



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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[www.ARCASpirit.org](http://www.ARCASpirit.org)

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# Outlook

Volume I  
2020

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

**FOLLOW US!**

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



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

<b>MARCH 25</b>	<b>ARCA Job Fair</b> <i>see page 6 for details</i>
<b>APRIL 6-10</b>	<b>Certified Brain Injury Specialist Training</b> <i>details at left</i>
<b>APRIL 25</b>	<b>ARCA's Annual Geranium Celebration</b> <i>see page 7 for details</i>
<b>MAY 20</b>	<b>Mental Health Awareness</b>
<b>JUNE 6</b>	<b>ARCA's 12th Annual Bowl-a-Thon</b> <i>see page 2 for details</i>

**CBIS 2020 Trainings**

Certification and 30 CEUs

**APRIL 6-10**  
SCHEDULE: Training: April 6-10 • 8am to 5pm  
Testing: April 10 • 8am to Noon

**AUGUST 10-14**  
SCHEDULE: Training: August 10-13 • 8am to 5pm  
Testing: August 14 • 8am to Noon

**NOV 30-DEC 4**  
SCHEDULE: Training: Nov 30-Dec 3 • 8am to 5pm  
Testing: December 4 • 8am to Noon

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

**POSTPONED INDEFINITELY**  
Visit [ARCAOpeningDoors.org/covid-19-updates](http://ARCAOpeningDoors.org/covid-19-updates) to learn more.

**ARCA BOARD MEETING DATES 2020**  
ARCA Board meetings start at 11:30am at 11200 Lomas Blvd NE, Albuquerque

**MAY 6 | JUNE 3 | AUGUST 5 | OCTOBER 7**  
**NOVEMBER 4 (Annual Meeting)**

**MARCH is Brain Injury Awareness Month**  
**Not all wounds are visible.**

## Strengthening Our Community

I want to thank our families, staff, membership and community partners for advocating so eloquently during the 2020 Legislative Session to fully fund the 2019 DD Waiver rate study. The study documented DD Waiver services in New Mexico are critically underfunded, and recommended increasing the budget by \$15.2 million from the State General Fund. This would have been matched by Federal Medicaid for a total of \$54.6 million.

The approved DD Waiver budget was increased by 39% of the recommended \$15.2 million. This eliminates \$33 million dollars in Federal matching funds that would have infused our economy during the fiscal year and leaves DD Waiver services in a precarious position. While some providers have closed their doors, others have eliminated DD Waiver services in part or entirely.

The simple truth is, the cost of providing services in accordance with New Mexico DD Waiver regulations is not cheap. There are those who view austerity as success, but it really goes back to one key question: Who are we as a society? I hope we haven't lost sight of how taking care of our most vulnerable people is the very measure of who we are.

We have survived a decade of reductions in reimbursement rates and steady increases to regulation through the generous support of our steadfast community partners, the dedication of our staff, eliminating "value added services" such as specialized literacy and reinventing core service models. The million dollars in supplemental funding we secure each year through donations and grants is not matched by Federal funds. I want to recognize ARCA's remarkable workforce of men and women who place the needs of people we serve ahead of themselves. Any one of them could get a job in retail or the fast food industry and bring more



money home to their family than they can by working at ARCA. This year our Board of Directors approved a deficit budget in order to pay direct support staff \$10.35 per hour, a rate far below what they could earn elsewhere despite the responsibilities and complex nature of the duties they must perform.


The next time you see someone who works at ARCA, I hope you'll thank them. They are heroes.

I want to also thank you. I cannot begin to express my gratitude for your support. Whether you make an annual gift of \$5 or \$5,000, share your expertise in ensuring we are maximizing efficiencies or help with the day to day chores we must perform without sufficient staff, you value the most vulnerable in our community. In turn, the children and adults we serve are able to strengthen our community in real and meaningful ways. You are the measure of who we are.

