



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


11300 Lomas Blvd. NE • Albuquerque, NM 87112  
Tel: (505) 332-6700 | Fax: (505) 332-6800  
[www.ARCASpirit.org](http://www.ARCASpirit.org)

Non-Profit  
Organization  
U. S. Postage  
**PAID**  
Albuquerque, NM  
Permit No. 100

ADDRESS SERVICE REQUESTED

**FOLLOW US!**

 [instagram.com/arcaopeningdoors](https://www.instagram.com/arcaopeningdoors)

 [facebook.com/arcaopeningdoors](https://www.facebook.com/arcaopeningdoors)

**Please consider adding the ARCA Foundation to your will or estate plan.  
Contact Nadine Mary at (505) 332-6805**



# Neighborhood Conversations

*When your work speaks for itself, don't interrupt. –Henry J. Kaiser*

With 60 homes in Albuquerque, ARCA belongs to many Neighborhood Associations! It was great to celebrate National Night Out with our Hodgin and Loma del Ray neighbors. We spoke with a lovely couple at Hodgin who shared their son worked at ARCA for seven years!

At Loma del Rey, a young woman recalled ARCA was her first job after graduating high school. She said the experience enhanced her values of compassion, diversity and our unique human ability to thrive. Since 1957, thousands of people have influenced, and been influenced by, ARCA's spirit. Hearing their stories is a gift. If you would like to share your memories of ARCA, please send Michele an email at [MCody@ARCASpirit.org](mailto:MCody@ARCASpirit.org). We'd love to hear from you!

## Training Calendar

Certified Brain Injury  
Specialist Trainings:

• **December 6-10, 2021**

Register now for our **"Open" Brain Injury Training and Education Classes**. Until further notice, all training will be on-line from 9:00 a.m. - 1:00 p.m.:

- **September 16**
- **October 21**
- **November 18**
- **December 16**

*I can't go back to yesterday because I was a different person then. — Lewis Carroll*

In the early days of COVID, we all yearned for a return to “normalcy.” Like Alice in Lewis Carroll’s beloved children’s book Alice in Wonderland, we realize the changes we’ve undergone have made us who we are today.

With restrictions lifted on who is allowed in our homes, we’re catching up on chores like painting and household repairs. Beautiful homes make everyone happier! We’re continuing work on our new ARCA Neuro Intake/Assessment facility funded through Bernalillo County Department of Behavioral Health. With the generous support of The Hartman + Majewski Design Group, construction documents and architectural drawings will soon be submitted to the State for approval. What an exciting opportunity for New Mexicans with an acquired brain injury and their families to transition from acute care to the next steps in their journey.

In the meanwhile, we continue to address significant staffing challenges agency-wide. Administrative staff from our program divisions are working shifts in our homes in addition to their other responsibilities. Temporary DD Waiver rate increases, an unexpected raise in ICF/IID rates and one-time CARES Act funding provided resources to raise our starting salary for Direct Support Professionals to \$13.00 an hour, Life Skills Teacher-Behavior Technicians to \$14.00 and Floaters to \$16.00. Full implementation of the 2019 Rate Study, annual cost of living increases and your ongoing support could sustain these rates. Passage of the federally proposed \$400 billion into Medicaid Home and Community Based Services (HCBS), known as the

Better Care Better Jobs proposal, could truly align wages with the essential work performed. After decades of advocacy, we will again reach out for your help in encouraging our 2022 Legislature to recognize the essential role of our workforce.

Thank you for supporting our journey in becoming who we are today and who we can be tomorrow.



*Board members Anne Knutzen and Pat Kominiak with ARCA CEO Ed Kaul.*



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



## Poinsettia Celebration

ARCA's Poinsettia Sale is back and we hope you'll join us:

**Saturday, Nov. 20<sup>th</sup>, 2021**

**9:00–11:00am at**

**181 E. La Entrada Lane, Corrales**

We have beautiful poinsettias for your home and office, every one grown with love. Please RSVP to Michele Cody at [MCody@ARCASpirit.com](mailto:MCody@ARCASpirit.com) to let us know you're coming. We've missed you and look forward to catching up over a cup of coffee!

