983–1992

Seen as leaders in the field,

Bethphage and Martin Luther Homes receive multiple requests from states across the Midwest to build community-based service programs. The organizations spread rapidly into many states and create operational systems to support the growth.

The Americans with Disabilities Act is signed, outlawing discrimination against people with disabilities.

The two churches with which the organizations are affiliated join together as the Evangelical Lutheran Church in America.

Getting your own mail in your own mailbox is a part of daily life for most people, but was a new experience for people moving from Bethphage's campus to community-based homes.

Retreats at Bethphage in Axtell, Neb., were transformative for the teens who attended, said the Rev. Denver Bitner, who took youth groups there for more than 20 years.

“For many of the kids, it became a life-shaping experience,” said Rev. Bitner, who was then pastor of Zion Lutheran Church in Rockford, Ill. “Many of them decided to go into work with physically and mentally disabled individuals.”

Rev. Bitner saw the teens become less self-centered and learn more about themselves, becoming thankful for their own gifts as individuals, he said.

It was hard to get kids to agree to go on the first trip in 1973. In fact, he said he tricked one young man into making the trip.

“We basically kidnapped him but it changed his life. It was an incredible experience,” Rev. Bitner said. “The first year I took the kids, I had a van with about eight or 10 kids. We pulled up in the late morning and the residents were right there knocking on the door. The next thing I know, the kids are scared. By the end of the week, they were in tears that we had to leave.”

Within a few years, 30 or 40 youths were making the annual trips. While on campus, they would interact with the residents and do service projects.

“Usually Thursday evening was dance night and our kids would get to dance with the residents. That was a fantastic experience,” he said.

In his home, he has a brick from one of the former campus buildings.

The brick is signed by everyone who attended retreat one summer. Other reminders of those years show up in unexpected ways.

“One of the lost kids that I hadn’t seen for probably 15 years all of a sudden showed up with all of his pictures from Bethphage on Facebook,” he said.

Today Mosaic continues to teach the church, Rev. Bitner said, just as it taught the youths he brought.

“Mosaic continues to guide the church in welcoming and including people with disabilities in all that we do,” he said. “It has certainly been a teaching organization to the church community to care for and affirm the dignity of all human beings.

“I am grateful for having had the experience with Bethphage and with the people there. Those are some of the most important people that I’ve met in my life.”



Summer retreaters often memorialized their visits with group photos in Zion Chapel (above) and helped with various tasks around the campus (below).



SHAPING LIVES



The Rev. William Berg, who died in 2013, was long familiar with Bethphage. His sister, Margaret, spent 36 years there until her death in 1957. In the book, “Prayer in the Name of Jesus and Other Writings,” he wrote about his experience as a pastor bringing youth to Bethphage.

“Another great and fruitful ministry during my connections with Bethphage was the Retreat Center. For several summers, I brought youth groups from my parish in Rock Island, Ill. to Bethphage Mission. There our young people were housed in the beautiful Retreat Center. During our week there, the Bethphage staff made provisions for us to become big brothers and sisters to the residents. It was a one-on-one ministry. Of course the residents received a big lift in this ministry, but when you listen to the eloquent testimonies of the members of our youth group, you realize that the greatest blessings came to them. I dare say some of them will never forget that week at Bethphage and how it helped shape and enrich and challenge their lives and careers.”

1983

Bethphage opens its first programs outside of Nebraska, expanding to Des Moines, Iowa and Macomb, Ill. Martin Luther Homes expands to Pontiac, Ill.

It took one day after joining the Bethphage staff in Des Moines for Carol Mau to know she was in the right place

It was 1998, and she had worked for 16 years with people with mild disabilities in a variety of settings.

“My colleagues asked me if I was sure I wanted to apply at Bethphage because the agency served people with such high support needs. Their perception was that the job would be too hard or that I wouldn’t be happy there,” she said. “By the end of my first day on the job, I knew that I had made the right choice. I could tell that the people at Bethphage truly lived their mission and values almost as soon as I stepped in the door.”

Mau remembers that there was joy in the workplace and a strong commitment.

“I was invited to share a meal at the home of four women served by the agency. ... Although the women didn’t use words to communicate, I knew that I was welcome. Two staff supported the women and the interactions between the six of them were relaxed and warm and honored the way each person communicated,” Mau said. “I was so excited to be part of Bethphage and its

mission and to this day I feel blessed to serve.”

Mau, now executive director in Des Moines, said she tells the story of her first day at new employee orientations and connects it back to Bethphage’s founder, the Rev. K.G. William Dahl. In a film about Mosaic and its legacy organizations – Bethphage and Martin Luther Homes – David Jacox, former Mosaic president and CEO, says that although Mosaic has changed, its mission and values have changed very little.

Mosaic staff members live that mission, Mau said. For instance, two Des Moines supervisors gave up their weekend to drive a client to Colorado to attend a family reunion. “She could not have gone if it weren’t for these two employees, but they knew how important this event was to her and were determined they would make it happen. Honoring the individual – the mission lives.”

“It is exciting to be part of a mission to people that started a hundred years ago and is still alive and vibrant today,” Mau said. “Every day, I see our mission and values in action.”



SHARED STRENGTH

Representing an individual being served and an employee offering support, a statue that stands in front of Mosaic’s national headquarters is dedicated to staff, “who daily devote themselves to excellence in service.”

The statue’s inspiration was a photo taken at Bethphage in Axtell in the early 1980s. That photo shows two people, a staff member and a guest, walking across a grassy area. It was featured on the cover of the Bethphage Messenger during 1986-1987. The same photo was later used as the source for a stylized logo that was used on Bethphage materials.



The statue was dedicated in 1995 and was a gift from long-time donors Clarissa Spangler and Cecelia Tequist. The artist who created the statue, the Rev. Michael Knudson, intended the piece to depict that the “strength of the woman, which she offers as a support to the boy, balances with his emerging capabilities and spirit.”

Part of the inscription on a plaque that stands at the base reads: “May it also stand as a reminder of the worth, dignity, spiritual nature, and capacity for growth of every human being, inspiring us to seek for each individual the attainment of his or her full potential.”

1984
Bethphage expands to the Denver, Colo. area.

Sally Montgomery has great empathy for the loved ones of the people she supports at Mosaic.

That empathy grew from watching her husband lose some of his abilities due to a traumatic brain injury, but it also grew from what she has learned from her clients' families.

Working as a house manager early in her career, Montgomery heard staff members talk about a mother who seemed to yell and be angry about almost everything. One day while with Montgomery, the mother got angry talking about buying her son some new socks.

"Finally, she said, 'It's not the (expletive) socks. It's not the socks. It is that I can't care for him. He's my son and I rely on you,'" Montgomery said. "I was 22 or 23 and it was such a moment of clarity. I learned to sit back and listen to what families had to say. It taught me a lot about communication and about listening."

Years later, when Montgomery's husband became severely disabled, that understanding of frustration became personal.

"It is a very different experience to sit on the other side of the table and have other people tell you what they think your loved one can do or cannot do," she said.

Montgomery has been supporting people with disabilities for more than 30 years. It was not the career she originally planned, having graduated college with a degree in social work. When her first post-college job in her chosen field ended because the

organization closed, Montgomery moved from Illinois to Colorado at her sister's invitation and found a community "rich with social workers and not a lot of jobs." Having had some experience with people with disabilities through an earlier internship, Montgomery began working for Martin Luther Homes in direct care.

"I fell in love with it," she said. "I quit looking for that 'real social work' job and decided that's what I was doing."

Along with direct support for people, Montgomery values the emphasis that Mosaic puts on advocacy for the individual. She said she sees Mosaic's work as part of the civil rights movement because there are still so many barriers – including funding – that keep people with disabilities apart from the community, and stop them from having active social roles and making the choices for what they want in their own lives.

Montgomery has served in both local and regional supervisory positions and now is executive director at Mosaic in Northern Colorado. There has never been a day when she didn't want to come to work and, whatever job she has held, she said, she has considered it a privilege to serve people and their families. "It is really an honor to provide care, whether I am doing it directly or supervising staff to do it," she said. "It is an honor to support an individual or their family."

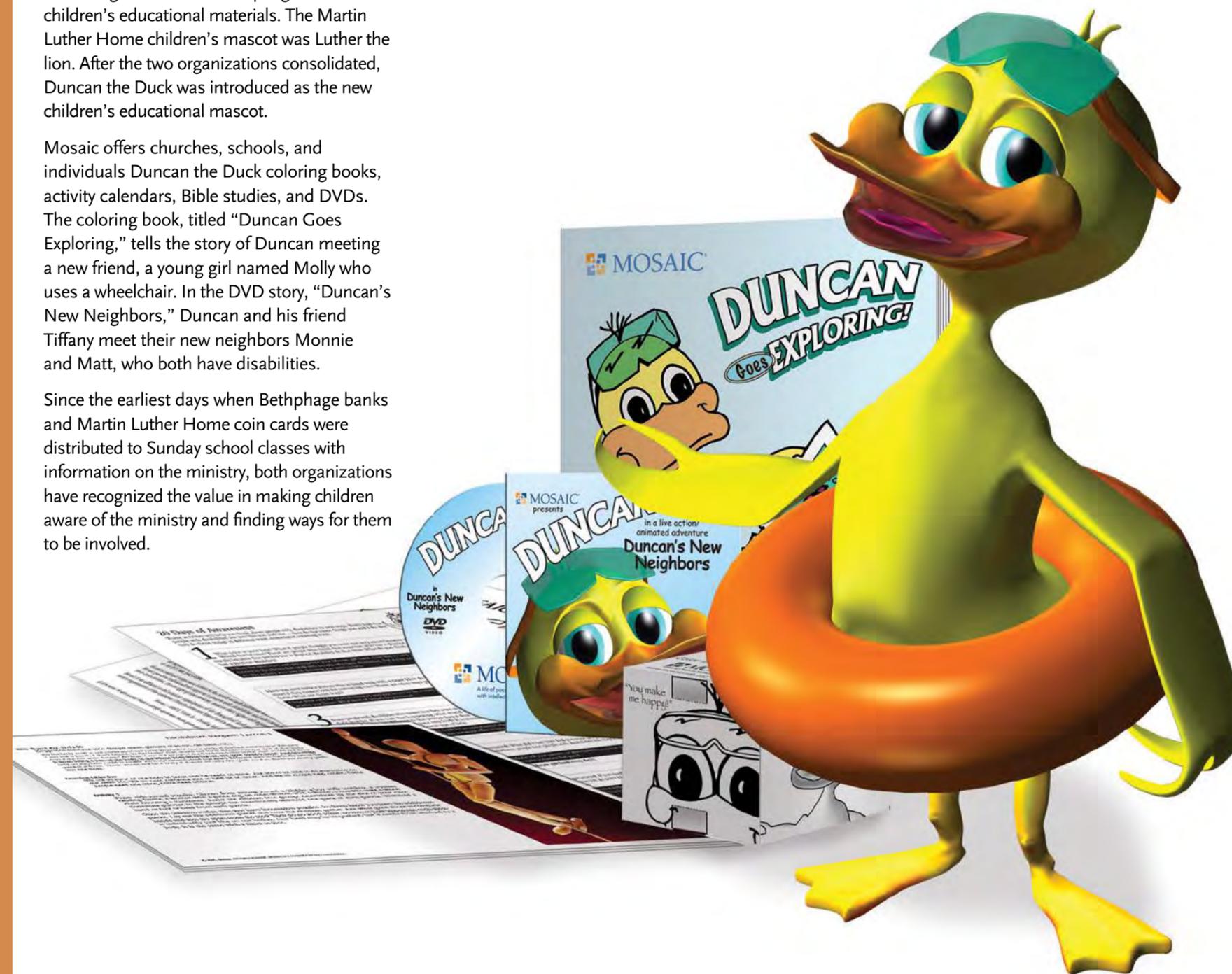
ENGAGING CHILDREN

Beth, Luther and Duncan have helped many children learn about disabilities over the years.

Beth the giraffe was the Bethphage mascot for children's educational materials. The Martin Luther Home children's mascot was Luther the lion. After the two organizations consolidated, Duncan the Duck was introduced as the new children's educational mascot.

Mosaic offers churches, schools, and individuals Duncan the Duck coloring books, activity calendars, Bible studies, and DVDs. The coloring book, titled "Duncan Goes Exploring," tells the story of Duncan meeting a new friend, a young girl named Molly who uses a wheelchair. In the DVD story, "Duncan's New Neighbors," Duncan and his friend Tiffany meet their new neighbors Monnie and Matt, who both have disabilities.

Since the earliest days when Bethphage banks and Martin Luther Home coin cards were distributed to Sunday school classes with information on the ministry, both organizations have recognized the value in making children aware of the ministry and finding ways for them to be involved.



1986

Bethphage expands to include services in Grand Junction, Colo.; Osceola, Iowa; Ellsworth, Kan.; Granger, Ind.; Phoenix, Ariz.; Hartford, Conn.; and the cities of Dallas, Lubbock and San Angelo, Texas. Martin Luther Homes expands to Waukon, Iowa.

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From custodian to the executive ranks, Mike Geis held 23 jobs in his 23 years with Bethphage, dedicating his career to working with people with disabilities.

A defining moment, though, mixed joy with sorrow and success with disappointment.

Geis, who in 1992 was named the inaugural president and chief executive officer of the Bethphage Foundation, was working in direct care when Bethphage began an initiative to help clients learn to do more on their own.

Geis worked closely with a man in his 50s named Herman who had severe physical disabilities. “Herman’s goal was to learn to feed himself. I don’t think that he saw well, so I’m not even sure he knew where the plate was, but we got him an adaptable, swivel spoon, and I would work with him,” Geis said.

Herman slowly learned to maneuver the spoon to his plate and then to his mouth. “From that point on, he was off and going,” Geis said.

During lunch one day, Herman was feeding himself with Geis by his side.

“He had a heart attack,” Geis said. “He actually died in my lap.”

The sadness of Herman’s death was tempered by his achievements in his final days.

“Even if he was able to do that only for a few days or months, it was all worth it,” Geis said. “He began to enjoy a level of dignity or independence that, had Bethphage not enabled him, he never would have experienced.”

The Axtell, Neb., campus of Bethphage was a unique place, Geis said. “It was so aligned with my spiritual interests. I was always very comfortable. That was a difference-maker for me. It felt like I was meant to be there.”

Geis helped take Bethphage’s care model to other states. In one year, he devoted three months to traveling in Texas.

Geis, now an independent fundraising consultant, remains engaged with Mosaic. He shares Mosaic’s story and offers fundraising expertise to sustain the organization’s mission and honor donors’ interests.

“Obviously, there’s a great need for Mosaic, 100 years after Bethphage’s founding,” Geis said. “The core values are extraordinary. Successfully uniting Bethphage and Martin Luther Homes — two cultures so much alike, yet different — is a significant achievement.”



Mike Geis, circa 1984 on the Bethphage campus.



Activities Director was one of the jobs Mike Geis held during his years at Bethphage. Both Bethphage and Martin Luther Home encouraged and supported recreation and physical activity for guests.



1986

As the expansion across the nation advances, it becomes increasingly difficult to manage the details of a national organization from rural Axtell, Neb. Bethphage moves its headquarters to Omaha, Neb.



A CHANGING NATION

On Feb. 5, 1963, President John F. Kennedy challenged Congress. He said, “We as a nation have long neglected the mentally ill and the mentally retarded. This neglect must end, if our nation is to live up to its own standards of compassion and dignity.”

Congress responded and, over a period of 20 years, passed 116 acts or amendments to help people with intellectual disabilities go to school, get jobs, enjoy good health care and obtain secure housing, income maintenance, proper nutrition, social services and transportation. By 1976, 11 federal agencies administered 135 special funding programs. By 1980, the

federal government spent about \$4 billion annually on programs for people with intellectual disabilities.