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

**ABI Supports in New Mexico** ARCA is pleased to be working with Bernalillo County Department of Behavioral Health Services to provide Acquired Brain Injury Training and Education classes for professionals and community members who have or may have direct contact with people experiencing behavioral health issues as a result of their brain injury. Trainings are customized for each participant group to align with their professional or community interaction with brain injury survivors and based on the most current, comprehensive information available through the Brain Injury Association of America. This year, we will be providing 24 four-hour trainings to different organizations and community members throughout the county. Additionally, we are offering eight scholarships for participants of these trainings to attend the full weeklong Certified Brain Injury Specialist training course. We are extremely excited about this opportunity and the positive change it will bring to our community!

*If you would like to participate in one of these specialized training courses or schedule a training course for your organization, please contact Jennifer Gorman ([JGorman@ARCASpirit.org](mailto:JGorman@ARCASpirit.org)) or (505) 332-6857.*





# IT'S OUR 12th ANNUAL Bob Scanlon/Steve Mackie BOWL-a-THON!

**POSTPONED INDEFINITELY**  
Visit [ARCAOpeningDoors.org/covid-19-updates](http://ARCAOpeningDoors.org/covid-19-updates) to learn more.

## Building a Bowl-a-Thon

Our 12th Annual Bob Scanlon/Steve Mackie Bowl-a-Thon is just three short months away! This year, our goal is to raise \$111,000. We need your help to get there!

- **Become a Bowl-a-Thon Partner!** Bowl-a-Thon partnerships are a unique opportunity to support a great cause and increase your business' visibility in the community.
- **Donate to our Silent Auction!** Help us make this year's silent auction the best ever! It's an engaging way to help us meet our revenue goal.
- **Make a donation for our Mayor's Gift Bags!** We pull together goodie bags for participating mayors that reflect our amazing community. Gift cards or promotional items from your business are a great way to "give back" and share information about your business or service.
- **Support the First Strike Award!** Mayors will be competing to bowl the first strike of the day. They win the traveling bowling pin and ARCA is awarded the prize money, 100% of which supports individuals in ARCA's care. The bigger the award, the more intense the competition. Help us make this year's competition the most exciting one ever!!
- **Volunteer!** Many hands make light work. With your help, the day is sure to shine!

Interested? You can learn more about all of these opportunities at [ARCABowl.org](http://ARCABowl.org) or contact Michele Cody at [MCody@ARCASpirit.org](mailto:MCody@ARCASpirit.org) (505) 332-6803.

As always, none of this would be possible without the vision and generosity of Bob Scanlon. Thank you for sharing your wisdom and remarkable spirit with ARCA for all these years!



## Increased Sustainability

Since 2004, ARCA Organics has employed individuals with intellectual and developmental disabilities (IDD) to grow and distribute produce to local area restaurants and farmer's markets. The cost to maintain our organic certification under changing FDA Organic Certification regulations became increasingly prohibitive, requiring as much as 60% of staff time. As a result, ARCA Organics was recently incorporated into ARCA's ICF/IID vocational training and support program called La Paloma, known for the thousands of beautiful poinsettias and spring geraniums we grow and sell. While we are not currently accepting new clients, we continue to supply our current clients with wheatgrass and microgreens. Although we no longer carry the "certified organic" label, we continue to grow using organic methods.

ARCA Organics' assets were transferred to La Paloma, where individuals' self-confidence is fostered through meaningful work in a hands-on



environment. Because La Paloma is a fully funded, Medicaid ICF/IID program, this transfer allows for increased sustainability of ARCA.

We are grateful for the generous support you've shown ARCA Organics over the years. Cost reimbursement rules for ICF/IID programs are very specific and donations to La Paloma do not benefit this program. Conversely, "Unrestricted Donations" to ARCA are able to supplement gaps in funding, wherever the need is greatest. While La Paloma does not benefit from monetary donations, we always welcome volunteers. For more information or to schedule volunteer opportunities, please contact Michele Cody at [MCody@ARCASpirit.org](mailto:MCody@ARCASpirit.org).

## Circle of Promise

During my 30+ years as a social worker with ARCA's Supported Living Division, my steadfast focus was to provide quality care and case management for individuals receiving services. I remember when the ARCA Foundation was formed and learning about the Circle of Promise. While I was very familiar with how precarious our state resources were, I never fully understood the impact legacy gifts have on ARCA's ability to continue providing that high quality of care my work had been all about.

