



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

Volume I  
2021

Opening Doors for individuals with intellectual, developmental and cognitive disabilities since 1957. | [ARCAOpeningDoors.org](http://ARCAOpeningDoors.org)

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**Please consider adding the ARCA Foundation to your will or estate plan.  
Contact Nadine Mary at (505) 313-3514**



## Circle of Promise

Who would have thought the virus we first heard about a year ago would still be with us today?

As loyal partners, Circle of Promise members know ARCA's doors are *never* closed. Regardless of COVID-19, our wonderful direct support staff continue to support individuals in our care every day, including weekends, holidays and each and every night. All the while, they are creating ways to add meaningful activities to daily routines and opportunities for individuals to stay connected with family and friends.

As daunting a task as it is to provide exemplary services 24/7, 365 days per year, it is also a privilege. We couldn't do it without your sustaining financial support and unwavering confidence.

If you have remembered ARCA in your Estate Plan, we thank you. If you have left a legacy gift to ARCA but haven't told us, please let us know so we *can* thank you. If you are considering a Planned Gift to ARCA to ensure our mission of Opening Doors continues, I thank you in advance and encourage you to contact me.

Sincerely,

Nadine Mary • ARCA Endowment & Pooled Trust Coordinator  
(505) 313-3514 • [NMary@ARCASpirit.org](mailto:NMary@ARCASpirit.org)



## Mark Your CALENDAR

### ARCA Board Meetings 2021

March 3 | May 5 | June 2

August 4 | October 6

**ANNUAL MEETING: November 3**

*All ARCA Board meetings begin at 11:30 AM and will occur virtually until further notice. Please contact Mindy Allison at [MAllison@ARCASpirit.org](mailto:MAllison@ARCASpirit.org) for more information.*

### Get Certified!

#### Certified Brain Injury Specialist Training

Our first training of the year will be April 12-16. **Register now!**

Visit [ARCAOpeningDoors.org/CBIS](http://ARCAOpeningDoors.org/CBIS) to learn more.

*May your choices reflect your hopes, not your fears. ~ Nelson Mandela*

It's a new year and we're celebrating with COVID-19 vaccines. On February 17th, ARCA finished a series of in-house vaccination clinics, where 55% of employees and over 78% of individuals living in ARCA homes completed the two-dose treatment. We're continuing to practice COVID safe protocols, but hope this milestone is the first step back to spending lots of quality time with family and friends.



*Employees line up at our Gibson vaccine clinic.*

Our Acquired Brain Injury program, the first of its kind in New Mexico, is showing very positive outcomes. We have two fully licensed, community-based homes which are at maximum capacity. We received a grant to open a third home which we hope to have fully operational by the end of the year and are moving forward with an Intake/Assessment facility through a grant from Bernalillo County's Department of Behavioral Health Services, which is scheduled to open in 2023.

We are all deeply saddened by the loss of Mike Gannon, an exceptional man who for decades brought his compassionate service and leadership to the heart of ARCA's mission.

Individuals in ARCA's care missed having an opportunity to visit with our legislators during the 2021 session and we're all disappointed to have



*Breakfast time at our ABI Galaxia Park home.*

to forgo our annual geranium celebration and Bob Scanlon/Steve Mackie Bowl-a-Thon again this year. But, we know the choices

we make today will impact our entire community.

It's been a challenging year, but I am proud of the relentless efforts of ARCA staff to ensure children and adults in our care continue to live safe, healthy and happy lives. During these extraordinary times, the difficult decisions made every day are rooted in hope for our future, not in fear of the pandemic and reflect the inspirational nature of our community's most essential workforce.

We look forward to a time when we can celebrate all life's milestones together.

(505) 332-6825 • [EKaul@ARCASpirit.org](mailto:EKaul@ARCASpirit.org)

## A Remarkable Man

Mike Gannon was ARCA's friend. For decades his gentle leadership, warm spirit and endless humor supported staff, families and people receiving ARCA services. During his time at Intel and Sandia National Laboratories he invited his peers to join in the joy he found at ARCA. Mike's family became ARCA's family. His wife, Maureen has served on multiple Committees and Boards and together they opened their home for many ARCA gatherings. Their sons pitched right in with whatever needed to be done, from wrapping holiday gifts to bowling, and their nephew Phil and his wife Jenn produced ARCA's 60th anniversary documentary.

Maureen shared, "My heart bursts and breaks thinking about how much Mike loved ARCA and how we talked about our involvement beyond our working years into retirement. His love for ARCA is everlasting - that I know."

Mike's cherished memory will forever strengthen the lives of children and adults served by ARCA. We are grateful to have known this remarkable man.





# HR Corner

## Supporting One Another

As a human services agency, ARCA's operational structure includes direct support staff providing daily care for individuals with intellectual, developmental and cognitive disabilities; a management team to document, implement and report on protocols and processes ensuring positive outcomes for direct support staff and individuals served; and, a Board of Directors responsible for the overall fiscal and organizational governance of the agency

Each of these tiers, supporting the efforts of one another, have been especially crucial during COVID.

Public health orders, school closures, family responsibilities and fear of the unknown all contributed to severe staffing shortages resulting in long hours for direct support professionals and management staff filling shifts in homes. ARCA implemented stringent protocols to keep COVID at bay, including facility sign-in, temperature check, sanitation and hired an Administrative Coordinator to facilitate the management of all COVID activities including weekly surveillance testing.

