



ARCA's mission is working together to open doors for individuals with intellectual, developmental and cognitive disabilities to be valued members of the community.

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Outlook

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Opening Doors for individuals with intellectual, developmental and cognitive disabilities since 1957. | ARCAOpeningDoors.org

What is called genius is the abundance of life and health.

- Henry David Thoreau

Transition is in the air this fall.

Earlier this year, the Developmental Disabilities Supports Division (DDSD) contracted with Public Consulting Group, Inc. (PCG) to recommend reimbursement rates commensurate to regulation for individuals receiving services through the traditional DD, Medically Fragile and Mi Via Waivers.

The final report stated DD Waiver rates were underfunded by 19% overall and included programmatic recommendations to improve the outcomes of the system including an objective assessment process, streamlining administrative practices to include Waiver redesign and implementation of a new waiver to assist people on the statewide waiting list for services. Today, New Mexico has more people on the waiting list than actually receiving services. To read the report in its entirety, please visit our website at www.ARCASpirit.org/PCG-report.

In July, 2019, Governor Lujan Grisham announced a six-year, three-phased plan to eliminate the DD Waiver waiting list. This plan includes investing in resources linking people to the correct programs and ensuring MCOs comply with state contracts; implementing a supports waiver by 2020 for people on the waiting list; and, streamlining the existing DD Waiver while implementing an assessment tool to better allocate services.

Stakeholders understand a healthy DD Waiver must be available for people coming off the waiting list. To achieve any of these outcomes, there must be a rate structure sufficient to sustain a well-trained workforce and assessment processes providing specialized services for high-need, medically fragile children and adults alongside freedom for people with lesser needs to stretch their wings.

This will be a challenging process, but New Mexico has the expertise to bring together a comprehensive system aligning mandated services with reimbursement rates and valuing direct support professionals as highly trained specialists earning a living wage.

ARCA is grateful for your ongoing support, and we look forward to the opportunities you make possible. We hope you'll join us alongside our 7,000 homegrown poinsettias on Saturday, November 23rd and at our 2019 Annual Meeting scheduled for Wednesday, November 6 (see page 4 for details). If you would like to receive email updates from ARCA, please send your address to MCody@ARCASpirit.org.

As we continue our 62 year journey, we move through periods of enormous transition. With every turn in the road, our strong community partners have kept us on course. You are our guardians, our bounty, our collective genius. Thank you for all you do to ensure the health, safety and happiness of infants through seniors receiving ARCA services.

Edward Kaul • ARCA President and CEO
(505) 332-6825 • EKaul@ARCASpirit.org



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Please consider adding the ARCA Foundation to your will or estate plan.

Contact Elaine Solimon at (505) 332-6805



Mark Your Calendar!
Don't miss these ARCA events!



ARCA Day at the Zoo! Saturday • October 19, 2019

ARCA Day at the Zoo is Saturday, October 19, 9:00 a.m. – 2:00 p.m. ARCA's Leadership Team will be at the front entrance to greet you and distribute tickets. **There is no cost to attend, but please e-mail Mindy at MAllison@ARCASpirit.org to let us know you're coming.** Special thanks to the City of Albuquerque and the ARCA Foundation for supporting this fun, annual event!



ANNUAL MEETING Wednesday • November 6, 2019

Starting with a catered lunch at 11:00 am, the ARCA Annual Meeting will run from 11:45 am to 12:30 pm. The November ARCA Board meeting will begin at 12:40 pm with newly elected members. See page 4 for information about the nominees. **All members are invited to attend. Please RSVP to Mindy at MAllison@ARCASpirit.org**

ARCASpirit.org no later than October 28.



Annual Poinsettia Sale! Saturday • November 23, 2019

Join us Saturday, November 23rd, 9:00 – 11:00 a.m. for our annual Poinsettia sale at 181 E. La Entrada Lane in Corrales! Enjoy snacks from City Treats and experience the charm and beauty of 7,000 poinsettias grown with love by our amazing gardeners! **Please RSVP to Michele at MCody@ARCASpirit.org**

Certified Brain Injury Specialist Training

The Academy of Certified Brain Injury Specialists' program provides the opportunity to learn important information about brain injury, to demonstrate learning in a written examination and to earn a nationally recognized credential.

December 2-6

SCHEDULE: Training: December 2-5
8am to 5pm

Testing: December 6
8am to Noon

Visit ARCAOpeningDoors/CBIS
to learn more.