Working alongside Elaine Solimon for the past year, I have seen firsthand how ARCA's planned giving opportunities change lives. I have been amazed by the generosity of our Circle of Promise members and inspired by the diverse and creative ways members have found to help ensure ARCA services continue, in spite of unpredictable financial conditions.

I have worked with some of you over the years to ensure your loved ones were safe, healthy and happy. More recently I've met several of our benevolent donors – people who value ARCA's mission and have developed a passion for ensuring great lives for people with intellectual, developmental and cognitive disabilities will continue.

I have learned how essential planned giving is in fulfilling ARCA's mission and am so happy to be part of this work. With my mentor now retired, I



Nadine Mary, at right, with Circle of Promise members Elaine Solimon and Larry and Carol Bertholf.

am reminded every day that I have so much more to learn. I am honored to have this opportunity and look forward to meeting more of our Circle of Promise members.

If you would like to learn more about ways to support ARCA's mission of opening doors for people with intellectual, developmental and cognitive disabilities, please contact me.

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

## Why ARCA?

Betty Valdez, Bernalillo County Housing Director, has served on the ARCA Foundation Board of Directors and multiple committees since 2007. Betty, her husband Tom and most recently her grandson Roman are integral in leadership of, and service to, ARCA.

Betty's passion for ARCA is contagious. In 2008, Betty shared ARCA's story with her friend Bob Scanlon. Within weeks, planning for ARCA's 1st Annual Bob Scanlon/Steve Mackie Bowl-a-Thon was underway. The rest, as they say, is history. Her strategy for success is always based on moving forward. When recruiting new Board and Committee members, she asks our most valued philanthropic-minded business leaders to recommend the next generation of community leadership from within their workforce. Tom, retired from APD, works tirelessly beside Betty in support of children and adults served by ARCA. His quiet, dry humor melts through the most serious challenges, encouraging solutions to rise to the forefront.

It's always a treat to visit with Tom and Betty. When asked, "Why ARCA?" their answers were

open and inspiring. Tom said, "It's simple, people at ARCA need help and ARCA gives them the opportunity to do well. People want to make a difference at ARCA and they do."

Betty recalled health challenges she once faced and how her focus since has been on building the future, while enjoying every moment. "It's important," she said, "to include my grandson in ARCA activities. I want him to learn why I'm so passionate about ARCA and give him the opportunity to follow in my footsteps."

"When children understand people," Tom added, "they respond differently. Fear goes away. Bullying goes away."

Betty and Tom attended Roman's Christmas recital a few months ago. In the choir was a young man with intellectual and developmental disabilities (IDD). Throughout the concert, during every single song, this young boy danced with abandon and the other children rejoiced. "People with IDD are giving, caring, honest, and



inspiring" said Betty. "That's who I strive to be. Like the boy at the concert, I want to dance to every song."

Betty and Tom inspire us every day to not just hear the music, but dance and rejoice.



# The Power of Community

Making a difference in the lives of people we serve.

## Shoulder to Shoulder

Behind the ARCA greenhouses in Corrales was an undeveloped and, we thought, unusable area. When Eduardo Bautista of Bimbo Bakery visited, he saw the potential. He and his team were looking for a hands-on role at ARCA. They transformed the "unusable" space into a beautiful recreation space.

"It was a great opportunity for us at Bimbo to work with ARCA. We believe in community and strive for rising together as one," said Mr. Bautista. "At the end of the day, we all share the same community, the same world. So whether it's locally or globally, [our mission] at Bimbo is to always better our communities. It is our privilege to be able to work shoulder to shoulder with ARCA, reminding each one of us about the benefits of working for a greater cause."

Thank you, Bimbo Bakery! We love our new gazebo!



## Holiday Spirits

Thanks to the vision and generosity of CAKE Nightclub, the amazing talent of the aerialists from AirDance New Mexico and the helping hands of Francie, Dave and Lilly Montieth, Brenda Kijowski and Karen Holguin, we had a knock-your-socks-off holiday celebration! Santa was the superstar, showered in confetti and lots of love from the ARCA crowd.