That meant a great change in the way both Martin Luther Home and Bethphage were financed. While the increased funding helped with expansion of the organizations into new areas that needed service, they also felt the

challenge to keep their long-term base of support connected.

The Rev. Walter Fruehling, then superintendent of MLH, said, “We have gone from being a representative agency, supported by individual Christians through their churches and various other means, to being largely supported by tax dollars. It (individual giving) was a tie – a

psychological tie – participating with something you knew. It has gone from a very personal to a more depersonalized funding mechanism.”

Both Bethphage and Martin Luther Home quickly expanded as state governments and local groups invited experienced organizations to begin community-based services.

Wayne Brawner has lived nearly 30 years at Mosaic – as a guest in a Seguin, Texas, group home.

Recently he negotiated what he calls “retirement days” to recognize his tenure.

On those days, rather than go to the Mosaic day services program, Wayne relaxes and chooses his activities. He likes to watch “Judge Judy” and enjoys when people get in trouble with her.

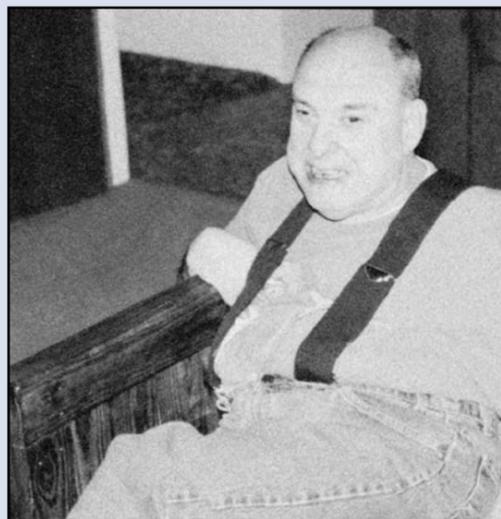
Wayne has never met a stranger, and the entire community of Seguin knows him. He hopes to remain at Mosaic and avoid moving to a nursing home.

He moved into Willow House in 1985 and, when asked his favorite Mosaic memories, he recites the names of the original residents – his first Mosaic family.

Mosaic made his life better, Wayne said.

His typical schedule includes weekdays at the workshop and Friday nights at the house in which he grew up. Following his parents’ deaths, his sisters and caring neighbors agreed to maintain their home, so Wayne could continue visiting there regularly.

On Saturdays, Wayne returns to Willow House to prepare his clothes for his rigorous Sunday worship schedule. He chooses to belong to two Christian churches. He helps take up the



Wayne Brawner

collection at one and is an usher at the other. For 20 years, Wayne has attended the same Sunday school class.

“I hand out bulletins, help people find their seats. It’s a big job,” Wayne said.

Attending church combines two of Wayne’s favorite activities – developing his faith life and participating in fellowship over a meal or treats.

“I’ll tell you what,” Wayne said. “It’s important to me. Praise the Lord, and pass me the biscuits.”

A job and a paycheck
In September 1965, Martin Luther Home Superintendent Don Boyer wrote in the Martin Luther Home News, “Of all the things that a retarded person is often denied, one of the most important is work. A job is more than a place to go everyday ... it is even more than a means of earning a living. In our society, a person’s work is closely related to status, and status to self-respect.”



1987

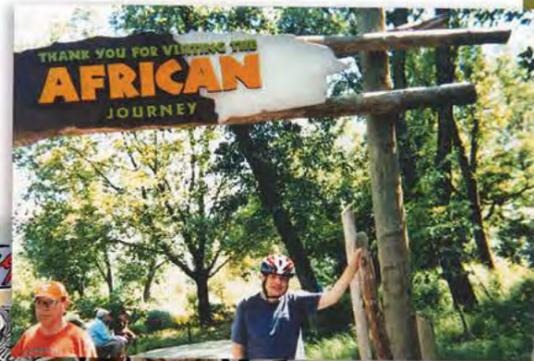
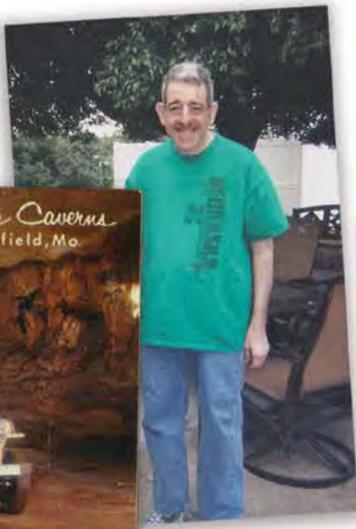
Martin Luther Homes expands to Terre Haute, Ind. and San Antonio and Seguin, Texas. Bethphage begins providing services in Grand Island, Hastings and York in Nebraska.

Pat Bush and her grandson cried for six weeks.

Bush cared for her grandson, Daniel Stewart, at her home until her husband, Bill, became ill and required all her attention. So, Daniel, who is intellectually and physically disabled and blind, moved to Martin Luther Homes in Colorado Springs, Colo. The separation frequently brought them both to tears.

“It was very difficult,” Bush said. “We have a very close bond. But I saw they started to love Daniel, and then he started to love them back.”

Today, Bush views her and Daniel’s life together as a circle of three, with Mosaic as “the third person.” Bush appreciates how Mosaic cares for him, how they admire his musical and spiritual gifts and how, as he ages, they continue to journey with him through the challenges of his complicated health issues.



Everybody likes to go on vacation. Scott O’Donnell went to Yellowstone with staff member Linda Sargent. Scott loved seeing Old Faithful. “It was beautiful,” he said. Brian Ketelhut traveled approximately 400 miles to

When Daniel once returned from the hospital extremely fragile, staff members stepped forward with encouragement. They urged Bush not to give up hope, telling her they saw signs of improvement in Daniel.

“Nursing homes just can’t provide care with love the way Mosaic can,” Bush said. “Now,

Branson, Mo., his all-time favorite vacation spot, where he toured the Fantastic Caverns on a tram ride and attended several entertainment shows. Terry Harris told his direct support staff quite often that he wanted to go to the zoo in

sometimes Daniel is verbal and sometimes he is not, but they still know him well enough to love him.”

When he was younger, Daniel joined a Colorado Springs Mosaic group for a trip to San Diego, Calif. Bush marvels at the staff members’ patience, as the road trip included

Fort Wayne, Ind., 75 miles away from his home in Osceola. He, his roommates and some staff “played hooky” from the day program activities on a Friday and went to the zoo where they participated in several

frequent stops to address client needs. When they arrived at their destination and opened the windows, Daniel heard the ocean and said, “Finally, I’m on vacation.”

From Daniel’s earliest days, Bush was with him, and she is quick to credit Mosaic for

demonstrations put on by zoo staff, walked the entire 38-acre compound, and enjoyed rides on the zoo train and African Safari lift ride.

keeping them close. “I tell him I love him, and he says, ‘I love you, too, Nana.’ He asks me why we love each other, and I tell him I think God knew we needed each other, and that’s why,” Bush said.

LATTER-DAY FOUNDER

Like the founders of Bethphage and Martin Luther Homes, Wanda Schnebly was active in seeking a better way to meet the needs of people with disabilities. Schnebly was the mother of Kelly, who was born in 1964. Due to medical staff negligence, Kelly incurred brain damage following his birth that left him with intellectual and physical disabilities.

In 1967, she became president of the local ARC (then known as the Association for Retarded Children). Through the organization,

she created the Wee ARC Center which offered specialized day care for infants and toddlers with intellectual disabilities. In addition to her son, three other toddlers attended from 8 a.m. to 4 p.m., five days a week.

The center shared the Schnebly family home. “The good-sized family room was used for the day care program, and the staff had use of the kitchen, radar oven, refrigerator, half bath, washer, dryer, and telephone,” Schnebly writes in her book, “A Ticket to He.”

From that start, the program grew and changed over the years to serve nearly 300 people of all ages with disabilities. In 2012 the organization was acquired by Mosaic and now is known as Mosaic in North Central Iowa.

Kelly Schnebly died in 1984, just two days before the ground-breaking for three new homes



Wanda Schnebly

for people with disabilities. In a unanimous vote, the city council of Forest City, Iowa, decided to name the street where the homes were built as Kelly’s Court.

Wanda Schnebly died in 2012.

1988

Martin Luther Homes expands into western Iowa with services in Logan. The agency later expands to include services in Denison (1993) and Council Bluffs (2002).

John Law hid his shoes.

It happened every time he visited home from the institution where he was living. As the weekend came to a close, he hid his shoes.

His mother, Joy Brennan, understood her son's message. If John did not have his shoes on, he would not have to go back.

After John graduated from high school, his parents had decided to find a service for him where he would live and that would provide structure in his life. They wanted to identify a trustworthy organization that would keep him safe.

John Law is happy in his Mosaic home and helps with upkeep.



John, who is nonverbal and requires high-level care, moved to an institution with 150 residents. It was the only place that Joy could find, even with the help of a social worker. The sterile great room, communal showers and institutional smell bothered Joy, but she had no alternatives.

The eternal optimist in her believed that if her family contributed funding to the program, it would improve.

"I really wanted it to work," she said. "I didn't have any other options. It was the hardest, most painful decision I had ever made in my life."

Each weekend John came home, the search for shoes commenced when it was time to return to the facility.

Then, Joy learned Bethphage was starting a program in Dallas. They had one spot remaining, which she happily claimed for John. Bethphage provided everything she hoped for in a group-home setting.

John's days of hiding his shoes, locking up his personal belongings and wearing a padlock key around his neck were over. He chose how to decorate his own room. Five "brothers" live with him, and they treat each other like family.

Joy saw the effects on John, particularly in how he reacted when they returned home from a trip.

The Brennans had planned a dream vacation for John, chock-full of his favorite things. They traveled by train and in a "Herbie the Love Bug" Volkswagen, stayed in hotels and drank coffee. John was in heaven. When the train returned to Texas, John knew the vacation was ending, and he didn't mind. Joy was elated.

"It was huge to see my son glad to be home," Joy said. "It meant the world to me. I know he had a wonderful time, and it was very significant to me to see how much he missed everyone at the group home. I know that when I leave this world, he will have a life. John will be OK."

DISCOVER THE POSSIBILITIES

Mosaic has a good news story to share, yet is often the 'best kept secret' in the communities it serves. Because Mosaic respects the privacy of the people served, there are no vans with Mosaic's logo on the side or homes with a Mosaic sign in front. Mosaic seeks to be the invisible, behind-the-scenes support so that the people served are front and center.

Meaningful Life

Mosaic has provided Hung with many opportunities to earn a paycheck. Despite injuries sustained during childhood that left doctors telling his family he would never work or learn, Hung has learned useful vocational skills and even understands some English. Hung's father said, "We are excited for him. He loves to go to work."

Caring Community

Thanks to a Mosaic host home, good friends Forrest and Poncho are offered the opportunity to participate in their community and enjoy higher levels of independence.

Giving a Voice

Thanks to Mosaic, Sergio's life is more enjoyable. His leadership skills and dedication have increased, allowing him the opportunity to become a young man.

Giving a Voice
Mosaic has provided Russell a new home and gave him a choice of roommates. Today he helps others by volunteering at Meals on Wheels and at the local animal shelter where he met and adopted Emma, who is now the most important thing in Russell's life.

Caring Community
Mosaic staff have helped to stabilize Gary's health and a new Gary has emerged. He is an active member of the group home where he lives. He recently realized a dream of riding a motorcycle when Mosaic staff found a volunteer who had a motorcycle with a sidecar.

Meaningful Life
Mosaic has provided the important structure that Sarah needs in her life. Staff are helping her learn independent living skills so she can one day move into a place of her own.

In 2011, Mosaic began sharing its story in a new way so that people in the communities where it serves could learn more. In every location, Mosaic offers Discover the Possibilities, a virtual tour of the organization's work. Attendees hear about Mosaic from the people who know it best – the people Mosaic serves, their family members, and Mosaic staff members. Through personal stories, they relate what Mosaic is and does for people with intellectual disabilities. Discover the Possibilities tours are not fundraisers, but an opportunity for Mosaic to tell its story and make new friends.

Complementing the Discover the Possibilities events are annual Partners in Possibilities events. There, people are given the opportunity to make a gift or pledge to support Mosaic. The 100-year history of Mosaic proves, over and over, that when people learn about Mosaic's mission, they volunteer their support in many ways, including financial gifts.

As was written in a 1929 Martin Luther Home brochure, "Our constant prayer is, God, give us friends."

Materials used at Discover the Possibilities events include banners, tabletop displays, handouts and table tents.

1989

Using a play on words and a confectioner's genius, "Beth-fudgies" are introduced and quickly become an annual Christmas tradition. Priced at \$5 for an 8-ounce box, there is a choice of three flavors. By 1992, they are being shipped to 38 states and Canada and annually raising approximately \$50,000 for Bethphage.



1989

Martin Luther Homes expands to Delaware.

179

Accountants often are seen simply as numbers people, more interested in the bottom line than anything else.

Cindy Schroeder, Mosaic's chief financial officer, doesn't fit that stereotype.

She first visited Bethphage's Axtell, Neb., campus to do a financial audit. Working in the administration building, she could overhear the conversations of staff members. The care and concern for the people they supported left an impression. She quickly accepted when she was offered a job by the organization after it moved its headquarters to Omaha.

"I wanted to be part of something that is not about making money," Schroeder said. "It is about a mission. ... It connected strongly with me."

That connection was confirmed early on. When families in another state asked Bethphage to come offer services when the state was closing public institutions, Schroeder was one of the people who went to meet with the families.

"They had checked out several organizations, and they wanted Bethphage. They didn't want anyone else," Schroeder remembers. "Hearing that call from those families was a fair description of me hearing a call personally."

She remembers discovering how small things can make a big difference for people. Visiting a home in a Texas program, Schroeder crouched beside a woman who used a wheelchair and held her hand. She was not able to engage in conversation, yet Schroeder remembers vividly that they connected with one another.

"Just having somebody sit down and talk with her, it is important to every person," Schroeder said. "Sometimes we can walk in a room and walk by people with disabilities."

Schroeder started her job in 1987 when Bethphage had an annual revenue of around \$20 million. Today, Mosaic's annual revenue is more than \$226 million. Along with the phenomenal growth of the company, Schroeder has experienced personal and career growth.

"I am amazed sometimes at what I have gotten to do here because I would never have pictured that I would do it," she said.

Schroeder credits the mentoring of former president and chief executive officer David Jacox, as well as the guidance of former board member Carl Nelson.

"Dave would always give me an opportunity to try something different through mentoring," Schroeder said. "He coached me and encouraged me to take a bigger lead role in the organization. ... I got many opportunities to see firsthand the mission of Mosaic. I learned how what I did applied and impacted the mission. Carl Nelson taught me how to manage a not-for-profit company and taught me many practical lessons."

Along the way, her faith life has grown and been formed by the work.

"It has really come more in the last years recognizing that I've got a greater responsibility and desire to do something good, to do something to help ... to use my skills or the gifts God has given me to do something to make a difference," she said. "I do think this is God's work in the world. It feels good to be a part of it."

AFFORDABLE HOUSING

While Mosaic has always offered people homes, it is often challenging to find affordable, accessible, quality housing. In 1992, Mosaic began partnering with federal, state and local funders to build or rehabilitate affordable housing. By creating partnerships with these funders, Mosaic is able to provide more and better quality homes at a reduced cost to the organization and the people who live there and direct more money to the other supports people need.

To date, Mosaic has developed 253 units of housing in seven states with a capacity for 419 people to live as independently as possible. A total of 177 units have project-based rental assistance which allows for tenants to pay no more than 30 percent of their gross income for rent and utilities. The remaining units have rent restrictions on them stating that rent will not exceed 50 percent of the area median rent limits for the county.