Journey of Hope

The Journey of Hope is the largest fraternal fundraising and awareness event of its kind. Every Summer, Pi Kappa Phi members cross 32 states on three separate routes, cycling over 12,000 miles, to spread a message of acceptance and understanding for people with disabilities. We were thrilled when the 35 members of the South Route Team came through Albuquerque and joined us for a summer barbeque, enjoying great food and the shared stories of our journeys. We are grateful for these extraordinary young men who live the Pi Kappa Phi vision to “put service before self and improve the world around him.”

Learn more at <https://abilityexperience.org/programs/journey-of-hope/>



The Paint and Coffee Hour

The Paint and Coffee Hour, a free monthly painting class offered to survivors of acquired brain injuries (ABIs) at the New Mexico Brain Injury Resource Center (NMBIRC), offers a variety of instructor led projects ranging from acrylic canvas painting to rock art. The expressive arts engage the entire brain, helping build new neural connections through a process called neuroplasticity. Art stimulates communication between various parts of the brain, enhances problem solving skills, encourages creative thinking and lets participants express themselves in their own unique way.

Some students are able to expand their fine motor skills, increase awareness of their injury and encourage one another as they build positive communication and peer support skills useful in community life.

For ABI survivors, the Paint and Coffee Hour can provide many benefits, including a safe place for socializing, anxiety and stress reduction, self-esteem, community access and integration and the opportunity for positive feedback. It can positively impact memory, attention span, hand-eye coordination and dexterity. It's a great place to build personal relationships and improve outlook through a fun and rewarding experience.

Brain injury survivors interested in learning more about the NMBIRC Paint and Coffee Hour should contact the New Mexico Brain Injury Resource Center at (844) 366-2472.



Circle of Promise

What Will Your Legacy Be?

Only recently I learned August has been set aside as “Leave a Legacy” month. It prompted me to encourage my family, friends and colleagues to reflect on past and future goals and to consider what we will be leaving behind for future generations.

In my role at ARCA, I have had the honor and privilege to visit with our over sixty Circle of Promise members to learn what has motivated them to include ARCA in their estate plans. While each story is unique, individuals and families share a common bond when they say yes to meaningful lives for future generations of individuals served by ARCA.

There are many ways to support bright todays and promising tomorrows. I invite you to contact me to learn more about how you can join ARCA's Circle of Promise through your lasting legacy for cherished individuals ARCA will serve for generations to come.

Thank you,

Elaine Solimon

Elaine Solimon • Community Relations Director
(505) 332-6805 • esolimon@arcaspirit.org



What a joy to have so many of our Circle of Promise members together in one room at our 60th Anniversary Celebration!

Why ARCA?

Jim Culpepper, Chair of the ARCA Board of Directors, has served on the Board since 2014. Jim spent 33 years in federal service, including the Department of Energy (DOE) and its predecessor agencies, as a Senior Executive in managerial positions. He was transferred to Albuquerque from his post in Washington, D. C. in 1988, where he served as the Deputy Manager of the Operations Office for DOE. We asked Jim why he chooses ARCA.

“Shortly after I moved to Albuquerque, I became involved in the United Way of Central New Mexico (UWCNM) and Quality New Mexico,” replied Jim. “I have always believed that being active in one’s community and supporting organizations was important in making a better community.”

“Soon after retiring from Federal service in the summer of 1996, the United Way Board asked me to serve as the interim Executive Director,” Jim explained. “These experiences, along with participating in community organizations such as People Living through Cancer and Samaritan Counseling Center, provided an excellent opportunity to learn about our community and its needs.”

“Early in 2014,” he recalled, “I became acquainted with ARCA and the services it provides for people with intellectual and developmental disabilities (IDD). After joining the Board, I was able to see and experience the services they provide. I have been honored to serve



on the Board of an organization which has such dedicated and caring employees who provide outstanding services for children and adults with IDD. Getting to know those receiving services and to share in their success is a wonderful blessing.”

ARCA is grateful for the blessings Jim makes possible each and every day.

ARCA ART SHOW!



This summer, 17 creative individuals from ARCA participated in an art show. A variety of crafts were represented, including ceramics, jewelry, origami, tiles and many one of a kind originals!

Ricardo, a talented portrait artist, displayed his work and accepted custom orders. Misty had a charming collection of her large hand painted tiles for sale. Joeanna revealed a prolific creative spirit with everything from ceramics to collage and a gorgeous assortment of crepe flowers. What a treat to see such diverse talent!



