



My name is Jody Siebert, and I have the privilege of serving as Bethesda's Chief Executive Officer.

Welcome to Bethesda. When I was a child, I had a dear friend who had an intellectual disability. He helped me discover and experience a true friendship, where he never forgot my name or the last conversation we had. He lit up when he saw me and offered me unconditional acceptance and love. It was easy to reciprocate. But beyond this wonderful friendship, I learned at a young age that **we have much to learn from one another**. And at a time when people with disabilities were segregated from us, it first ignited my passion for social justice and equality for all people.

As I prepared to interview for the CEO position at Bethesda in 2014, I developed 9 Vision statements that revealed my heart and my passion for an inclusive future, one where everyone belongs. I am sharing 3 of those statements here.

I dream

...of an organization that demonstrates social equality for all people, regardless of perceived status or ability; of a community where **everyone's value is not only recognized but seen as essential**. A community where those historically seen as "less than", are sought after for their God-designed contribution; a community where people with disabilities are not seen as broken, but created just as God intended them to be...

"But in fact God has placed the parts in the body, every one of them, just as he wanted them to be...those parts of the body that seem to be weaker are indispensable"
(1 Corinthians 12:18, 22).

...of a community that walks alongside one another, providing a safe space for healing; where hope and acceptance are offered authentically, understanding we are all fundamentally the same – seeking somewhere **to belong, to be loved and accepted as we are**.

...of an **organization that impacts the community** because of the way we "live with" one another; the way we reciprocally care for and learn from one another.

I have worked in the Community Living Sector for over 30 years and have seen many organizations' Vision, Mission and Values. What makes Bethesda unique is its deeply entrenched culture of strong reciprocal relationships and belonging.

We recognize that we need each other, regardless of ability or status, to shape us into the people God created us to be. We were not created to live, work and play separately from one another. Bethesda is not just committed to valuing each person as equal, it is part of our DNA. It is not a value we work at, it is who we are at our core.

At Bethesda we believe that we are only capable of thriving when we thrive together. An inclusive world that makes room for people of all abilities and needs is a world in which we can grow together. By creating relationships with people from all walks of life, we can access the richness of true community.

Whether you are a person choosing our services, a family member, or staff member, I invite you to experience a community that offers hope, acceptance and belonging.