More than 320 people who receive other supports from Mosaic occupy these affordable housing units. In several places where Mosaic does not offer other supports, Mosaic partners with six other agencies to provide quality housing to an additional 55 people with disabilities.



Providing safe, accessible and affordable housing is one way Mosaic works to provide quality of life for people served.



Oct. 1, 1990

The Rev. George Meslow from Germantown, Pa., begins serving Martin Luther Homes as president. Rev. Meslow presides over the expansion into senior living and moves the administrative offices of Martin Luther Homes to Lincoln, Neb. He was the last president of MLH as he, with his Bethphage counterpart, David Jacox, lead toward the consolidation as Mosaic in 2003.

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Mamie Mitchell is deeply grateful for what Mosaic means to her entire family.

“It was only through Bethphage that we were able to find a much better life for my sister Dean,” Mitchell said.

Mitchell, a Hollywood script supervisor, became Dean’s guardian after their parents, Winnifred and Joseph Mitchell, passed away. It’s a responsibility she welcomed and had planned for, even if her parents had not asked. She continues her parents’ quest to provide a life of possibilities for Dean.

In the mid-1980s, the Mitchells were alarmed that a state school in Fort Worth, Texas, operated at a ratio of 30 patients to one staff person. They became advocates for Texans with intellectual disabilities and found an ally in David Jacox.

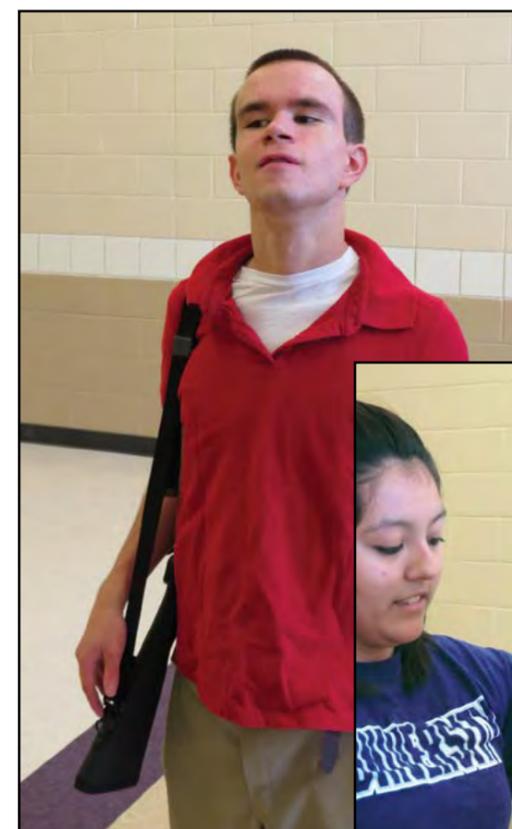
In 1986, Dean moved from Fort Worth to Bethphage’s Dallas program while Mitchell filmed her sister’s journey from institution life. It would have been difficult to script a better outcome.

Today, Dean lives at a Mosaic group home near Dallas. She can be found there listening to her beloved big band and rock ‘n’ roll music in a beautiful living room, with the support she requires.

“It’s the best possible life for her and for me,” Mitchell said. “Our lives are pretty terrific. My sister has a bigger social life than I do.”



Dean Mitchell with nurse Ann Savory (above), and participating in an agency event (right).



EXPANDING RIGHTS

A number of different things coalesced to bring great change to Bethphage and Martin Luther Home beginning in the 1960s and 1970s. The civil rights movement bolstered wider advocacy for the rights of people with disabilities. Laws began to support community inclusion through mandated education for

children with disabilities and other supports. Lawsuits against large, state-run institutions were bringing new moves to downsize or eliminate those facilities.

Four concepts became part of the vocabulary of supports for people with disabilities during that period. They are deinstitutionalization, normalization, dignity of risk and least restrictive environment.

Deinstitutionalization refers to helping people move from institutions into community settings. Normalization means providing people the opportunity to have a lifestyle integrated into society at large, no matter what their disability or need for support. Dignity of risk refers to the principle that people with disabilities should receive the skills training

that allows them to make decisions and lead an ordinary life with its challenges, risks and rewards. Least restrictive environment means that people should receive only the amount of support and supervision they need in the setting most suitable to their needs.

Today, Mosaic provides an evolving range of services to meet the desires and needs of each individual supported as these concepts still help form the future of disabilities services.

Helping people become integrated into their communities in the ways they wish is part of Mosaic’s mission. It includes such things as helping J.D. from Mosaic in Waco (Texas) participate in ROTC at school (left) or assisting Josh from Mosaic in Rockford (Illinois) provide volunteer service (right).



Jan. 25, 1992

The Lind Center, Bethphage’s headquarters, is dedicated.

1992

Bethphage expands into northeast Nebraska with services offered in Columbus, Fremont and Norfolk.



Mosaic today

MOSAIC IN KANSAS

Moving into a Mosaic host home has changed the lives of Forrest and Poncho. They now enjoy their independence, while having a consistent caregiver.

Forrest and Poncho are now engaged in activities in their community. Both have become involved in the YMCA and Boy Scouts, where they are welcomed and valued as part of the community.



1992 – 2003

Living as independently

as possible is the goal of community-based services. Supports to enable independence continue to evolve. In all areas – employment, housing, recreation, religion, etc. – the organizations work to help people with disabilities become integrated into communities instead of being segregated from them.

Martin Luther Homes and Bethphage continue expanding across the country. Within the Midwest, the organizations have a strong presence, sometimes with both offering services in the same community.

A man receiving community-based services walks home after shopping.

Living with dignity.

Mosaic staff work to help clients achieve dignity, no matter their disabilities. Eric Hershberger has made that part of his mission through many roles over 20 years, starting in direct care with Bethphage and now as finance director for Mosaic’s northeast region.

That dignity even can be found in handling life’s everyday tasks. Enabling clients to handle their own money through electronic payments and the use of debit cards has made a difference, Hershberger said.

Before, a client had to have a purchase order to take shopping simply to buy a shirt or personal items. “I love that we now have better options for people for handling their money,” he said.

Hershberger holds on to a memory from his days as a house manager that helped him realize that the ability to complete everyday tasks is such an important goal to many people with disabilities.

The memory involves the simple act of taking out the trash.

“A gentleman I worked with had severe physical difficulties from cerebral palsy. He was very bright but his body just wouldn’t work for him,” Hershberger said.

Wanting to participate in the life of his home and neighborhood, the man insisted on hauling the trash bins to the curb each week, like he saw other men in the neighborhood doing.

One day, as Hershberger was working in his office, he looked up to see the client struggling with the bins, “one at a time, slowly moving them to the end of the driveway.”

“I couldn’t help tearing up when I saw how much of a struggle it was for him, but what amazing determination he had and what a great sense of accomplishment he felt when he had finished.”



Helping people live the life they choose includes helping them know the accomplishments of doing things on their own.

BETHPHAGE GREAT BRITAIN

Bethphage Great Britain started in 1994 by providing services to five people in one community. It has become a regional provider serving nearly 100 people. Like other Mosaic international partnerships, it began through a relationship.

Mosaic senior vice president of organizational development, Donna Werner, was the staff development director for Bethphage Mission Midwest in 1991 when she met a psychologist from the United Kingdom at a training seminar. The two arranged for Werner to work in the United Kingdom as part of a practicum to complete her master’s degree.

“Many regions of the United Kingdom had been providing community services for people with disabilities for over a decade,” Werner said. “A series of exchange visits between Bethphage and Shropshire UK Health and Social Services took place in 1993 and led to the exciting proposition

that, given our individual success, we should be able to accomplish great things together.”

In July 1994, Bethphage was invited to bid to provide services to five people being moved from a Victorian-era institution to a community home. Bethphage won the bid.

“(Donna Werner) was the one who led the organization in its early days,” said Rob Tovey, Bethphage’s chief executive officer. “Donna’s values are synonymous with Bethphage, always leading by example.

Today, Bethphage Great Britain is a free-standing, high-quality service provider and has been awarded three Investors in People awards for excellence as an employer. Mosaic and the Lutheran Church in Great Britain serve as corporate members of their Board. Both Mosaic and Bethphage are members of the international alliance, IMPACT.



Staff and people supported by Bethphage Great Britain in a light moment (above). Princess Anne visits a home at Bethphage Great Britain (right).



1993



Martin Luther Homes moves its corporate offices to the Mill Towne building in Lincoln, Neb.

1993

Martin Luther Homes expands into the southeast Texas communities of Alvin and Bryan.

Liz Jones just had to stop and watch.

An extraordinary scene was unfolding one day as she arrived for work at Mosaic in San Angelo, Texas. Margaret, who receives supports from Mosaic, was working with a horse in the arena used for a therapeutic riding program. Her mother had recently died and grief was causing challenging behaviors in Margaret.

The 3-year-old colt that she was working with also had behavior problems. Yet the scene Jones witnessed could not have been more calm.

"This morning was different for both of them," said Jones, executive director of Mosaic in San Angelo. "Margaret was leading Baxter in a perfect circle, on a 20-foot line, and I was stunned at the picture of a perfectly mannered colt and a

Liz Jones (right) helps guide a horse during therapeutic riding for a person served by Mosaic.

beautifully poised trainer who together worked in peace and harmony."

Jones stayed in her car and watched.

"Margaret stood there quietly stroking Baxter's head. When they were done, it seemed as if the world stopped briefly while this exchange of affection and mutual admiration occurred."

The moment was a reminder, Jones said, that after 25 years with Bethphage and Mosaic, she remains in awe.

She said she has witnessed amazing changes in people's lives, including those who bloomed while receiving community services after decades in state institutions.

"Extraordinary things happen every day at Mosaic, and we never want to stop noticing," Jones said.

SENIOR LIVING

The first resident to arrive at Bethphage was an aged widow. Until the 1960s, Bethphage welcomed a diverse population including people who, because of their age or infirmity, could no longer live on their own or with family members. With increased government involvement, the population shifted to focus only on people with developmental disabilities.

Because of a 1993 Martin Luther Home strategic plan to diversify the organization, Mosaic currently operates two senior living centers, reminiscent of our earliest roots.

Martin Luther Homes broke ground in Osage, Iowa, on its first senior independent living venture, the Evergreen Retirement Center, in October 1995. It offers 24 apartments for senior citizens. In June 1999, Martin Luther Homes opened The Oaks, a 36-unit independent living apartment complex in Menomonie, Wis.

Although providing a different type of support, the two facilities share Mosaic's values and mission of service.



Bethphage welcomed senior citizens as guests for much of its history.

At The Oaks, a resident cuts firewood on the home's grounds.



Residents at Evergreen knit items for newborns and others.

Oct. 15, 1995

SENIOR SERVICES

Evergreen

An extraordinary place to live

"Evergreen is not only a building, it is a home, a symbol to us of God's loving care."
 Rev. George M. Meslin
 President and CEO
 (From the Service of Dedication, June 23, 1995)

Photos document the development of the Evergreen project. Despite record low temperatures during the winter months, work progressed on the complex in accordance with projected timelines.

In June, tenants began moving into the Evergreen complex. On Sunday, June 23, with an overflow crowd at the service and reception, we dedicated Evergreen.

Evergreen offers independent living for persons age 55 and over. One and two bedroom apartments offer the opportunity for a comfortable, safe, and independent lifestyle with congenial services.

Independence and a variety of community services make Evergreen an extraordinary place to live.

Martin Luther Homes breaks ground in Osage, Iowa to build Evergreen, its first senior independent living center.

191

The Rev. Reuben Swanson grew up in the same small-town church as Bobbie Anderson. Even in his later years, Swanson could tell you what pew Bobbie's family sat in every week.

Rev. Swanson often told the story: "One Sunday, Bobbie wasn't there with his parents. He wasn't there the next Sunday or the next either. When I asked where Bobbie was, I was told he had been taken to Bethphage."

That early memory stayed with Swanson all of his life, and he spoke about Bobbie many times. Rev. Swanson was ordained as a Lutheran minister and served in churches in New York and Nebraska. He became president of the Nebraska Synod of the Lutheran Church in America and later served as national secretary for that church body.



The Rev. Reuben and Darlene Swanson

He never forgot Bobbie, and he never forgot Bethphage. Along with his wife Darlene, Rev. Swanson showed his support with generous gifts, preaching, and public speaking about the mission.

Darlene Swanson served on the board of Bethphage Great Britain, a program started with Bethphage's guidance and assistance, in the 1990s. Rev. Swanson served on Bethphage's board from 1957 until 1978, and served eight additional years on the Bethphage Foundation board in the 1990s.

"He said over and over that there was no organization within the entire Church with which he would rather be affiliated than Bethphage because he could readily see the difference it made in people's lives," said David Jacox, former Mosaic president and chief executive officer and longtime friend of the couple.

A constant theme for the couple was that people with disabilities are not that different from others, they just need a little assistance.

"I feel my parents were very accepting of everybody and saw their possibilities," said Joyce Jobson.

"Everybody deserved a chance. I feel that my parents lived that belief."

Jobson and her brother Ted are Mosaic supporters and volunteers today. Jobson serves locally near her home in Colorado, and Ted Swanson serves on The Mosaic Foundation board.

Darlene Swanson died May 3, 2008, and her husband died a few months later on Oct. 3. Ted Swanson believes that his parents would be pleased with the continued evolution of Mosaic today.

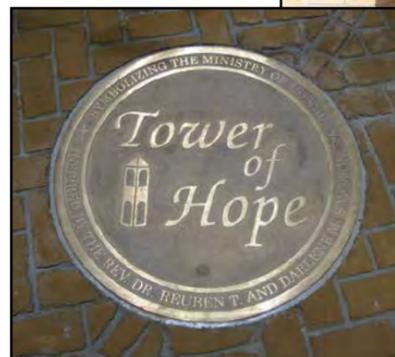
"I think they would have been very pleased with the fact that it has continued to serve the original mission ... but also modifying it as times have changed," he said. "Mosaic didn't become insular or retreat into itself," but continued finding "new ways of providing care, a better understanding of what goes into providing good services and preserving people's dignity."

In 2006, Mosaic dedicated the Tower of Hope at The Lind Center in Omaha in honor of the work of the Swansons. In his talk that day, Rev. Swanson said, "Darlene, our children, and I, are grateful that we are associated with such a meaningful ministry as that of Mosaic."

People like Bobbie are grateful as well that faithful supporters like the Swansons have been a part of Mosaic's ministry since the beginning.



Rev. Swanson at the dedication of the Tower of Hope.