Safety and a Smile

"We just don't function as well when Justin's not here," said Dava Matillano, ACES Program Director. Justin Westfall had several jobs before coming to ARCA in 2015, but not a career. He'd always thought he would enjoy the attention to detail needed for a clerical position. When ARCA's Risk and Safety Compliance Specialist was looking to hire someone to help with traffic flow at the program office, Justin applied. His keen adherence to protocol and friendly manner were ideal for the position.

Justin worked with his job coach and soon was promoted to Safety Monitor. "Justin ensures the day runs smoothly for everyone in ACES," said LaDawna Aguilar, ACES Supervisor. "He knows everyone by name, including the SunVan Drivers and family members."

Justin works Monday – Friday. He checks his areas for anything needing to be cleaned or organized. He reports to his station to ensure people are arriving and departing safely. When the person's pick-up arrives, Justin locates the person and escorts them to their ride. He ensures the door is secure when there is no activity.

Justin said, "The best part of my job is working with people. I like seeing them and helping them."

Justin is always happy to work a little later if necessary, so long as he is on time to meet Eve when she finishes her job at Southwest ChildCare. They like to stop and get a soda before taking the bus home together.



ANNUAL MEETING

Wednesday • November 6, 2019, 11am • 11200 Lomas NE

The Board of Directors' Nominating Committee is pleased to present the following nominees for a three-year term of service:

- **Matt Maes – 3rd 3-year term**
- **Pat Kominiak – 2nd 3-year term**
- **Jennifer Thorne Lehman – 2nd 3-year term**
- **Jason Candelaria (1st term)** worked for Northrop Grumman Aerospace Corp. in Redondo Beach California and Alice Springs, Australia before coming to Albuquerque, where he now serves as a Fiscal Analyst for the City of Albuquerque's Department of Family and Community Services.
- **Ron O'Dowd (1st term)** enjoyed a 40 year career with the National Nuclear Security Administration, where he specialized in national security, EEOC and MSPB law, FOIA and Privacy Act issues and federal personnel law and litigation. In 2008, he retired as a Senior Advisor in the NNSA Service Center's Office of the Chief Counsel.
- **Rudy Miera (1st term)** is a teacher, actor, publicist and author. He is the brother of an individual receiving ARCA services and served on the ARCA Community Advisory Board from 2016-2019.
- **All ARCA members are invited to attend. Please RSVP to Mindy at MAllison@ARCASpirit.org no later than October 28.**

Make a Difference in the Life of a Child.



Become a foster family.

ARCA is a licensed Foster Care agency looking for loving, caring foster families. Join us in making a difference in the life of a child with specialized needs.

Foster Families Needed

New Mexico Children, Youth and Families Department, tribal social services and Navajo Nation Social Services refer vulnerable babies and children to ARCA's Family Based Services (FBS). As the only licensed provider for these fragile little ones in New Mexico, our social workers respond within one hour of receiving a call, matching each child with a carefully screened and trained family. Every child and family receives 24-hour support from our FBS team 365 days a year. With care and time, many successful placements are transformed into permanent families.

We are looking for loving, caring foster families. If you or someone you know may be interested, please contact Jennifer Madrid at (505) 332-6826 or JMadrid@ARCASpirit.org for more information or to apply. All applicants are subject to a background check and home study process.

Your Gift to ARCA

When you give to ARCA, you ensure an intellectual, developmental and cognitive disability is only one part of an interesting, lifelong story. For many years, ARCA's philanthropic efforts were in support of what we called value added services - skills development and experiential opportunities beyond the core services funded through Medicaid. As reimbursement rates for DD Waiver supports continued to decline, ARCA eliminated its value added services and donations and grants became necessary to continue otherwise unsustainable core services such as residential, nursing and nutrition, vocational and day programs.

While value added services such as our specialized literacy lab were forced to close, our culturally embedded belief in the value of skill building stayed strong. "Teachable moments" became a celebrated movement within our core services. Cooking dinner, for example, was treated as a means of teaching nutrition, math, social skills, language and reading. It adds additional responsibilities to staff, but the outcomes are beneficial for people we serve.

We continued to streamline service delivery models and administrative roles and responsibilities. ARCA was selected by DDS and the University of Massachusetts Boston (UMB) to participate in a pilot program funded through Think Work! to develop guidance for service providers to offer people with IDD opportunities to participate in the community outside of the workplace. The UMB researchers were so impressed with ARCA's strong history and ongoing commitment to creating opportunities for people to be in and of the community, they reported our services exceeded the outcomes they had established.

