

Opening Doors.



Letter From the CEO

Dear ARCA Family,

As the seasons shift and cooler days settle in, we're reminded that change—while sometimes brisk—is also beautiful. Autumn invites us to reflect, to gather, and to reconnect with what grounds us. At ARCA, that foundation is, and has always been, *family*.

In our homes, workplaces, and across the community, we see every day how powerful a sense of belonging can be. Whether it's a caregiver offering a comforting hand, a housemate sharing laughter at the dinner table, or a longtime supporter championing inclusion—these moments remind us that family isn't defined by last names or shared addresses. It's characterized by love, respect, and the belief that everyone deserves a place where they are seen, valued, and safe.

This fall, we celebrate the families we're born into and the families we choose—those we build together through commitment, care, and community. We honor the courage it takes to try something new, the strength in letting others in, and the everyday victories that make up a life of dignity and independence.

At ARCA, every door we open is an invitation: to connection, to opportunity, and to hope. That's what makes this work so meaningful—not just the services we provide, but the relationships we nurture along the way.

As you read the stories in this issue, I hope you feel the warmth of this community—the way it wraps around each person we support like a favorite sweater on a cool day.

Your partnership, your belief in our mission, and your shared commitment to inclusion help make this possible.

Thank you for walking alongside us. Thank you for being part of the ARCA family.

With gratitude,
Michelle Harmon
ARCA President and CEO

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Note from ARCA Foundation's Executive Director

Dear Friends of ARCA,

At ARCA, every day is about opening doors—doors to opportunity, independence, creativity, and belonging for individuals with intellectual, developmental, and cognitive disabilities. These doors don't just open by chance; they open because of people like you who believe that every person deserves to live with dignity, to be valued, and to share their unique gifts with the world.

When you become a member of ARCA, you are saying something powerful: I see you. You matter. You belong. Membership is more than a contribution—it is an act of love and solidarity. It tells the people we serve that their community is behind them, cheering them on as they reach for new possibilities.

Your membership helps us provide programs that give a budding artist the chance to see their painting celebrated on a holiday card, a job seeker the support to succeed in meaningful employment, or a family peace of mind knowing their loved one is safe, supported, and thriving.

Membership sustains ARCA's advocacy—ensuring that the voices of individuals with disabilities are heard at the tables where decisions are made. It strengthens our ability to innovate and to respond to the unique dreams and needs of each person we serve.

But most importantly, your membership says that we are in this together. It weaves you into the fabric of our ARCA family. You become part of a community that believes in potential, honors resilience, and celebrates every victory, big or small.

I invite you to stand with us by becoming a member of ARCA today. It's easy to join at www.ARCAOpening.org/annual-membership/. Together, we can continue to open doors—and hearts—so that every person has the chance to live the life they choose. On behalf of the individuals and families who call ARCA home, thank you. Your membership is more than support; it is a lifeline of hope, possibility, and belonging.

In Giving,
Jennifer Maldonado Greenwood
ARCA Foundation Executive Director

At Home with ARCA

Recently, ARCA hosted a lively Karaoke Night, an evening filled with laughter, music, and togetherness that truly embodied the spirit of family and inclusion. Everyone, from individuals we support to staff and families, came together to share in the fun, belting out favorite songs and cheering one another on. The night was more than just entertainment; it was a celebration of the diverse voices and talents that make our community so special.

At ARCA, family means more than those related by blood. It's the bonds we build, the support we offer, and the joy we create together. Karaoke Night reminded us all how inclusion brings people closer, turning moments of music and fun into lasting memories that strengthen our ARCA family.

Thanks to the generosity of our donors, events like this create spaces where everyone belongs, feels valued, and can shine.

We're already looking forward to the next chance to sing, celebrate, and connect!



Employment Corner: *Celebrating our Direct Support Professionals*

Each September, we celebrate our ARCA family of Direct Support Professionals during DSP Recognition Week. In this issue, we are honored to spotlight two of our dedicated team members whose compassion, creativity, and commitment open doors every day.