TOWER OF HOPE

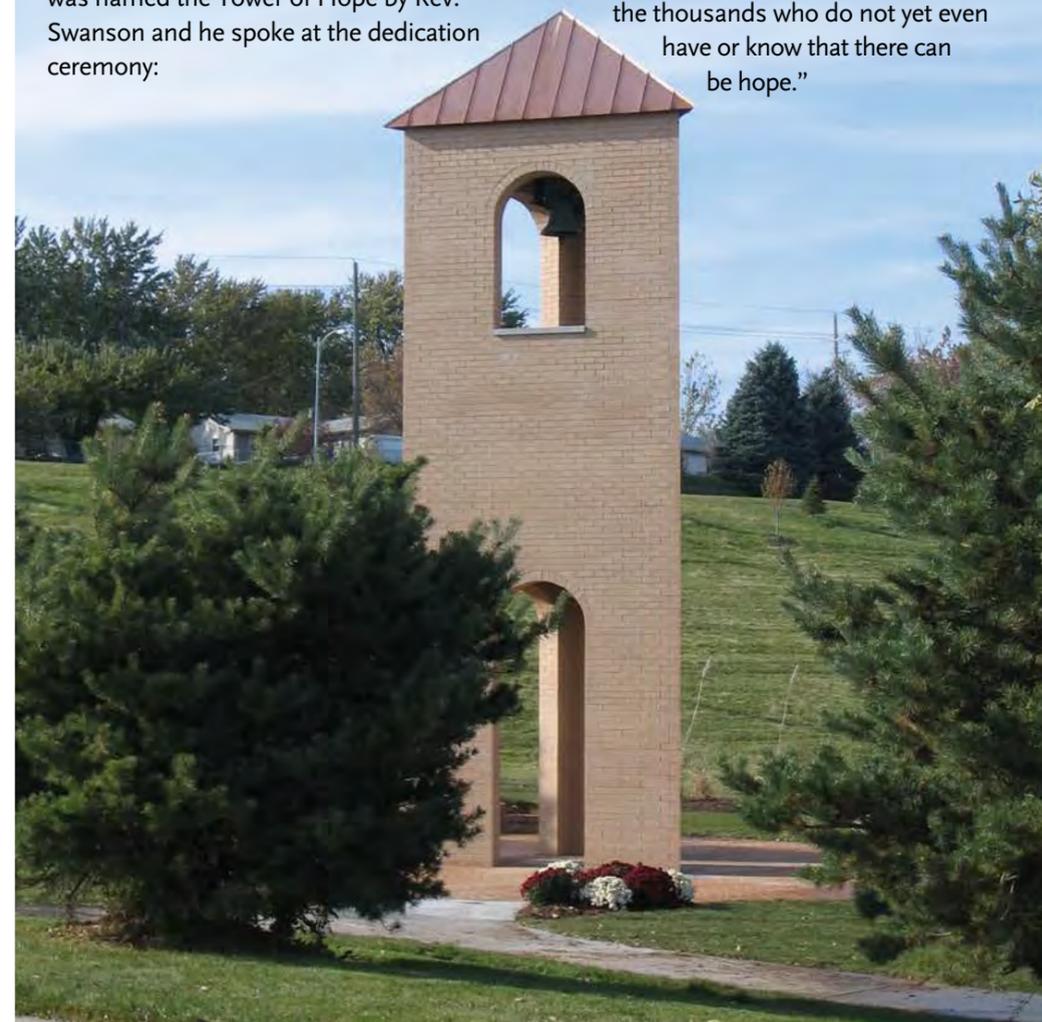
Standing near Mosaic's headquarters at The Lind Center in Omaha, the Tower of Hope is a visible sign of two organizations coming together to form Mosaic and a reminder of God's promise of hope.

Dedicated Oct. 28, 2006, the tower brings together the blond brick used to design the original buildings at Bethphage and the bell from the original building of Martin Luther Home. The program of dedication states: "As Christ calls all people to unity, this bell and tower are a sign of the unity of those two former organizations in common mission today as Mosaic."

The tower is dedicated to the ministry of the Rev. Reuben and Darlene Swanson. It was named the Tower of Hope by Rev. Swanson and he spoke at the dedication ceremony:

"Today we have dedicated a tower. The three sides may be said to evidence the faith, hope and love written by St. Paul in his letter to the Corinthians. These virtues formed and fashioned the motives and directions and actions of the founders of Bethphage and Martin Luther Homes and their many successors. They may also represent the feelings of the family members of those served by Mosaic. And finally, for me, and I trust for all of the friends of this ministry, they declare and proclaim the attributes and mission of the ministry we highlight today and support, a ministry given in faith and love that fulfills HOPE.

"We, you and I here today, are the Tower of Hope for the thousands being served and the thousands who do not yet even have or know that there can be hope."



1996

Bethphage expands to Kansas City, Kan.

193

Mosaic's roots are in Nebraska, but its reach extends far – even to children like Cristina in Romania.

Cristian Ispas and three of the children brought out of a state-run Romanian institution.



Through a partner program with a Romanian organization, Cristina found a new life after being removed from a dismal, state-run institution.

When Cristina was found at age 7, she had been confined to a crib all of her life because of cerebral palsy. The staff at the institution said Cristina would never be able to do anything or to interact with others. She weighed a mere 20 pounds.



Through a joint project with the organization Motivation Romania, Cristina received a custom-made wheelchair that fit perfectly to her frail body. As she was placed in the wheelchair for the first time in 2001, those who witnessed it said she was like a butterfly spreading her wings after being in a cocoon.

“Mosaic and Motivation Romania worked together for the first time in 2001,” said Cristian Ispas, general

manager for Motivation Romania. “The partnership started with the donation of several wheelchairs produced by Motivation for children with cerebral palsy. Soon after this, Motivation and Mosaic identified another common interest – children with disabilities living in state institutions.”

Beginning in 2002, Motivation transferred 37 children with disabilities from a state center. Cristina was one of them. The people of Motivation Romania developed a unique bond with the children, serving as group

home staff members, friends – even a godparent.

“Six children now live with foster families, one has been adopted, while three have been reunited with their families,” Ispas said.



Of the children, 26 live in Motivation’s group homes and attend activities in a day center that opened in 2004. “Nine of our young adults work in the occupational workshop where, with the help of our therapists, they create decorative objects using clay, plaster or recycled paper,” Ispas said.

In 2006, Motivation opened a greenhouse, and five young adults work there alongside Motivation staff. “Seeing that the products of their work help provide food for the other children helps them become more responsible and self-confident,” Ispas said.

Cristina began her life outside the institution in a Motivation group home. After several years, Marta, one of the home staff members, asked if Cristina could become her foster child. Cristina now is a part of Marta’s family, where she has two brothers whom she loves.

“She may never know the extent of happiness she has given to my family,” Marta said. “The day she looked at me and said ‘Mama’ will be forever embedded in my mind. My heart swelled with joy.”



Cristina, with her foster mother Marta, has thrived since she left the institution.

Motivation Romania celebrates Cristina’s success, along with the many successes of all the children, some of whom have now become young adults.

“Our main goal has always been to help them lead a life as close as possible to that of family, and each of their small achievements shows us that we are successful,” Ispas said. But Cristina’s

success brings a special joy.

“If, in the whole project, this would be the only thing to achieve, we would do it again,” he said.

INTERNATIONAL PARTNERSHIP

Mosaic conducts its international work through partnerships. International partners include churches, non-governmental organizations (NGOs), grant-making organizations and IMPACT.

Mosaic is a founding member of IMPACT, which is an alliance of organizations from North America and Europe working to promote the human rights and social inclusion of people with disabilities within their communities. Founded by Lutheran

faith-based organizations in August 2001, IMPACT has current or completed projects in the Dominican Republic, India, Kenya, Latvia, Romania, Russia and Tanzania. Mosaic is the lead organization for the projects in Romania and Tanzania.

Mosaic and IMPACT emphasize building the internal capacity of their partners abroad so they have the tools and resources to support people with disabilities in their native countries.



A Decade of **IMPACT**

Mosaic and IMPACT help local partners develop small business opportunities, grants and fundraising strategies to support their projects. Raising public awareness about disabilities, advocating for public policy that benefits people with disabilities and obtaining employment to raise the economic status of women and their families are also key components of Mosaic’s and IMPACT’s international work.

1997

Martin Luther Homes expands to Winfield, Kan., and to Corsicana, Texas.

195

As he tends souls on Mosaic's Axtell, Neb., campus, the Rev. John Gosswein shares the joy he finds in his faith.

One soul, now at rest, provided much of the inspiration behind his work.

His son, Jimmy, was a resident of the school for 14 years, until his death. He is buried in the campus cemetery.

Rev. Gosswein works to make the gospel come to life for all, regardless of abilities, by finding ways to incorporate it in patterns beyond words. He developed that approach, in part, because of Jimmy.

"I was seeking to be a pastor to my son," he said. Jimmy's hearing, sight and comprehension had all been compromised. "I began to realize there are other sensory ways we are able to share the message of the gospels."

One example happens every week in Zion Chapel.

"We use a big triangle to surround people and help them to remember that they are 'In the name of the Father, Son and Holy Spirit,'" he said. "We are embraced by God."

Rev. Gosswein created Kingdom Parties to bring together everyone from the campus – residents, staff and visitors – to share prayers of joy and concern, to sing together and hear Bible stories. Sometimes, Rev. Gosswein has everyone wear silly hats so all distinctions between residents and staff are removed.

"The playing field is level. It is all of us before God," he said.

While it is his job to teach and share the gospel, Rev. Gosswein said he has learned much from the people he serves.

One day, while he was conducting a small graveside funeral, a resident named Ricky walked by and asked if he could take part.

"I had decided to use the passage of Jesus saying, 'Take my yoke upon you, my yoke is light.' Ricky started repeating everything after me as I was going through the funeral service. I came to the point where I said, 'Jesus said,' and Ricky said, 'Jesus said.' Then I said, 'take my yoke,' and Ricky said, 'What's a yoke?'"

"I put my arm around him like a yoke and Ricky said, 'Oh, that's a friend.' I came to realize how differently they see Jesus and how much we need to see Jesus like them."

Rev. Gosswein wants those he serves to know the joy of God. That joy, he said, is easily found on the Axtell campus. That's why he and his wife, Judy, chose it as a home for Jimmy.

"What I looked for was something that allowed him to express joy. We were most happy not that he was safe here, not that he was content, but we feel that it provided a place where he could recognize joy."

KINGDOM PARTY

A Kingdom Party in Zion Chapel at Mosaic in Axtell is meant to be a celebration, so the singing starts early. As people are coming in and getting settled, they're invited to join in familiar camp-style songs like "I've Got Joy Down in My Heart" or "Do, Lord." Many of the songs use sign language as well, so that all people can participate to their ability.

Once everyone is settled in, the Rev. John Gosswein begins with welcome and prayer. With the help of some of the younger campus residents, Rev. Gosswein begins with a reminder of the Trinity – a large, plastic triangle that is placed around a person showing the embrace of God the Father, Son and Holy Spirit.

Rev. Gosswein makes the celebration a sensory experience for people. A large projection screen provides images and photos that support the lesson. To signify

broken hearts and torn lives, people are able to tear paper and place that before God in prayer. The word "amen" is accompanied with clapping.

Residents, staff members, and guests participate in the Kingdom Party. As a community, they share their "highs and lows." A high is something to be thankful for and the community responds with "Thanks be to God." A low is something that still needs prayer, to which the community responds, "Lord, have mercy."

Every week, the Kingdom Party closes with the familiar song, "He's Got the Whole World in His Hands." The last verse, however, hits right at home as people sing together, "He's Got Mosaic in His Hands." The Kingdom Party is a visible reminder of that truth.



The Rev. John Gosswein and Lloyd Potter share a lesson on Christ's love.



A kingdom party in Zion Chapel.

1999

Bethphage expands to Garden City and Liberal, Kan.

197

Bill Jenkins knows he is where he was meant to be.



“It’s my vocation. I feel I was born to be in this field,” he said.

Jenkins started as a direct support professional at Martin Luther Homes in Delaware 25 years ago and still works in direct support today. Encouraged to move into other positions along the way, Jenkins always declined. He knows direct support is his gift.

In 2006, he was honored as Outstanding Direct Support Professional in his home state of Delaware.

In recommending Jenkins for the award, Joe Avallone wrote about the support his brother Frankie received.

“Day after day, year after year, I felt that Frankie received ‘special treatment’ from Bill because of the extra things that Bill seemed to always be doing. But all the while, I also knew that Bill treated each of the residents ‘specially,’” Avallone wrote.

Jenkins made sure Frankie was able to attend important family events, escorting him to his sister’s funeral and a nephew’s wedding.

After Frankie was diagnosed with cancer, he had Jenkins at his side as the disease took its toll.

Frankie Avallone (left) and Bill Jenkins

Joe wrote: “Bill sacrificed his own vacation time to take Frankie on vacation when we knew that it would be Frankie’s last vacation.

“As I relive Frankie’s last days in my memory, I see Bill alongside of Frankie in many situations as Frankie became physically weaker. ... During the last weeks of Frankie’s life, I remember seeing Bill faithfully at Frankie’s side when Frankie was no longer able to get out of bed.”

Shortly before Christmas 2003, Frankie asked whether he would be home for the holiday. His brother told him, “Yes.”

On Christmas morning, as Avallone and his wife prepared to go see Frankie, the phone rang. “It was Bill calling to tell us that Frankie had passed away a few moments earlier. Within 10 minutes, we arrived at the home. Bill was there alone with Frankie as he had faithfully been so many times before.

“Frankie was truly ‘at home for Christmas.’ He was at ‘home’ with Bill, and he was at ‘home’ with his father, mother and sister in heaven on Christmas morning.”

Jenkins lives his belief that everyone should be treated with respect and a basic sense of equality. He experienced that personally as someone born with a congenital heart defect that required multiple surgeries.

“If people know you have a disability, they often treat you differently, which is not a good thing,” he said. “There should not be separate levels of identity.”



AWARD-WINNING STAFF

Mosaic staff members have been honored locally and nationally for their work. Statewide provider organizations and the national organization ANCOR (American Network of Community Options and Resources), present annual recognition awards to outstanding direct support professionals.

In 2007, ANCOR began recognizing one outstanding direct support professional in each state and one national winner. Although not operating in each of the 50 states, since 2007 Mosaic has been proud to have multiple employees recognized as state-level winners.



Velia Flores (left), who was the Kansas state-level award winner in 2011, is just one example of Mosaic’s outstanding employees. Twenty years ago, 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 bilingual skills to make sure individual service plans are communicated clearly. Flores began at Mosaic in 1999, after earning her driver’s license just so she could get the job. She has worked extensively with people who have limited range of motor abilities, do not communicate traditionally and require total care. With almost maternal instinct, Flores understands their ways of communicating and teaches other staff members.

In 2013, Mosaic employees were recognized as state level winners in five of the 10 states in which Mosaic provides disabilities services.

1999



Martin Luther Homes opens The Oaks senior living facility in Menomonee, Wis.

1999

When Donna Thompson counts her blessings, she includes the transformation Mosaic brought to her life.

Thompson, of Winnsboro, Texas, believes she and her son, John Daniels, both have achieved milestones not possible without Mosaic's caring community.

"I have progressed in my life, and I would not have been able to come this far if I alone cared for John," Thompson said. "John has received a safety net so that he can grow to his full potential, and so have I."

John became one of Bethphage's first Dallas-area clients in 1986, and he continues to work at Mosaic and live at a group home. Over the years, Thompson saw how John gained skills, friendships and employment opportunities through the agency's paper-shredding business.

Thompson also realized she reached her goals. Because she knew her son was happy and safe, she was able to earn a bachelor's degree and care for her mother, who is 102.

The youngest of four children, John lived at home until he was 10. Thompson realized, with her life centered on John, she was missing opportunities to nurture her older children.



John Daniels

Thompson fostered friendships with members of the Mosaic community. Today, each of John's co-workers greets her with smiles and hugs. She loves John's caregivers, among them Daisy White, and the ways they support him.

"I'm thankful for the loving, caring people who tend to the most vulnerable people on earth. John's life would not be the same without Daisy," Thompson said.

Thompson and John go on nature walks in the woods near where she and husband Howard live. John attends Camp Summit, a program for children and adults with disabilities, and he loves to dance.

"God is good, and Mosaic is part of God's work," Thompson said. "I am just thankful that I have Mosaic, and John has

Mosaic. As a donor, I don't think there's any better place to invest your money. As a parent, I don't think there's any better place to be assured that your child is going to receive care and safety in their home and be happy."

EVOLVING SERVICES

In 1972, the Rev. Roland Johnson, Bethphage director, wrote, "Bethphage does not believe that the institution is THE answer to the needs of (people with intellectual and physical disabilities). We believe that the institution as AN answer to the needs of (people). We do not believe that ALL should find service in the institution, but only SOME."

