



Outlook

Volume II
2021

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

Circumstance does not make me, it reveals me.

- William James

For over a year we each have experienced COVID-19 through a unique set of personal circumstances, including changes in how and where we work. Even with the efficacy of the vaccines, many adults are unable to return to the traditional workplace.

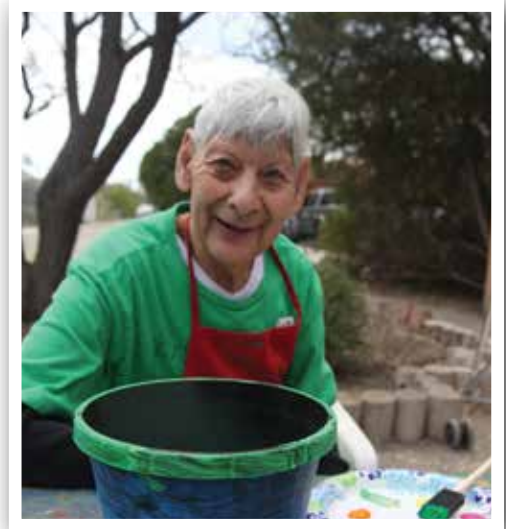
At ARCA, working from home was never an option. We are essential workers providing daily supports for children and adults with intellectual, developmental and cognitive disabilities. Nonetheless, when schools closed we lost some staff who needed to be home with their children and others who were committed to caring for medically vulnerable loved ones. When potentially exposed to the virus, staff complied with mandatory quarantine protocols and if they tested positive spent weeks and sometimes months recuperating. We continue to experience the greatest staffing shortages in our 64 year history.

Reaching the turquoise level in Albuquerque has meant greater loosening of restrictions and with that, renewed hope. Individuals receiving services are finally able to spend time with their families and we're looking forward to in-person gatherings.

While we've all experienced this pandemic separately, together we can define what our future holds. For over a decade, we have urged our legislature to approve reimbursement rates sufficient to pay DD Waiver staff a living wage. Current wages are insufficient for

the life enhancing skills required to perform this important work. My deepest hope is the applause and accolades of this past year for our essential workers will translate into a newfound respect for every direct support professional (DSP) so that funding sources will allocate the resources necessary to pay DSPs a wage commensurate to their work.

We know ARCA can only provide the best supports for people in our care through the efforts of compassionate, qualified staff. If you know someone interested in full or part-time work or have questions, please call me. Together, I know we can reach out to one another not just to rebuild our community, but to make it even better.



(505) 332-6825 • EKaul@ARCASpirit.org

Acquired **Brain Injury Training** and Education



ARCA has renewed its contract with Bernalillo County Department of Behavioral Health Services to provide Acquired Brain Injury Training and Education classes for professionals and/or community members who have or may have direct contact with people experiencing behavioral health issues as a result of a brain injury.

All trainings are customized for each participant group based on their collective responses to a brief interest survey and designed to align with their interaction with brain injury survivors. Training is based on the most current, comprehensive information available through the Brain Injury Association of America.

In addition to organization based trainings, we have scheduled a

number of "open" classes for people who want to participate independently. Trainings are eligible for 4 CEUs (see Page 4 for schedule of Open Classes).

This year, we have eight scholarships available for community members to attend the full weeklong Certified Brain Injury Specialist (CBIS) training course, eligible for 30 CEUs. We are thrilled to be working with Bernalillo County to offer these trainings for a second year and look forward to the positive change it will bring our community.

For more information about training, the CBIS Scholarships or to register, please contact Jennifer Gorman at JGorman@ARCASpirit.org or (505) 332-6857.

ANCOR Recognizes John Lobo

For many years, The American Network of Community Options and Resources (ANCOR) has recognized the talent, expertise and compassion of Direct Support Professionals (DSPs). 2021 was filled with challenges for people with disabilities and for DSPs; this year's nominees were celebrated for their resilience, leadership and dedicated support of people they serve.



John Lobo works seamlessly with his coworkers, supervisors, interdisciplinary teams and medical professionals to provide exceptional care and opportunities for people he serves to enjoy meaningful experiences. John's dedication to the wellbeing of those he supports is steadfast; he always goes above and beyond to ensure people entrusted to his care experience maximum independence and quality of life.

Thank you, John, for your extraordinary leadership and support and congratulations on being recognized by ANCOR!