We've never stopped trying to exceed expectations, all the while working toward greater efficiencies and effectiveness in our processes. Gail Womack continues to volunteer her time and immense experience in implementing LEAN practices throughout ARCA. We've worked with local area businesses to develop automated systems to ensure extremely



complex Medicaid billing practices are completed and submitted timely and accurately. Our ARCA on the Move wellness program celebrated its tenth anniversary this year – employees and individuals receiving services are healthier and happier and our insurance premiums have gone down!

When you invest in ARCA through your annual or planned gift, a lot happens behind the scenes to ensure we are maximizing each and every dollar we receive. The outcome of our work is seen in the lives of children and adults we serve. Charles found his forever family and tremendous joy in helping care for his baby sister. Gary got a new walker after hip surgery because he didn't want to be slowed down at work. Rolley and Bob serve on the Board of Directors. Mary has a thriving laundry business. Christopher feels confident using public transportation to travel around town. Karen has the nutritional supports, not covered by Medicaid, she needs to be healthy.

An intellectual disability is defined in two ways: limitations in intellectual functioning such as learning, problem solving or judgement and adaptive functioning including activities of daily life such as communication and independent living. Intellectual disabilities affect about one percent of the population.

Your support of the work we do and the people we serve ensures children and adults served by ARCA are defined by their compassion, talent and ongoing desire to contribute in real and meaningful ways to our community.

Chello Grill



There's nothing like good food and great company and thanks to the generosity of Chello Grill we enjoyed both! On a recent Friday, Chello Grill donated 50% of its sales to ARCA. What a treat to arrive at this locally owned restaurant and see so many individuals served, staff, friends, family and community members enjoying a meal in support of ARCA.

Jasmine Bouquet, Chello Grill Marketing Manager, and Trinity Garcia, Chello Grill Manager in Training (*at right*) were all smiles when they presented a check to the ARCA Foundation. Thank you, Chello Grill!

HR CORNER

Working at ARCA is one of the most challenging – and rewarding – career opportunities in our community. As an organization, we look for meaningful ways to reflect the level of commitment we see every day in our staff.

ARCA's HR Department took on the challenge of further improving employee benefits without adding costs to the agency or employees. They were able to lower co-pays, increase coverage, add comprehensive eye care and even offer a pet insurance plan!

The beginning of the school year can be stressful and very expensive for families, so ARCA's HR team coordinated a successful back to school drive with 55 children of ARCA employees getting the tools they needed to start the year strong. Very special thanks to all the employees who donated school supplies for these kiddos and to The Hair Guru, who donated back to school haircuts for five lucky students!



Music+Dancing +Good Food = FUN!



With live music from the amazing Chuck Hawley Band, fresh-off-the-grill burgers and delicious salads made from ARCA Organics' produce, our 4th of July celebration was a great party!

Thank you to everyone who worked hard assembling shade structures, cooking, decorating, transporting individuals and coordinating activities!



An ARCA on the Move Anniversary!



ARCA on the Move (AOTM) celebrated ten years as the premier health and wellness event for employees and individuals receiving ARCA services! A competitive, team centric, 14-week program, AOTM encourages increased physical activity, healthy dietary choices and peer-to-peer support.

Established in 2009, 175 people participated in AOTM's first competition. This year, 320 participants on 31 teams walked a combined total of over 65,000 miles. This program, developed and coordinated by ARCA's Nutritionist Loretta Sesbeau, has received national recognition.

"The team concept builds friendships," said Loretta, "and the friendly competition creates an environment where employees and individuals strive toward a common goal to be healthier, more active and win great prizes!"

This year's competition included several new elements including a post-season "playoff" competition and membership in virtual clubs from Albuquerque all the way into Canada as participants achieved mileage milestones. For example, at the 728 mile point, the virtual club was Catch Me if You Can in Casper, Wyoming! "One of the greatest achievements this year was the lack of attrition," Loretta explained. "Individuals and staff competed for the full 14-weeks!"

"ARCA on the Move is an example of opportunities offered by ARCA for individuals in our care and staff to learn and practice healthy lifestyles and live great lives," said Edward Kaul, President and CEO of ARCA. "ARCA on the Move encourages the entire ARCA family to be fit. In turn, a healthy workforce has had a significant impact on lowering the cost of health insurance, making it possible to offer additional benefits."

Thank You Washington Federal!



Washington Federal staff Juan Lopez, Area Vice President, Lucky Caldwell, Rising Star for New Mexico Division and Suzi Martinez, Rio Rancho Branch Manager, presented a check to Board Member Rolley Longley and ARCA Foundation Board President Maureen Gannon. Thank you for all you do to help people in our community live great lives!

ARCA Foundation

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