At the time, Bethphage and Martin Luther Home were learning to navigate the changing course of services for people with disabilities. In the decades since, the types of supports have continued to evolve. Today Mosaic offers choices that help people live as independently as possible in the setting that a person prefers. Mosaic offers two campus settings, community-based homes shared with others, and independent living with occasional assistance.

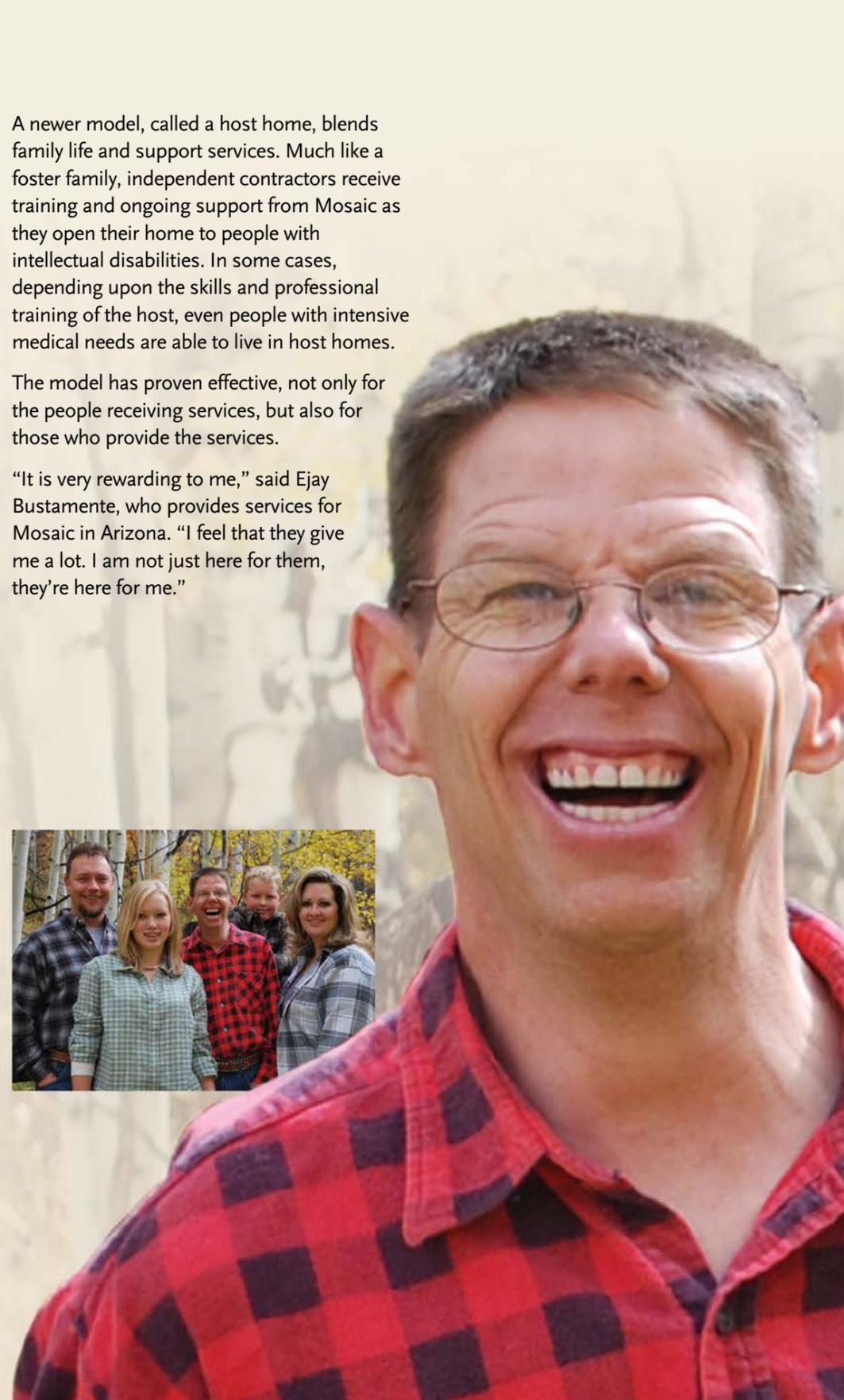


Michael (above) receives host home services from Mosaic and is devoted to his dog, Blankie. Stephen (right) has been with his host family for 19 years.

A newer model, called a host home, blends family life and support services. Much like a foster family, independent contractors receive training and ongoing support from Mosaic as they open their home to people with intellectual disabilities. In some cases, depending upon the skills and professional training of the host, even people with intensive medical needs are able to live in host homes.

The model has proven effective, not only for the people receiving services, but also for those who provide the services.

"It is very rewarding to me," said Ejay Bustamente, who provides services for Mosaic in Arizona. "I feel that they give me a lot. I am not just here for them, they're here for me."



2001
Martin Luther Homes expands to Waco, Texas.

201

Connie Lachney said she knows it takes a special gift to work with people with intellectual disabilities.

Those who know her say she has it.

Lachney worked in direct care for Martin Luther Homes and Mosaic for nearly 25 years, starting in 1988 in Terre Haute, Ind., where Martin Luther Homes served eight people in one group home.

“To watch it grow from so small, how it has helped so many people,” said Lachney, now retired. “Each person I’ve worked with, I think, has made me a better person.”

Under Lachney’s guidance, employees discovered their talents. She saw how teamwork benefited people in service, and it inspired her to work even harder.

Whether cooking, bathing and organizing medications, Lachney offered a steady hand and an understanding heart. Her goal was to build a community where everyone was learning.

Many times, Lachney recalls, the care she provided returned to her. She received smiles. She witnessed joyous accomplishments. She discovered the privilege of sharing her life with people with special needs.

“They were just so caring, it made you want to be better at what you did,” she said.

Mosaic brought out in her the desire to give, and she recognized her personal growth along the way. She said she surprised herself by retiring, but she also felt the timing was right.

At her retirement party, one of the first people Connie cared for attended. Her gift was a wall hanging adorned with a picture of Mosaic community members. Realizing how embedded they were in her heart, she cried.

“You really have to have a lot of love within to do what I’ve done all these years,” she said. “Prayer and faith will take you far.”



Connie Lachney became Mosaic in Terre Haute’s first retiree. Shown here at her retirement party, Connie poses for a photo with Geneva, who receives services from Mosaic in Terre Haute.



RECOGNIZED INTEGRITY

One of Mosaic’s four core values is integrity, so it is not surprising that Mosaic has twice been awarded the prestigious BBB Integrity Award by the Better Business Bureau serving Nebraska, South Dakota and southwest Iowa. Mosaic first earned the Integrity Award in the charity category in 2007 and again in 2012, earning the Integrity Award’s Bronze Award of Merit.

Since 1995, the Better Business Bureau has presented these awards recognizing companies that go above and beyond in

...serving their customers and communities, focusing on demonstrated ethical business practices rather than a company’s growth, profitability or popularity.

Mosaic holds true to its faith-inspired heritage to interact openly and truthfully in all situations with all people, making ethical choices and following intently all laws and regulations. Mosaic is committed to providing quality services and supports to individuals receiving services. Mosaic fulfills this commitment to integrity because “it’s the right thing to do.”



2002
Bethphage expands to Rockford, Ill.

203

Their job may be direct support associate, direct support manager, dietary worker, or one of many other titles, but Jerry Campbell considers many of the people who work at Mosaic in Beatrice, Neb., to be artists.

“One of the things we seem to be good at is finding out what the individuals we serve hope and dream ... and then helping them achieve a part of that,” said Campbell, executive director.

The success of the facility is due to the staff, he said.

“All we do is give them the latitude to make it happen. Sometimes if you give people enough rope, they hang themselves. Other times, they make art.”

Proof of that comes from what he often hears from visitors, including some state surveyors, after they spend time on the campus: “This is the happiest place I’ve ever been.”

Campbell started as a psychologist at the facility after completing a master’s degree in clinical psychology. It wasn’t the type of job he was seeking. It was the 1970s and he was an idealistic 23-year-old looking for a job that would bring meaning to his life.

He figured, however, that the Beatrice job would at least provide a paycheck while he looked for the ideal job. “It didn’t take long to realize that this was the job I was looking for.”

There have been obstacles. Campbell remembers going before a state hearing because a federal look-behind survey indicated something that could have led to decertification for the facility. It was during the 1990s, a time of great change in the way

services were offered. The hearing, appropriately, was held on Good Friday.

“The era was horrible because you were confronted with brand new interpretations of stuff you’ve never heard of before,” he said. “You learned about them by the surveyors being here.”

Another challenge that is ongoing for Mosaic and other organizations that provide services to people with intellectual disabilities is finding the right employees. Turnover rates often are high. A unique

challenge for Mosaic in Beatrice is that there is a similar, state-run facility in the same community that is able to pay substantially more. Yet, Campbell is proud to show a low turnover rate and, over and over again, employees return to Mosaic after being lured across town by higher pay.

The work isn’t easy, he admits, and the standards are high. Everyone knows the expectations and chooses to stay, though, and they support one another, as well as the people they serve.

“I believe that what we do here matters,” Campbell said. “I think it is important that people with intellectual disabilities have the same opportunities to realize their potential as the rest of us do.”

He knows you can’t demand happiness, but somehow it happens. And art, too.



Jerry Campbell (left) with former MLH Director Walt Fruehling.



Charlie enjoys a special dance with his mother at Home Day.



John tries his hand at winning a bottle of water at the ring toss.

HOME DAY

The annual Home Day celebration dates back to the original Martin Luther Home in Sterling, Neb. Area churches closed each year on the first Sunday in June so families could attend Home Day worship services. All denominations were welcome, with the American Lutheran churches especially involved. Crowds filled chairs that were set up outside for a Sunday worship service. Afterward, families enjoyed a huge picnic. Tours of the Martin Luther Home building also were available.

Adeline Cornelius, direct support associate at Mosaic in Beatrice, remembers attending Home Day as a little girl. “Home Day was everything! Entire families went, and the Lutheran Church counted on you to go,” she said.

In 1927, the Sunshine newsletter stated, “Sunday, June the 19th...was a real nice but warm day. Many pastors in the neighborhood dropped their services and came with their congregations to rejoice with the children at Sterling. We counted 18 pastors, and it was estimated that more than 800 people were at the services. ... Two bands, the one from



Charlie and his sister Melody take part in one of the Home Day activities, ring toss.

Beatrice and the other from Sterling, furnished the music for the day.”

The Home Day tradition continued when Martin Luther Home moved to a new campus in Beatrice, Neb. Over the years, Home Day has transitioned into a client-centered celebration attended by people who receive services and their families, Mosaic staff, and guardians. Currently held on the first Friday in June, Home Day begins with a Parent Association meeting and campus tours. After an outdoor picnic lunch, a variety of games, treats and live musical entertainment are enjoyed. The day closes with an afternoon worship service in the Mosaic Chapel.

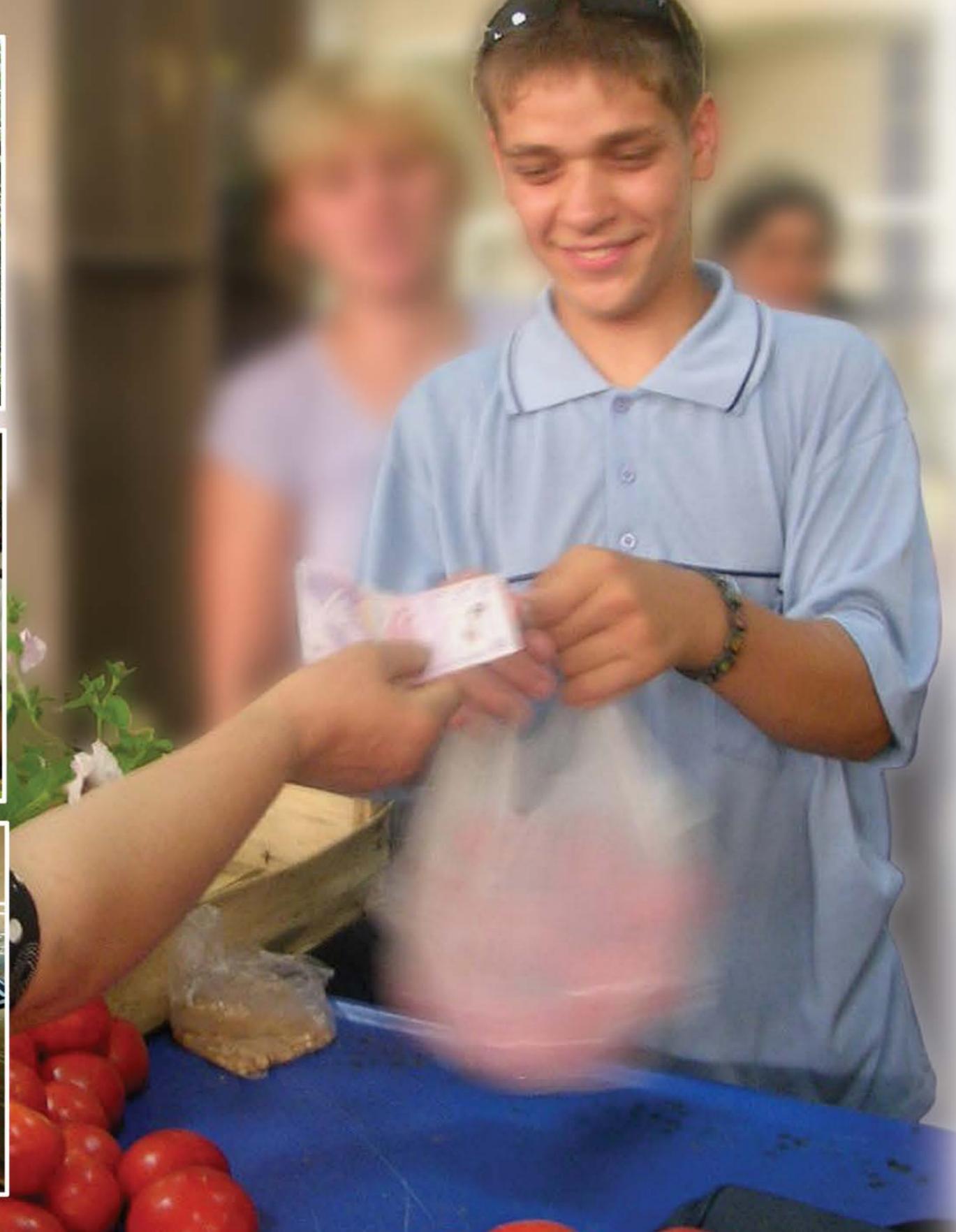


Mike expresses the fun he is having as he watches through the crepe paper decorations.

2002

With the IMPACT alliance, Bethphage staff began working with Motivation Romania, bringing children with disabilities out of a state-run institution and into community-based homes.

205



Mosaic today

MOSAIC INTERNATIONAL

Gardening is more than just a pastime for youth with intellectual disabilities served by Motivation Romania – it has opened up a whole new world of opportunities.

Through the Gardening in the Greenhouse program that blends gardening with traditional occupational therapy, youth are seeing their hard work pay off in incredible ways – from learning new vocational skills to helping earn money for the gardening program to growing food that helps feed the children in group homes.

Motivation Romania is a partner program of Mosaic.



2003–2012

Mosaic is formed

as Bethphage and Martin Luther Homes consolidate. The new organization's focus on quality services and integrity is affirmed by certifications and awards. Services for people with disabilities continue to evolve and become more personalized, as Mosaic works toward helping people create meaningful days through work and recreational opportunities.

A meaningful day for Lee includes gardening.

The decision to consolidate Bethphage and Martin Luther Homes as Mosaic wasn't made without pain.

The merger created many gains, though, said the Rev. Dr. Walter May, who served on the board for Martin Luther Homes prior to the consolidation and then on the Mosaic board.