# ARCA Neuro

ARCA's Acquired Brain Injury program has a new name! ARCA Neuro provides residential and in-home supports for acquired brain injury (ABI) survivors and their families. ARCA Neuro currently has two licensed homes, one home in the licensure process and an Intake/Assessment facility scheduled to open in 2023.



In September, ARCA Neuro reached a glorious milestone when the first brain injury survivor was successfully discharged from a New Mexico brain injury rehabilitation facility! Rickee's uncle said, "Two years ago, Rickee was carried out of our home. In September, he will walk back in." Rickee suffered a seizure resulting in his brain injury. When he arrived at ARCA, his family hoped for palliative care to help him find comfort. His body was too weak to sit upright in his wheelchair and he was unable to care for himself. Through consistent, structured rehabilitation, Rickee has regained his physical strength and no longer uses a wheelchair. His speech is clear and he is able to understand and control his behavioral outbursts. Rickee calls ARCA Neuro "a place of healing," but says "it doesn't stop here." Rickee's mom is grateful for the support she received during the process and said, "It was hard, but ARCA Neuro helped me understand what was happening. They brought my son back to me and I'll do anything I can to help them help others."

We are proud of Rickee and the difficult work he put in to his rehabilitation and discharge, but know he will always be in our lives. He is an inspiration and we are privileged to have joined him and his family on this journey.

## National Direct Support Professionals Recognition Week

Direct Support Professional (DSP) Recognition Week is an opportunity to highlight the remarkable work of dedicated, innovative professionals who are the very core of supports for people with disabilities. At ARCA, we celebrate DSP week in September and throughout the year!

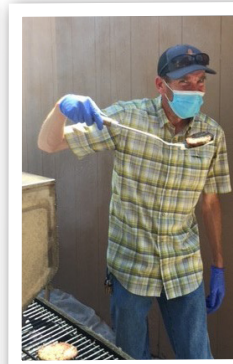
With the necessary supports, children and adults with intellectual, developmental and cognitive disabilities contribute to our community in real and meaningful ways. These supports come, each and every day, from people who choose to dedicate their lives as a DSP. It's a rewarding job, but one filled with challenges and sacrifices. In these trying times, staffing shortages mean ongoing overtime. Covering shifts to ensure the health and safety of people we serve instead of family time. Working to address behavioral issues exacerbated because of changes in routine while finding ways to engage in the community during "stay at home" public health orders.

What do ARCA DSPs think about their essential jobs? In ARCA's 2021 Engagement Survey, DSP comments included, "I love doing a job where I'm able to make a difference," "Every day there is something a bit different about the consistent task," and "I always feel my opinion is asked and heard."

ARCA is grateful to our dedicated DSPs throughout the year and celebrates with Back to School drives for school essentials delivered in a brand new backpack, Trunk or Treat offering a safe Halloween experience for kids of all ages and ARCA Day at the Zoo bringing friends and family together for a festive outing. Thanksgiving dinner is prepared and served every year and our Giving Tree is a chance for kiddos to get that special holiday gift a family might not otherwise be able to provide. ARCA is a family and these tributes are made possible through our staff and community coming together to recognize the challenges and cherish the time to celebrate one another.

## Summertime

Chuck Hawley and his band set the tone for a rocking good time at the farm this summer! Matt grilled delicious burgers while individuals receiving services and staff visited and danced. After 16 months of COVID restrictions, it sure felt good to spend time together.





# Circle of Promise

Legacy gifts arrive in many wonderful ways. Recently, six siblings of an individual receiving ARCA Services named the ARCA Foundation as Remainder Beneficiary of a Donor Pooled Trust they established for their brother through an inheritance from their parents.

On a beautiful July afternoon, I visited Peggy Robey in Los Alamos to thank her and present her with an ARCA "Circle of Promise" pin. On behalf of family members who live in various parts of the country, Peggy was happy to accept, but stressed this gift was possible because of the generosity of her parents and siblings. She told me it was not about praise and acknowledgement, but to recognize the support and care ARCA gives their brother.

We are enormously grateful to Peggy and everyone who has included ARCA in their will or estate plan. Unless a planned gift is designated to a specific program, it is invested into our Endowment. Because of the generosity of our community partners, ARCA's endowed resources have grown by more than two million dollars in just the past two years. Each gift has taken us closer to our goal of ensuring services for people with intellectual, developmental and cognitive disabilities will remain available today and for generations to come.