After months of regular testing with no confirmed cases, COVID arrived at ARCA in October, 2020. We immediately implemented hourly Hazard Pay stipends in homes with individuals who tested positive and for several months all staff received an hourly differential.

ARCA recently concluded a series of in-house vaccination clinics, with 78% of individuals living in ARCA homes and 55% of staff completing the two-dose treatment. We continue to encourage everyone to receive a vaccine and all staff who complete the two-dose treatment receive a gift card.

As of now, ARCA is again COVID free, but we continue to support one another in our vigilance to adhere to the Centers for Disease Control, NM Department of Health and ARCA safety protocols. We know these efforts will help move this pandemic into our memories and let us refocus on all the things we can do in the moment, while making plans for great tomorrows.

# STAFF SPOTLIGHT

Jordyn Ferrari is a Licensed Practical Nurse at ARCA. We all think she's pretty terrific.

Born and raised in New Mexico, Jordyn loves to travel and is an avid volleyball player. When we asked her why she chose a career at ARCA, Jordyn reflected, "Before ARCA, I really hadn't found a specialty in nursing that I truly had a passion for, so I decided to try something completely different from the "norm." I fell in love with supporting individuals at ARCA! Individuals, their guardians and my co-workers keep me here. Individuals we serve are some of the most positive, creative people I've ever met and getting to work side-by-side with those who love and support them make it all worth it."

We asked Jordyn if there was anything she would like to share with nurses who are looking for a career change. She said, "Nurses should work at ARCA because they are able to set long-term goals for individuals and see them accomplish them! Also, people with IDD are incredibly resilient, positive people who will teach you a lot about the beauty of life. ARCA also provides nurses a lot more freedom and flexibility with schedules compared to a traditional work setting."

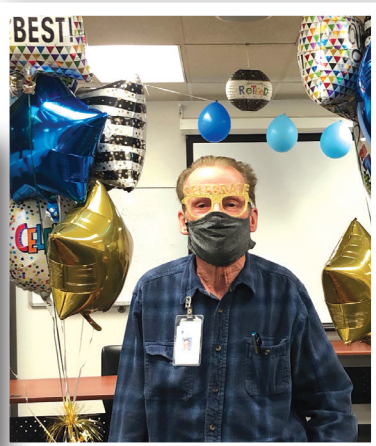
Outside of work, Jordyn enjoys being involved in her church ministry and spending time with friends and family. Jordyn and her husband Sam are extra busy preparing for their new baby boy due in April!

*For more information about nursing careers at ARCA, please contact our HR Department at (505) 332-6700.*



**The Best** After 27 years of dedicated service to ARCA, Doug Barlow, ARCA's Supported Living Program and Staffing Manager, is retiring. Doug's kindness and above-and-beyond work ethic have made him a trusted and treasured colleague who will be greatly missed.

Thank you, Doug, we wish you all the best for your well-earned retirement!



TL enjoyed hunting, boating and spending time with friends on his father's ranch, but there was nothing he loved more than driving his cherry red Chevrolet Impala. He met his future wife while out on a drive in that pristine car. A few months later they married and went on to have two children.

In 1997, this then 31-year-old drove his beloved Chevy to meet friends. On his way home, he was brutally attacked and left in critical condition. TL regained consciousness in a hospital, having been diagnosed with a Traumatic Brain Injury (TBI) due to blunt force trauma by forceful impact.

After years of rehabilitation therapy, TL still struggled with many challenges. When he was released from rehab, he moved to his parents' home. His wife had filed for divorce and custody of their children.

In June 2019, TL joined ARCA's Smart Living Program, where he received Home Health Assistance. He learned Professional Life Skills and a person-centered approach to goal setting. The Smart Living Program gave him an opportunity for one-on-one support with his benefits, resources, assistive technology, daily living skills, organization, money management and housing. TL decided one of his primary goals was to achieve enough independence to live in his own home.

On November 11, 2020, TL realized his dream when he signed a lease and was handed the keys to his new apartment. He said it's hard to explain the feelings that almost overwhelmed him, but the excitement and joy outweighed the fear and uncertainty.

Smart Living participants receive diverse training and opportunities to practice and improve executive functioning skills, working memory, planning, time management, prioritizing tasks, critical thinking, routine development, problem solving and cognitive flexibility. ARCA's services promote a greater sense of independence and enable participants to relearn tasks at work, home and in the community.



# We'll Be Together, Soon

This time of year, spring flowers and Bowl-a-Thon planning are traditionally a big part of our lives. So, we're sad to have to cancel these stellar community celebrations one more time. However, we know the sooner COVID is under control the sooner we can go back to doing all the things we love.

A year ago, we never guessed the devastating impact this pandemic would have on all aspects of our community. Jobs lost, virtual social activities, unimaginable health tolls, economic uncertainty and foregoing milestone celebrations with family and friends. We've all struggled with pandemic "burn-out" but, today the light of hope is shining bright. Friends and neighbors are wearing masks and following safety protocols. New Mexico has rolled out vaccinations and with positive test cases declining, local businesses are reopening. It's been a year and we still have work to do, but together we're moving toward a strong future filled with opportunities made possible by our shared challenges.

We miss sharing these traditional celebrations with you, but know we'll be together again, soon.



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