"We could see the writing on the wall. With the changing landscape and atmosphere in which we were living, it was certainly to the advantage of the clients," he said. "That's why we exist."

The losses felt through consolidation were both personal and organizational, said Rev. May, assistant to the presiding bishop of the Evangelical Lutheran Church in America and executive for synodical relations. There was the loss of identity for two widely known organizations and some of the jobs held by longtime colleagues were eliminated.

"We all came in with the excitement that this is the future," he said "but also with a little sadness that some of our colleagues would no longer be a part of the picture in the way they were before."

For him, the focus was always on the people served and those who worked with them directly. Working with and for people with disabilities had always been one of the most satisfying parts of his service on the boards.

"The thing I think I enjoyed most of all was the actual visits to the homes," he said. "It was great for the clients and for the board. It was clear to keep in front of us the reason we were there."

The organization does that well by having a person supported by Mosaic serve as a board member, Rev. May said. He was always personally moved by their contributions.

"There were three client board members during the time when I was serving," he said. "I cannot remember a single report from any of those people when I wasn't in tears by the time they were done. To have a client on the board was good for our clients and extremely good for the board."

In his office at The Lutheran Center, the ELCA's national head-

quarters in Chicago, Rev. May keeps memorabilia from his years of service to Mosaic, and he talks to his colleagues about the organization whenever the opportunity arises.

"This organization was founded with Christian heritage and has Christian values and belief," he said. "If you look at all of the clients that we've served, it would be a sad day if Mosaic didn't exist."



Fred has participated in community volunteer activities his whole life, including delivering Meals-on-Wheels with staff support from Mosaic in Beatrice.

OPENING DOORS

How many doors have you opened today? Last Sunday I counted 36. Each gave me an opportunity to worship, to be closer to people I care about or to accomplish something important to me. None of them was locked.

For people with developmental disabilities, the story is often very different. They face locked doors at almost every turn. ... Individuals sit on lists waiting to receive services. Many are the children of elderly parents who no longer are able to meet the physical and financial demands of caring for their family members. These families are waiting for locked doors to open.

Even for families receiving services, doors often are locked. Funding for services has not increased for several years, while the cost of providing those services has. These increases, coupled with rising gasoline and utility prices, mean people with disabilities are receiving fewer supports.

Why am I talking to you about locked doors? Because I have personally experienced them. David, our son, once lived in an institution where he could open none of the doors. Then we found Mosaic.

Because of Mosaic, David received a key to open the door to his own home. He walked proudly through the door of a manufacturing company to work as its maintenance man. He bolted with joy through the locker room door of the gymnasium where he volunteered as team manager for his church basketball team.

As a parent ... I thank you for your support. You open the doors, making the promise of God's wholeness of life a reality.

Diana McCalment was the first chair of Mosaic's Board of Directors. At the time, Mosaic's tagline was "Opening Doors to Extraordinary Lives." This is an excerpt from her writing.



July 1, 2003

Bethphage and Martin Luther Homes join hands to form Mosaic.



Bethphage and Martin Luther Homes together.

211

Of the barriers faced by people with disabilities, two are among the most difficult: discrimination and poverty.

“If we’re going to look at a class of people that don’t have justice, it is people with disabilities,” said Dolores Bangert, a 30-year employee of Mosaic. In her work, Bangert has addressed both hurdles.

Our culture values intelligence so people with intellectual disabilities are devalued, she said.

“People who are intelligent are given rewards, and people who aren’t intelligent are not seen in the same light and as having the same value,” she said.

Bangert began her career as an agency executive director for Bethphage in Omaha, working with

families and people supported by the organization. She was moved by the lengths to which families will go to care for children and siblings with disabilities, she said. Finding adequate care can be difficult for families.

“It is touching to be able to impact people’s lives,” Bangert said. “Many times it is a real struggle for them.”

One grateful family made a substantial gift to Mosaic, saying it was because Bangert listened and helped them. They had been turned down by several other organizations.

The gift, she said, was humbling.

“I just did my job,” Bangert said. “When they came to me, I said, ‘Well, that’s what we do.’”

Later, Bangert moved into advocacy work for people with disabilities and now is Mosaic’s vice president for fixed-asset development. A passion for her has been building affordable housing for people with disabilities.

“I saw an opportunity to be at the table and make the differences that people wanted in their lives,” Bangert said. “It means being able to give people the opportunity to live in a nice environment and have more money to achieve economic independence.”

While her career has been long and satisfying, it was not what she planned for her life. When she started on the job, local people were national leaders in the field of disabilities and many exciting things were happening.

“I went to my first day of training and they were talking about what they were doing and I just thought it was incredible ... the innovation and caring of these people. After that first training session, I was sort of hooked that this is something we need to do.”

2006



BANNING DISCRIMINATION



The lives of people with intellectual disabilities were forever changed in 1999 when the Supreme Court ruled in the case of Olmstead v. L.C. With this monumental ruling, states are required to provide community-based services for people with disabilities, as long as it is determined that it is the appropriate placement for the individual and that he or she desires to receive such services.



Two plaintiffs had sued the state of Georgia for inappropriately treating and housing them in an institutional setting when it was determined that community-based care was appropriate for each. This was ruled as a violation of the Americans with Disabilities Act of 1990, in which Congress described the isolation and segregation of individuals with disabilities as a serious and pervasive form of discrimination.



The ADA requires services to be provided to individuals with disabilities in the most integrated setting appropriate to their needs, regardless of disability and regardless of whether they live in an institution, a nursing home or community. This shifted the types of services and housing options made available by service providers to more community-based housing, job opportunities and recreational activities. In 2009, the Civil Rights Division of the U.S. Department of Justice launched an aggressive effort to enforce the Supreme Court’s decision.

Accessible, new homes built by Mosaic in residential neighborhoods.

Mosaic becomes the first organization to receive a Basic Assurances® Network Certification from The Council on Quality and Leadership. This certification evaluates services and supports for people with disabilities in the areas of health, safety and welfare. Mosaic sought to attain this certification to affirm its commitment of providing high-quality services. CQL is the leader in the field of establishing standards of supports for people with disabilities and people with mental illness.

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“Nothing more can be done for these children.”

The nurse in the state-run institution made the statement in an infirmary where three workers were assigned to care for 80 people with profound disabilities.

During that visit 40 years ago, Jim Fruehling looked around at the dozens of vacant stares from patients for whom only the most basic needs could be met.

Instead of hopelessness, Fruehling felt determination.

“Surely something can be done,” Fruehling remembers thinking to himself.

More is being done, thanks to Fruehling and many others. As a psychologist and behavioral consultant, he has made a career of making lives better for people with intellectual disabilities.

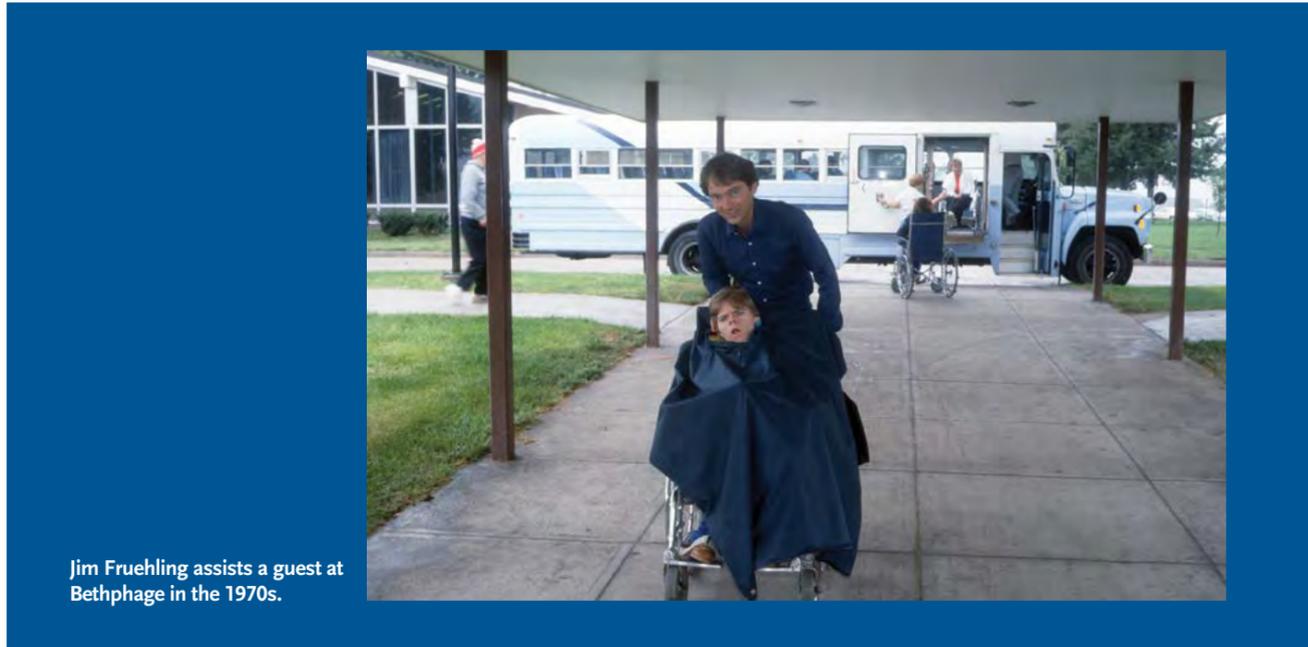
His grandfather, the Rev. William Fruehling, helped found Martin Luther Home, where Jim’s father, the Rev. Richard Fruehling, later served as chaplain, and Jim’s uncle, the Rev. Walter Fruehling, served as director.

During college, Jim Fruehling worked two summers as a teacher at the home and, after college, for a summer in the vocational program.

In his career as a psychologist and behavioral consultant, Fruehling served both Martin Luther Home and Bethphage. He has helped employees view people served through a holistic lens, looking at everything from behaviors to diet to determine what will help the person more fully engage life.

He also brings the perspective of someone with a deep, personal faith. “It is my perception that the psychological and the spiritual are really two sides of the same coin,” he said. “The content of life is primarily relational. It is not what I have or what I possess, but who I love and who has loved me.”

Christmas Eve and all these little chairs set up in the chancel and, among them, was Martha Moehl looking out over these little kids and just beaming at them. She had these beautiful, soft brown eyes and I was just so struck by what love there was. ... You have a lifetime of Christian, self-giving sacrifice that isn’t even



Jim Fruehling assists a guest at Bethphage in the 1970s.

Those ripples of living faith have set Mosaic apart since its earliest days. When Martin Luther Home was preparing to open in Sterling, Neb., parents of children with disabilities began showing up months before it opened.

They weren’t turned away.

Martha Moehl, the wife of one of the founders, took the children in and cared for them in her home until the school was ready. “Fast forward about 50 years and she was in Beatrice living in a modest house, still teaching Sunday school at St. John’s Lutheran Church. I recall clearly one

sacrifice for these people because they’re doing it out of love.”

The ripples continue through the people Mosaic serves today, their parents, siblings, grandparents, aunts, uncles and “everyone who would have been involved in looking out for these folks in whatever circumstances they found themselves,” Fruehling said.

“Thousands of lives were changed and made better. There were a lot of people who were liberated from their isolation.”



The K.G. William Dahl Chapel (above). The rose window opposite the chapel in The Lind Center (below).

DAHL CHAPEL

Mosaic’s founders were motivated to serve others by their Lutheran faith; Christian love was at the core of their being. Reflecting that foundation is the K.G. William Dahl Chapel, which welcomes visitors as they enter The Lind Center, Mosaic’s national headquarters in Omaha.

Located adjunct to the main lobby, the chapel soars two stories. It is used for prayer services, both for Mosaic and for the Nebraska Synod of the Evangelical Lutheran Church in America, which shares the building. The chapel has hosted weddings, memorial services, and employee gatherings for special occasions.

The chapel can seat 50. It features dalle de verre windows with colors that move from vibrant, warm reds to cool blues. Unlike

stained glass windows which are slim and set in leaded glass, dalle de verre windows are made of up to one-inch thick pieces set in resin. The windows are abstract in design. Facing west, the chapel is bathed in color throughout the afternoon and evening.



Complementing the chapel, on the second floor, is a library that overlooks the lobby. The library features a rose window also made of dalle de verres. Its design is a sunburst surrounding a cross. Two other windows of the same medium grace the lobby; one features the Luther rose, a widely recognized symbol of the Lutheran faith, and the other features the Bethphage logo, installed when The Lind Center was originally built as Bethphage’s headquarters.



Oct. 28, 2006

Mosaic dedicates the Tower of Hope at its national office in Omaha. Featuring the bell from the original Martin Luther Home’s building and blond brick reminiscent of Bethphage’s heritage, the Tower is a symbol of unity.

Sandra Eagan likes to make the rules for her life.

As her own legal guardian, she gets to do that, but she is glad for Mosaic's support.

"Mosaic is my home away from home," the Grand Junction, Colo., resident said.

Mosaic staff members encourage her to try new things "even if I sometimes don't like to," she said.

Sandra has lived various places – a state facility, a group home, and an apartment complex. Since 1986, Sandra has received services from Mosaic. She currently resides at a Mosaic host home and attends Mosaic day services. Sandra turns 70 during Mosaic's centennial year, and staff members say she is now the happiest she's ever been.

It is the life Sandra chooses each time her services plan comes up for renewal.

Without Mosaic's partnership, she said, her life would be "nothing." Mosaic, Sandra said, provides opportunities to go out for coffee, learn to embroider, cook, and volunteer in the community. It is where she relaxes and knows she is safe.

Sandra's host home family enjoys her independent spirit while honoring her preference to make her own decisions.

"I think, too often, we ask people what we want them to do, instead of letting them make their own choices," said Mandy Stafford. She, her husband and daughter host Sandra at their home. "As long as it's not harmful, we let her decide. Her life has been what she wanted it to be."

Sandra treasures her privacy, loves having her own room and selects which television channel – usually Disney – to watch. She can opt out of family activities or fully participate. The house rules include the Golden Rule, so Sandra behaves toward others the way she wants to be treated.

"She's proud of that, and so are we," Stafford said.

The Grand Junction agency also adopted an informal rule named for Sandra. Under the "Sandra Rule," people who have a complaint about someone can voice it only after first saying three good things about the person.

Patricia Archuleta, associate direct support manager, said: "By offering compliments first, we find many people forget the negative comments they initially wanted to say."

BUILDING INDEPENDENCE

Mosaic helps people follow their dreams. Here is one example.

For Ed Hill, a life of possibilities means owning a business. Ed attends Mosaic in Western Colorado's day program, which provides resources so he can pursue his dream of self-employment. The result is Shred by Ed, a document destruction business Ed established in 1999. The agency sets aside workspace and an office for Shred by Ed.

"I wouldn't have a job without Mosaic. I wouldn't have a way to get paper or a place to put paper," Ed said.

Finding new customers is Ed's favorite part of the job. He was happy to have a law firm once send 100 boxes of paper his way. "I want to do more work. I want to get a bigger business so I have more money for spending and getting the things I need," Ed said.

Shred by Ed is bonded and insured as well as HIPAA compliant, which means Ed can shred confidential documents. He gives back to the community by providing free shredded paper to the local bunny rescue.



Ed Hill (left) is happy to have his own business, Shred by Ed. Other people served by Mosaic, such as Bella in Ellsworth, Kan. (above) and Katie in Omaha, Neb., gain independence through employment.



2007



Mosaic begins the Building a Caring Community program in Moshi, Tanzania to serve children with disabilities and their families.

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During the many years Dave Nielsen helped people with estate planning, he has seen some unique gifts to Bethphage and Mosaic. The most precious gift he has seen, though, is the gift that the people Mosaic supports give others.