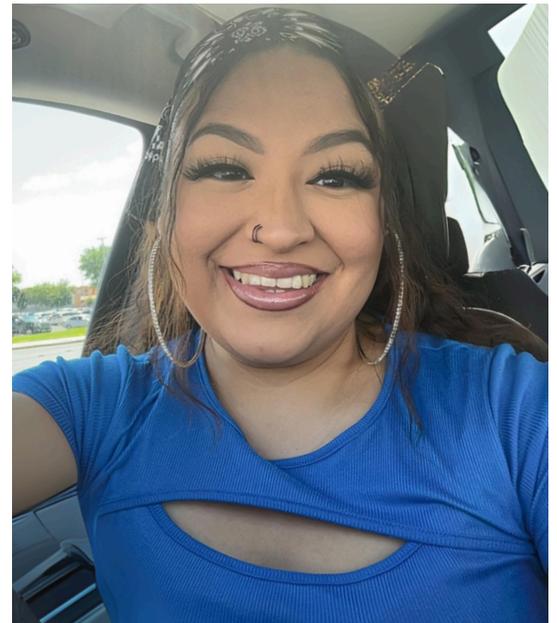


Meet Violeta

Violeta discovered her passion for supporting others when she joined the ARCA family two years ago. At first, she admits she knew little about what being a Direct Support Professional involved. What stood out to her from the very beginning was the care ARCA took in ensuring the right staff were placed with the right individuals, because it showed her that this was about much more than a job. Since then, Violeta has dedicated herself to helping people meet their goals. One of her proudest memories is of an individual she once coached at Smith's, who shared his dreams of getting his license, finding a home, and eventually living independently. Years later, she learned that he had reached those goals and was thriving in his own apartment, proof that his determination and the support he received opened doors to his future. For Violeta, stories like his are powerful reminders of why this work is so meaningful and rewarding. Violeta continues to inspire those around her with her belief that every accomplishment, whether big or small, deserves to be celebrated. Her dedication reflects the heart of the ARCA family and the lasting impact Direct Support Professionals have on the lives of others.

Meet Samantha

Samantha discovered her passion for supporting others while caring for her grandfather, an experience that taught her the importance of patience, kindness, and love. That early role as a caregiver inspired her to pursue a career where she could continue to make a difference in people's lives. At ARCA, she finds joy in the everyday moments of connection, whether it is sharing laughter around the dinner table or seeing the individuals she supports smile after a long day. For Samantha, these moments are reminders of why her work matters and why she chose to become a Direct Support Professional. One of her favorite memories is of an evening when the individuals she supported were all gathered for dinner, laughing and joking together. She recalls that this kind of laughter was rare, and witnessing it made her feel deeply proud of her role in their lives. We are grateful for the kindness she shares and the difference she makes in every life she touches. Her story reminds us that sometimes the greatest impact comes not from grand gestures, but from creating joy in the simple moments we share.



Together, Samantha and Violeta remind us of the compassion and dedication that Direct Support Professionals bring to the ARCA family every day.

Community Connections:



Join us for an unforgettable evening of creativity and connection at ARCA's Wine, Plant & Paint: Cultivation Event! Set in the serene beauty of La Paloma Greenhouse, this event combines wine, hors d'oeuvres, painting, and planting for a one-of-a-kind experience.

RSVP to Jennifer Greenwood at JGreenwood@ARCASpirit.org by October 5, 2025

For more information, please visit: ARCAOpeningDoors.org/Events



Join us in celebrating the holiday season at our Annual Poinsettia Sale! These beautiful, vibrant plants, lovingly nurtured in our greenhouses, are ideal for adding festive cheer to your home or office, or for gifting to friends and family.

For more information, please visit: ARCAOpeningDoors.org/Events



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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Program Spotlight: Intermediate Care Facilities (ICF) *Teamwork, Resilience, and Celebration*

This spring marked a significant period of transformation and growth for ARCA's Intermediate Care Facilities (ICF) program. A pivotal element of this progress was La Paloma Greenhouse, which introduced an innovative purchasing and ordering system designed to enhance the efficiency of reporting, accounting, and plant inventory management. The impact was immediate, contributing to a highly successful spring plant sale where geraniums sold out at double the expected amount. Volunteers also played a crucial role, assisting with watering and pruning to ensure that the plants reached their prime just in time.

ICF homes also saw meaningful developments this year, welcoming new residents, staff, and management teams throughout the program. The individuals residing in ICF homes demonstrated remarkable resilience and adaptability as they integrated new housemates and staff into their daily routines. These updates enhanced the sense of community between homes and encouraged greater involvement at La Paloma, where residents and staff collaborated to strengthen the greenhouse's vocational program.

Another standout event of the season was the annual Independence Day Celebration. Previously organized by La Paloma Greenhouse staff, this year's event saw the entire ICF program take charge, contributing everything from side dishes and desserts to beverages and grilled favorites. This collective effort allowed the greenhouse staff



to relax and enjoy the festivities alongside everyone, as music, dancing, and laughter filled the newly renovated workshop space, making it more accessible and inviting for residents to participate.

From flourishing plant sales to joyous community celebrations, the ICF program consistently showcases the strength of teamwork and inclusion. The collaboration between ICF homes and La Paloma this spring serves as a shining example of how coming together can lighten the workload and enhance community spirit.