If you would like to include ARCA in your planned giving, I recommend working with your estate planner or contact me directly to learn about ways to leave a legacy gift that aligns with your family goals. Regards and stay well,



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



Peggy Robey and Nadine Mary  
in Los Alamos



## Staff in the Spotlight!



Maria del Rosario Davila (*Rosario*) came to ARCA 14 years ago looking for a job. Along the way, she discovered the confidence to try new tasks and learned how talented she is. Rosario said, "I've learned so much from individuals I work with. They taught me to speak English and I taught them Spanish. I learned to use a computer and even became a vegetarian because of everything I learned about nutrition." She continued, "In so many ways I've grown with them. They are like my second family." Rosario's responsibilities at ARCA have grown, too. "I stay with ARCA because I've discovered I have skills I didn't know I had. When I was promoted to a Residential Instructor 3, I had to learn about finances and and take care of so many new things. I didn't know I had this inside of me until I had the opportunity to do it."

Outside of work, Rosario likes to go to church with friends and enjoys lunch out after. She says her greatest joy is "to help individuals have a happy day. I go home and know I did my part, because if I were in their shoes, I want someone to take care of me the way I take care of them. It makes me so happy that I can help people to have a better life. A happy life."

### ARCA Board

Jim Culpepper  
*Community Volunteer*  
CHAIR

Barbara Lewis, CPA  
*Atkinson & Co.*  
VICE-CHAIR

Pat Kominiaik  
*Community Volunteer*  
SECRETARY

Adam Thompson  
*Century Bank*  
TREASURER

Matt Maes, CPA  
*Lovelace UNM*  
*Rehabilitation Hospital*

Toni Benton, MD  
*UNM Hospital*

Joan Campbell  
*Tonsorial Parlors*

Jennifer Lehman  
*Community Volunteer*

James J. Saya  
*Lewis University*

Jason Candelaria  
*City of Albuquerque*

Ron O'Dowd  
*Community Volunteer*

Rudy Miera  
*Community Volunteer*

Louisa Ball  
*Advocate*

### ARCA Committees

#### Finance

Barbara Lewis, CPA  
Matt Maes, CPA  
Jim Culpepper  
Adam Thompson  
Jennifer Lehman

#### ARCA Benefits

Matt Maes, CPA  
Phil Mayo  
Carol Cochran  
Rene Yoder  
Barbara Lewis  
Amy Rehfeld

#### ARCA Joint Board

Chris Keller  
Jennifer Lehman  
Matt Maes, CPA  
Phil Mayo  
Joey Sanchez  
James J. Saya

### ARCA Foundation Board

Anne Knutzen  
*Charles Schwab & Company, Inc.*  
PRESIDENT

Kris Stichman  
*Community Volunteer*  
VICE-PRESIDENT

Phil Mayo  
*RBC Wealth Management*  
TREASURER

Noel Behne  
*Community Volunteer*  
ASSISTANT TREASURER

Betty Valdez  
*Bernalillo County Housing*  
*Authority*  
IMMEDIATE PAST PRESIDENT

Maureen Gannon  
*PNM*

Joey Sanchez  
*Community Volunteer*

E. DeAnn Eaton, CPA  
*Haverland Carter Lifestyle Group*

Lori A. Ferraro  
*Bank of the West*

Christopher Keller  
*French Family of Companies*

David Sahd  
*Cedar Marketing Group*

Gary Bertholf  
*Advocate*

### ARCA Foundation Committees

#### Finance

Phil Mayo  
Noel Behne  
E. DeAnn Eaton, CPA  
Christopher Keller  
Tom Mitchell  
James J. Saya  
Joey Sanchez

#### Planned Giving Task Force

Nell Graham Sale, CELA  
Nancy Baker  
Madeline Dunn  
S. Carlene Patterson, CFP,  
ChFC  
Maureen Gannon  
John Attwood  
Robert A. De Pasquale

#### Pooled-Trust

Phil Mayo  
E. DeAnn Eaton, CPA  
Karen Gmyr  
Tom Mitchell  
Christopher Ortiz  
Joey Sanchez

#### Idea Club

Kent Cravens  
Bruce Adams  
Lora Cunningham  
Lori A. Ferraro  
Joe Maez  
Joey Sanchez