“They have a purpose in life and I think they achieve it far more effectively than we do,” he said. “Their purpose is to allow us to be compassionate to somebody. God is

compassionate to us and we, in turn, can realize what it means to be compassionate.”

That insight was given to Nielsen in prayer while he was serving as a board member for Bethphage. He vividly remembers visiting the Axtell, Neb., campus and coming upon a young girl with an enlarged skull who was non-communicative and could only lie in bed. His questioning prayer asked God, “Why? What is your purpose?”

With others, Nielsen said, when you do something for them, you usually get something in return. But many of the people Mosaic serves “can’t thank us or don’t know to thank us or don’t have the ability to thank us,” he said.

Giving is something that Nielsen has thought about extensively in his work. In his law practice, he has created hundreds of estate plans for people and identified 20 reasons people choose to give. Sometimes the reason is spiritual and altruistic, but at other times, it is related to the donor’s personal, family,

financial or tax-related needs particularly in the area of estate planning.

He tries to identify the primary need of potential donors and offer ways to meet that need. “Their need comes first. It is not selfish. People have needs and they are going to spend their money to first meet their needs.”

He has enjoyed the opportunity to work with generous people who have the “gift of giving.” Among those have been parents who were grateful for the services their children received and others who came to know Mosaic through a connection with their church.

Among the unusual gifts he has helped procure were oil and natural gas wells, a coin collection, an airplane, homes, and farmland.

Nielsen’s experience with Mosaic began through clients he was helping professionally who wanted to leave estate gifts to Bethphage. One encouraged him to stop and visit the campus in Axtell. So, years ago, when on business near there, he decided to stop and did a self-guided tour.

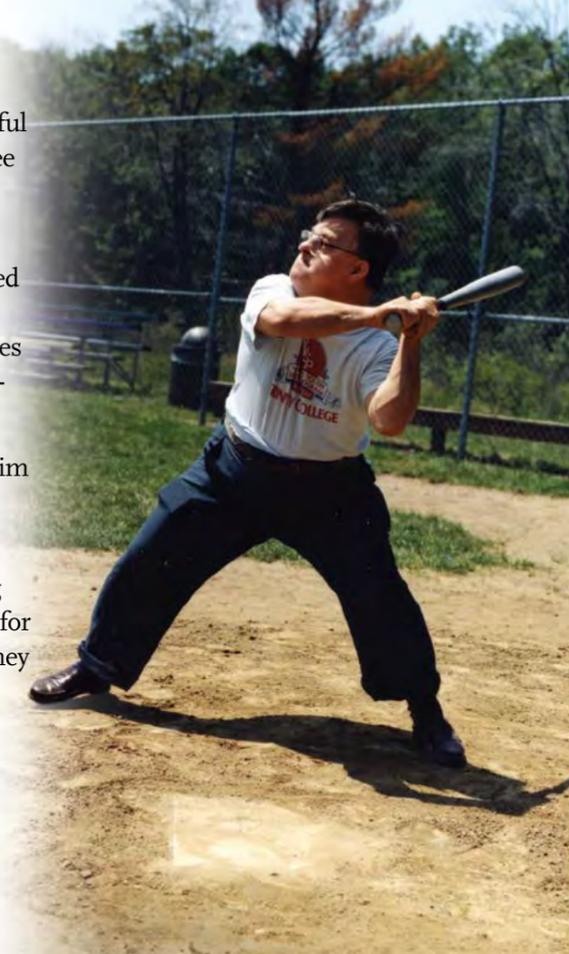
“I was just very impressed with how peaceful and beautiful the campus was and could see the staff was very caring,” he said.

He first served as a board member for Bethphage, then became an employee, hired as general counsel for the organization. When Bethphage and Martin Luther Homes consolidated, he became Mosaic’s planned-giving consultant.

Nielsen is gratified that his work allowed him to help donors and help people with disabilities.

“Some people think development is asking for money,” he said. “I seldom ask people for money. I ask what we can do for them. They give us money. ... It is almost a miracle of how some of it comes together.”

People with disabilities just want a fair chance to play like everyone else, Dave Nielsen said.



LEAVING A LEGACY

In their own words, one couple who are members of the Mosaic Legacy Society describe why they have Mosaic included in their estate plan:

“We needed you, and you were there for us. We have been thankful that Terri is being looked after by Martin Luther Homes and now Mosaic. I feel you are a very compassionate group of people caring for those who can’t care for themselves. I so appreciate your care and concern because it is for those we love and who we are unable to care for. It does take patience and you have it – thankfully.”

People who wish to strengthen their commitment to Mosaic’s mission and make an enduring gift can become members of the

Mosaic Legacy Society. Members of the Legacy Society use opportunities such as a charitable annuity, a bequest or other methods to make a planned gift to Mosaic.

Unless stipulated otherwise by the donor, it is Mosaic’s policy that all estate gifts are placed into the Mosaic endowment, managed by The Mosaic Foundation, so that estate gifts give in perpetuity. This respects the donor’s life work.

“People don’t save their money for a lifetime to leave it to an organization to pay the light bill,” said Cindy Schroeder, Mosaic chief financial officer. That was a lesson taught early on by her mentor, Carl Nelson, who was a former board member.



The Mosaic Foundation distributes a portion of the proceeds from the endowment annually to Mosaic to support ongoing needs.

Current and past members of Mosaic’s Legacy Society include (from left) Mildren Nienaber, Helen Trapp, Martha Vinecore Andeen and Donald Grundahl.

2007

Mosaic is the recipient of the 2007 Better Business Bureau (BBB) Integrity Award as the sole organization in the charity category. The award is given by the BBB serving Nebraska, South Dakota and southwest Iowa since Mosaic’s international headquarters is located in Omaha, Neb. The award, however, acknowledges the effort of the entire organization.

When Susan Downs thinks of Mosaic, she thinks of an embrace.

“They truly love my brother,” she said. “They’re not just his caregivers. They truly love him. They tell me that.”

Her brother, Bill Downs, came to receive services from Martin Luther Homes in Pontiac, Ill., 15 years ago. Prior to that, he lived in a state-run center. He is the oldest of five children, and his parents live in Chicago, about two hours north. Susan Downs lives farther north, in Milwaukee. Although they remain emotionally close, the distance between Bill and his family means that they must have trust and confidence in the people who provide his daily care.

“Mosaic is such an important part of our lives,” she said. “It is important for us as siblings to know that Bill is in a good place. It is important for him to be in a place where he is loved.”

The need for quality service providers prompted Susan Downs to get involved with advocacy through Mosaic Allied Voices. With her mother, she has traveled to the Illinois Capitol in Springfield to advocate for the needs of people with disabilities.

Her involvement with her brother’s care and with advocacy work have helped Susan see things differently. A few years ago, she bought tickets for Bill, his roommates, their staff members, herself and her parents to attend a Chicago Cubs game together. The day included T-shirts, souvenirs, and stadium food.

While many fans were warm and receptive, the physical obstacles presented by the historic Wrigley Field were eye-opening. Everything from parking access and stadium seating to facilities and ease of movement made it a challenging experience for people with disabilities.

“They are not disability friendly and that was eye-opening to me,” she said.

More awareness is needed, she said, so that people with disabilities are included naturally and able to participate in life.

“I don’t want my brother to feel like he is forgotten or is an afterthought,” she said. “Jesus came to serve. I think that’s what Jesus would want us to do.”

In her eyes, that’s what Mosaic does.

“I can sleep at night,” she said. “It is important for my peace of mind to know that my brother is well taken care of and that he is not in some nursing home slumped over in a hallway.”

Susan Downs with her brother, Bill.



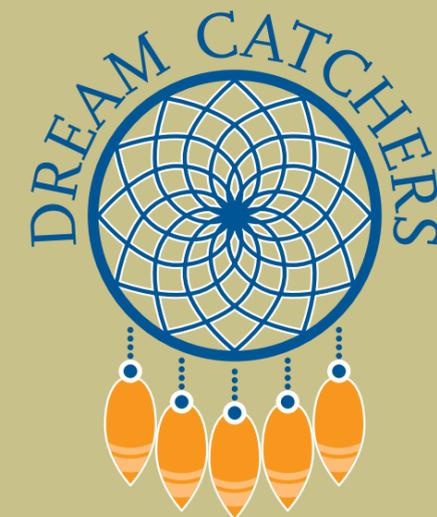
SUPPORTING ADVOCATES

Part of Mosaic’s mission includes advocating with and for individuals with intellectual disabilities. In 2007, Mosaic launched a volunteer-based initiative called Mosaic Allied Voices (MAV), which helps Mosaic agencies partner with community-based volunteers who serve as advocates for and with individuals who have intellectual and developmental disabilities.

MAV volunteers contact elected officials at local, state, and national levels to inform them about the needs and rights of people with intellectual and developmental disabilities, advocating for positive public policy and adequate funding. Through “action alerts” from Mosaic, MAV volunteers are asked to call, write, or email legislative representatives regarding their votes on critical issues. MAV members include parents, self-advocates, donors, advocates for people with disabilities, elected officials and others who want to have a voice in affecting public policy.

Mosaic believes that people with disabilities should be able to choose appropriate supports, defend their rights and express their opinions as valued participants in the community. MAV is one tool to help reach that goal.

Mosaic also supports self-advocates, including the Dream Catchers group in Connecticut, where Kathy Benton is shown with Gov. Dannel Malloy.



July 1, 2008



Linda Timmons becomes Mosaic’s president and chief executive officer. Serving in various roles previously, Timmons led Mosaic in achieving the first Basic Assurances® Network Certification Award and into a significant redesign of operating structure and organizational culture in 2006.

Gwen Palmer began to realize in her late teens that she was not able to do many of the things that her younger brother and sister could do.

“She could see her siblings getting ahead of her and she started to get stubborn,” said her mother. “It was hard for her. She knew what she could and couldn’t do. She just could not accept that she could not do things that they could. ... She became defiant.”

Max and Elayne Palmer had been grateful that, beginning when Gwen was 10, the

public school in their Iowa town provided a program that matched Gwen’s needs. But as she approached the age where she would no longer be in school, they were concerned about how they would help Gwen fill her days. Max Palmer was busy running a funeral home, and his wife was busy with their family, which also included Ned, Polly and Hal.

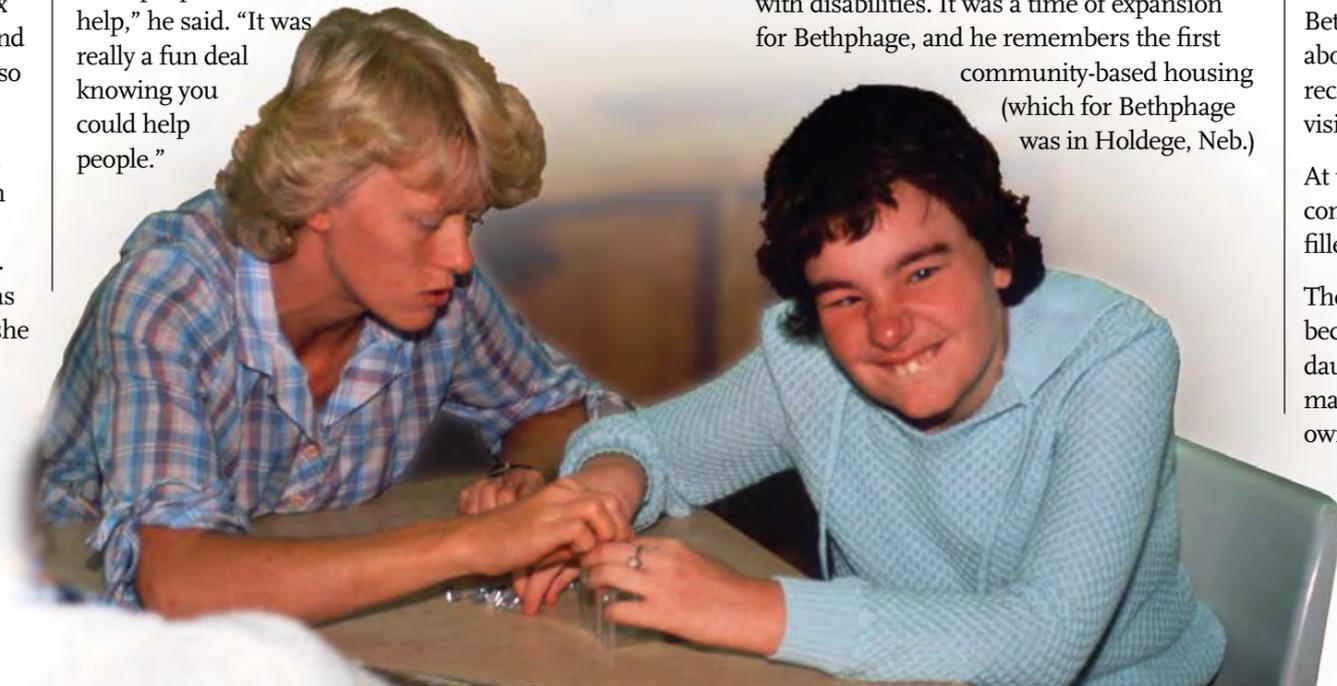
The couple knew about Bethphage through their connection to the Augustana Lutheran Synod. They had placed Gwen’s name on a waiting list, but the campus was always full. An opening came, however, just when it was needed for their daughter. At 20 years old, she moved to the Bethphage campus in Axtell, Neb. For Gwen, and her family, the move was a great blessing.

“She got into an environment where she could live at her own speed,” her father said.

Their daughter was happy on the campus, where she lived for 20 years. During part

of that time, her father served as chairman of Bethphage’s board.

“It was serving our daughter along with 250 other people who needed help,” he said. “It was really a fun deal knowing you could help people.”



Gwen Palmer (right) with a staff member.

Max Palmer began serving on the board in 1978. In those years, he said, funding from the government “just flowed” because of the push to get appropriate services for people with disabilities. It was a time of expansion for Bethphage, and he remembers the first

community-based housing (which for Bethphage was in Holdege, Neb.)

and the first move to provide services outside Nebraska in 1982.

Because of that expansion, Gwen was able to move in 1995 and receive services from Bethphage in Des Moines. Today, she lives about three miles from her parents and receives assistance from Mosaic. Her parents visit her weekly, and she is happy and active.

At their apartment in a retirement community, the Palmers have a small shrine filled with Bethphage and Mosaic items.

The collection is a source of pride for them because of their longtime involvement. For daughter Gwen, though, just one thing really matters: That she continues to live life at her own speed.

OVERCOMING POVERTY

Poverty, not disability, is the main challenge to opportunity for the people Mosaic serves. Because people with disabilities are often unable to hold competitive employment that pays well, they rely on public funding to support them. The funding system to support people with disabilities is complex, but the outcome is not; most individuals with disabilities live with very little income.

Mosaic ensures that basic items like safe and comfortable housing, food, transportation, etc., are provided. But other choices are limited. If a person would prefer to live alone or maybe with only one roommate instead of three, he or she would not be able to. People often save for several months to make a purchase. Some everyday items – like clothing, shoes, a television or computer – and many recreation and entertainment pursuits are only possible with assistance from Mosaic.

Mosaic is grateful for the many donors whose generosity helps meet the needs of the people served.

People served by Mosaic naming items they received through gifts to Mosaic.



2010

Mosaic begins serving 138 people in the communities of Pittsburg and Coffeyville, Kan. by acquiring the services of a former local provider. The communities are about 80 miles apart. The program is called Mosaic in Southeast Kansas.

Mosaic is a good name for the organization that grew from Bethphage and Martin Luther Homes, said Ruth Reko, who worked with both organizations as liaison for the national office of the Evangelical Lutheran Church in America Division for Church and Society.



“I thought Mosaic was an excellent name choice. ... It is a real word and it conveys something real,” she said.