Intel

Terracotta has been a beloved medium used by artists from Donatello to Picasso, but never have we seen a collection more beautifully executed than the terracotta pots hand painted by more than 30 Intel volunteers. Pots depicting tropical fish, ladybugs, bumblebees, Zias, night skies, abstract wonders and so much more were presented to ARCA by Raquel Chavez and Katelynn Loughrin, Intel Public Affairs. We've missed spending time with our Intel volunteers and are grateful for this reminder of the joy they bring into our lives – even when we can't spend time together in person.



National Nursing Week

May 10-16, 2021 was National Nursing Week, an annual recognition showcasing the crucial role nurses hold in a person's life journey. ARCA celebrated with a socially distanced lunch and words of gratitude from Ed Kaul, ARCA's CEO. Held during Florence Nightingale's birthday week, the national theme this year was "We Answer the Call," a fitting tribute to these essential workers who go above and beyond to ensure the health of individuals served by ARCA.



Circle of Promise

David Sahd, CEO of Cedar Marketing Group, provides his clients with development strategies highlighting their unique talents. We first met David in early 2011, when he attended a dinner hosted by Brad and Lori Steward to learn more about ARCA. Shortly after, David organized a Golf Tournament, with all the proceeds benefiting ARCA. He joins our Bowl-a-Thon fun every year and in honor of Mayor Hull's "Mayors on Strike for ARCA" competition, established the First Strike Award to raise money and awareness. In 2020, he joined the ARCA Foundation Board of Directors.

For a decade, David has blessed ARCA with his leadership and service. A few weeks ago, he let us know about his legacy gift to help ensure a strong future for children and adults in ARCA's care. "Over the years, ARCA has become part of my extended family," David shared. "I see the difference ARCA makes in people's lives and in the heart of our community. It's important to me to do whatever I can to keep these opportunities available for as long as there is a need."

We are grateful for the trusted leadership David provides us today and his heartfelt legacy creating opportunities for future generations served by ARCA.

For more information on ARCA's Circle of Promise, please contact Nadine Mary at NMary@ARCASpirit.org.



Nadine Mary welcomes David Sahd into ARCA's Circle of Promise.

Nadine Mary

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

Staff in the Spotlight!



Allure Everage is a Service Coordinator with ARCA's Supported Living services. Her interest in the field started over 20 years ago, with a summer job at Therapeutic Recreation. Allure first came to ARCA in 1999 and, after leaving to explore other interests, returned in 2019. "I came back because I was ready to move forward in my career and ARCA has great advancement opportunities," she shared.

"My clients and staff keep me at ARCA," said Allure. "I have wonderful teams in each of my homes and enjoy working with them all. I truly love what I do."

Outside of work, Allure enjoys shopping and collecting Marilyn Monroe memorabilia!

So many of our current leaders started with ARCA in entry level positions with no experience and found a career they love! If you're looking for a meaningful career, give us a call. We'd love to welcome you to our ARCA family.



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



HR Corner



People come to work at ARCA for many different reasons. For some, it's a flexible schedule to accommodate school requirements while others are looking for part-time work in a new field after retirement. Many long-term employees originally thought their time with ARCA would be temporary, just until they found a position in what they thought was their career of choice. What a joy to hear staff reminisce about their early days with ARCA. How warmly they were welcomed, inspired by the authenticity of people served and the life-long friendships developed with co-workers, families and individuals. How they learned the value of being yourself in a life well lived.

This past year presented the world with challenges, uncertainty and loss. As we begin to reopen our doors, we hope you'll consider a job at ARCA. You don't need experience, just compassion and genuine respect for others. We offer extensive paid training and mentorships to help you succeed. Our salaries are competitive and our benefits are excellent. There are terrific career advancement opportunities and even tuition reimbursement.

If you're curious, please give ARCA's HR Department a call at (505) 332-6700 or take a look at positions we have available at ARCAJobs.org. We invite you to stop by 11300 Lomas Blvd., NE on Wednesdays 10:00 a.m. – noon for our job fairs. We look forward to providing you with the skills you need to achieve your goals and, in the process, help you create meaningful opportunities for children and adults we serve.



Training Calendar

Certified Brain Injury Specialist Trainings:

- August 9-13, 2021
- 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.:

- June 17
- July 15
- August 19
- September 16
- October 21
- November 18
- December 16