The consolidation was a good decision, she said. “Given the concern over sustainability that was definitely a part of a church-wide consideration for all of our social ministry organizations, I felt this was a positive step, especially as both were based in Nebraska and both had services in a number of states.”

Reko said she was especially moved by the dedication and commitment of many generous donors.

“That’s part of the story that will always stay with me,” she said. “So many people, not just in the immediate area but across the church, expressed what Bethphage and Martin Luther Homes meant to them and their families and they made that a part of their philanthropy.” She noted the contributions of Reuben and Darlene Swanson and Max and Elayne Palmer.

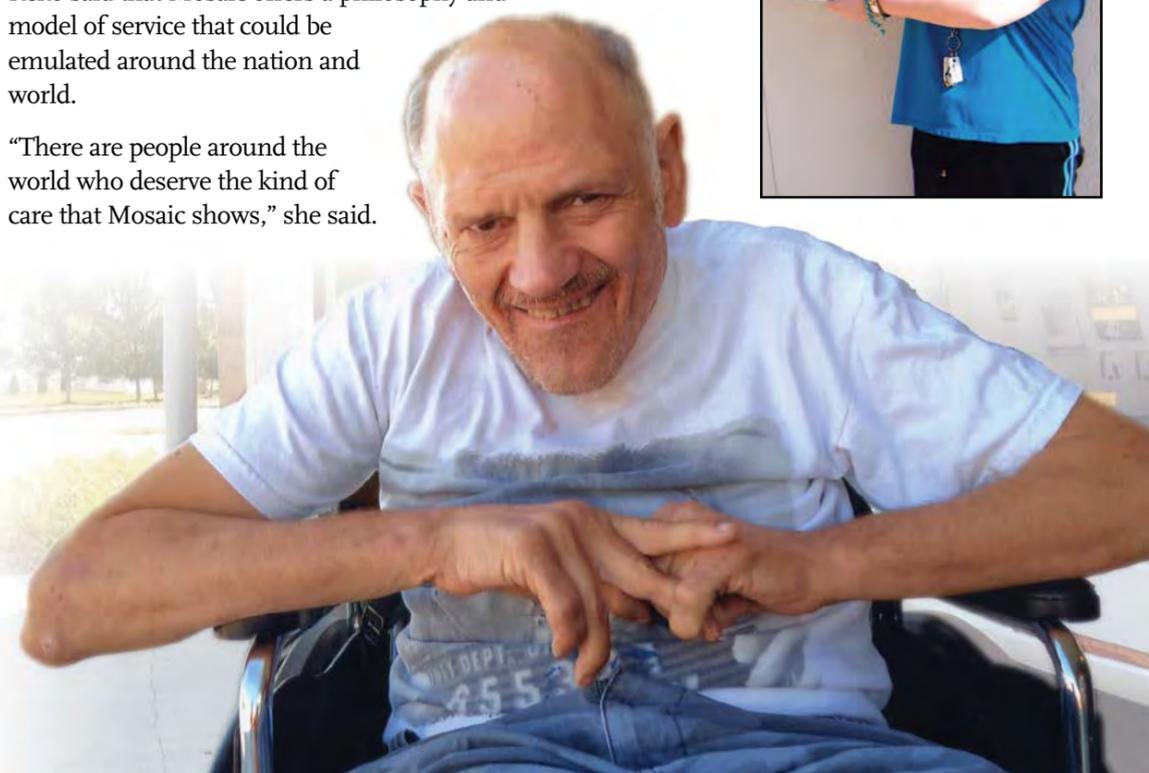
Reko said she also was impressed with how Bethphage made its mission come alive by having a person who received the services of the organization serve on its board.

“She was very pleased,” Reko said. “To me, that was really talking about the way in which Bethphage was working with people to ensure full participation.”

Full participation also extended to people’s spiritual lives. The boards of directors, she said, really wanted “to do the best they could for people who brought with them a wide range of religious backgrounds.”

Proud of the work that Mosaic and other Lutheran social ministry organizations do, Reko said that Mosaic offers a philosophy and model of service that could be emulated around the nation and world.

“There are people around the world who deserve the kind of care that Mosaic shows,” she said.



SENATE RECOGNITION

On Feb. 14, 2013, members of the United States Senate passed Resolution 36, which recognized “February 19, 2013 as the centennial of Mosaic, a faith-based organization that was founded in Nebraska and now serves more than 3,600 individuals with intellectual disabilities in 10 states.”

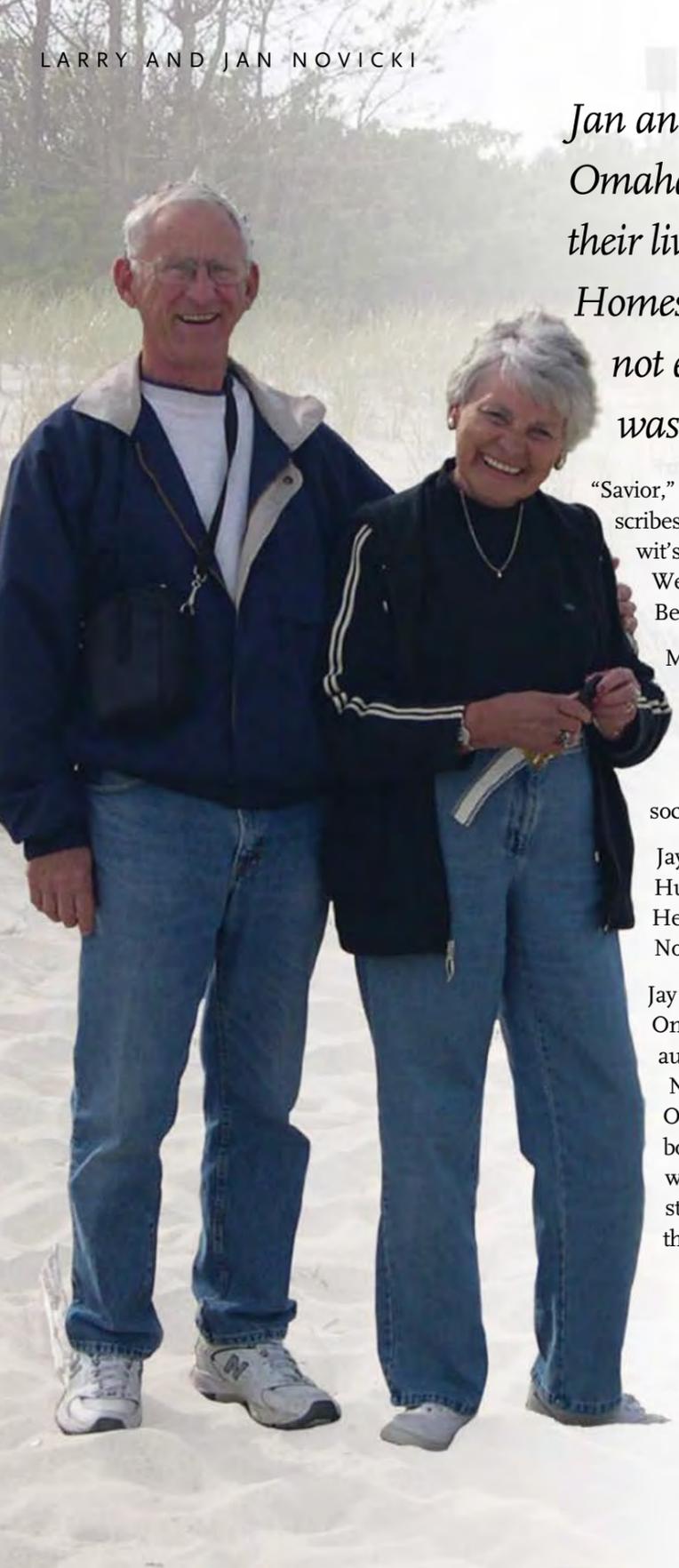
Resolved, That the Senate –

- (1) recognizes February 19, 2103 as the centennial of Mosaic;
- (2) recognizes the important and valuable contributions that individuals with intellectual disabilities make in their communities;
- (3) celebrates the integral role that Mosaic has played in the growth and success of individuals with intellectual disabilities; and
- (4) congratulates the men and women who have touched countless lives by contributing to the mission of Mosaic to create a life of possibilities for individuals with intellectual disabilities.

2011

Mosaic begins the Partners in Possibilities mission-centered approach to provide sustainable funding that will ensure the long-term future of services for people with intellectual disabilities. Community members in towns and cities where Mosaic has locations are invited to Discover the Possibilities tours where they hear the stories of people Mosaic serves and are invited to become involved in the mission. It is not only a new approach to fundraising, but also has substantially increased the amount of volunteer engagement and public awareness, which will benefit the mission for years to come.





Larry and Jan Novicki

Jan and Larry Novicki of Omaha cannot imagine their lives if Martin Luther Homes and Bethphage did not exist. Their son Jay was supported by both.

“Savior,” Larry Novicki said. “That describes it in one word. We were at our wit’s end about what to do with Jay. We checked with other agencies. Bethphage made it work.”

Martin Luther Homes hosted Jay for a workshop, and he lived at a Bethphage home. The arrangement opened possibilities for Jay to work, make friends, have a social life, and express his faith.

Jay grew up in an era when the Huskers were on a winning streak. He was “all sports, all the way,” Larry Novicki said.

Jay threw out the first pitch at an Omaha Royals game. He pursued autographs from his beloved Nebraska Huskers and coaches. On a trip to a Huskers game, Jay bought an Ahman Green jersey and wore it to the game. The Husker standout ran for four touchdowns that day, and Jay was thrilled.

Sports and babies were two of Jay’s loves. As the third of four children – including Wendy, Lori and Mark – Jay called his nieces and nephews “little shrimps.” He would sit in the front row at church and, during the children’s sermon, Jay would pipe up with answers to the pastor’s questions.

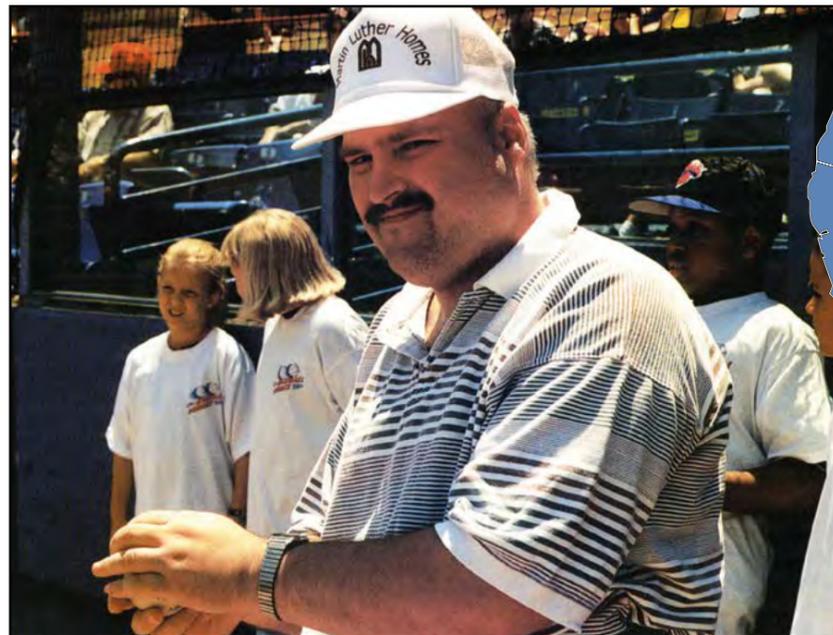
When the Novickis dropped in at Axtell, Neb., following a trip to Colorado, they met two prominent men in Bethphage history—Bill Bina and Robert (Bob) Turnquist.

“They were sorting photos and filing,” Larry Novicki said. “Bob took Jay, Jan and me on a little tour and, every room we’d go into, Jay would say, ‘Oh, there’s Jesus over there,’ as he pointed to different statues or pictures. After the tour, Bob said, ‘This is a man who has his eye on the Lord.’ That was very touching. It had to have been a divinely inspired visit, because we just dropped in off the street, so to speak. It was very interesting it happened that way.”

After Jay passed away in 2001, his sister Lori found a jigsaw puzzle with a picture of Jesus hugging a young man who resembled Jay. It brought the Novickis great comfort.

The Novickis participated in a variety of parent groups over the years, offering advice and support.

“We learned an awful lot, and received a lot, from having Jay,” Jan Novicki said. “I think of the parents that we’ve been around. Some of them have sacrificed for their child and just have been so loving and caring. Sometimes it’s hard, it’s heartbreaking, it’s wonderful. Your emotions run the gamut. I like to think

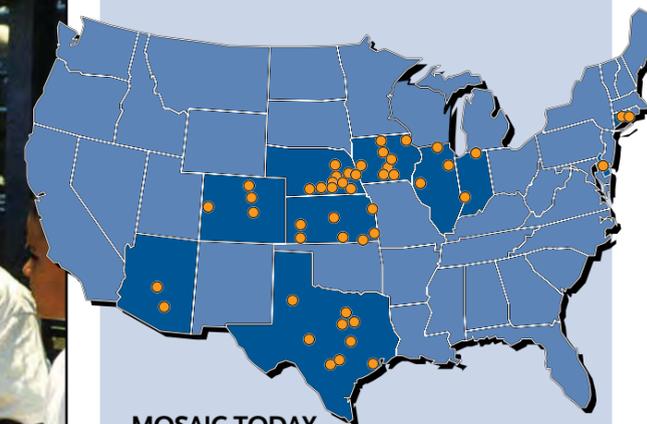


Jay Novicki prepares to throw out the ceremonial first pitch as a minor-league baseball game (above). Artwork from campers T-shirts for those attending the Jay Novicki Program (below).



God gives special children to loving parents who can take care of them.”

Jay is memorialized at Nebraska Lutheran Outdoor Ministries through the Jay Novicki Program for campers with special needs.



MOSAIC TODAY

In 2013, Mosaic serves in 10 states, providing supports to people with intellectual disabilities. They are Arizona, Colorado, Connecticut, Delaware, Illinois, Indiana, Iowa, Kansas, Nebraska, and Texas.

Together, those services reach more than 3,700 people. Mosaic provides supports that include day activities, job coaching, medical and residential services. People live in their own homes, in homes owned or leased by Mosaic, or on one of Mosaic’s campuses in Axtell or Beatrice, Neb. The services Mosaic provides are guided by an individual plan of support for each person.

Internationally, Mosaic works with non-governmental organizations in Romania and Tanzania to promote human rights and provide services to people with intellectual disabilities.

True to our founders, true to our mission, moving forward in faith.

2012
The number of people served by Mosaic grows by nearly 200 and the number of employees by more than 400 when Mosaic acquires the assets and services of another service provider in Iowa. Now known as Mosaic in North Central Iowa, the agency serves the communities of Forest City, Belmond, Clarion and Nevada.



Mosaic today

MOSAIC IN TEXAS

Terry is eager for the opportunities to get involved in the community, such as volunteering with Meals on Wheels or at Sterling House senior living.

You will often hear Terry saying, “This is Sterling House day. I’m ready to go to the Sterling House, let’s go!”



2013

A second century begins.

Throughout its history, Mosaic has tried to reach further than its grasp, to dream larger than its means. That will not change in our second century. Grounded in faith and standing with hope, Mosaic sees a bright future for people with disabilities. Working with volunteers, donors, and other community partners, the vision that started with our founders – a better life for people – will continue to be realized in new ways.

Learning to take the bus on her own means growing independence for Anna (left) and a celebratory moment with Mosaic staff member, Denise.

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“Martin Luther Home Society: Love Alive 1925-1995” by the Rev. Richard Fruehling (1995)

“Following in His Steps” by Lynwood E. Oyos (1998)

“Rooted in Love ... Touching the Future” by Faye Colburn (2000)

“Most Unusual Packages” by Arthur L. Lindsay (2003)

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