For adults in our Independent Living program, families from Albuquerque's East Stake of the Church of Jesus Christ of Latter-Day Saints arrived at our Sandia View Apartments bearing a bounty of gifts and holiday spirit. Caroling, laughter and opening presents were a blast. Being together brought the warmth of the holiday home.

It fills our hearts when our community partners tell us what they take away from these gatherings; "It is absolutely the best way to share the spirit of the season," wrote Francie. "We LOVE ARCA and feel so blessed to be a part of your celebration."



## A Legacy of Love

Patricia (Pat) Stromberg was born March 9, 1926 in Minneapolis, MN. During World War II, Pat enrolled in the United States Cadet Nurse Corps where she worked as an RN until her marriage to Bob. In 1950, they moved to New Mexico where together they raised nine children and were instrumental in founding Holy Ghost Church and St. Pius High School.

When Pat's youngest daughter, Marcella, was diagnosed by age one with intellectual and developmental disabilities, Pat began what would become a decades long, nation-wide journey toward accessible, community based programs for children and adults with disabilities. "I admired and respected her," said Judy Greenfeld. "We wouldn't have what we have at this time if she hadn't been there at the beginning. Such a special lady."

Pat was a founding member of ARCA, a grassroots movement that would become a lifelong passion. Pat would get her children off to school, drive to Santa Fe where she would testify and advocate for the rights of all New Mexicans with a disability and still have the family dinner on the table by 5:00. She served in multiple leadership roles on the ARCA Board and countless committees as well as President of the Arc NM and Vice President of the Arc US.

"My mom loved to talk but she rarely spoke of her past, she was mostly focused on the future and what should be done now to improve the future," said Pat's son, Jim. "She would be proud of all the work being done at ARCA to enable a bright future despite all the current and future challenges."

Elaine Solimon recalled, "One of my first assignments when I started working at ARCA in 1976 was to interview Pat for our fledgling agency newsletter. I was inspired to learn of her tenacious legislative advocacy for educational opportunities and community based supports for people



with disabilities. I witnessed decades of Pat excelling in leadership roles locally, statewide and nationally to be the compelling voice of a most vulnerable population. She mentored me throughout my 40-year career and included ARCA (and me!) in her daily prayers at mass. I credit many of ARCA's successes directly to her servant leadership, deep faith and profound belief in supporting great lives for people with disabilities."

Elaine added, "When ARCA established our Circle of Promise Legacy Society in 2012, Pat took me aside and casually mentioned the plan she and her late husband Bob made years ago to divide their estate equally between their children. She said it was only fitting that Marcella's portion would come to ARCA to ensure our ability to support future generations of individuals with disabilities."

Pat passed away on December 18, 2019, surrounded by her children and grandchildren. Her legacy of leadership and advocacy created rich opportunities for children and adults with IDD. Her planned gift will ensure those opportunities remain available for generations to come.

## Behind the Scenes at ARCA

As the team lead for ARCA's Career Enhancement Services (ACES), Chase Painter's positive outlook and inclusive attitude helps set the tone for the entire program. Every day, Chase is committed to person-centered supports, finding ways to highlight people's unique strengths and enhancing the lives of individuals served.

Chase recognizes the importance of the discovery process, especially when it comes to helping someone find a job. He enjoys the challenge of incorporating each individual's talents into unique opportunities. By taking time to learn about an individual, Chase gains valuable insights, making it possible to suggest a job the person may never have considered otherwise. For example, when John was looking for a job, Chase learned he

liked to volunteer, was interested in helping people and enjoyed interacting with others. He suggested John look for a job in customer service. While John was excited by the prospect of a career in customer service, he was hesitant to reach out to potential employers because he speaks with a stutter. Chase worked with John to help him practice saying difficult phrases while encouraging him to believe in himself. Soon, John got hired!

To achieve successful workplace outcomes, Chase actively promotes reciprocal professional relationships between individuals and employers. When conflicts arise, Chase does not hesitate to offer strategies to either party and recognizes conflict as an opportunity to build communication skills and trust. Chase consistently challenges himself to find innovative



means to help people he supports develop their skills and achieve their dreams. His work ethic, positive attitude and ability to inspire people to see what is possible makes him a role model for staff, families and local businesses looking to add to their quality workforce.



## Building Foundations

ARCA's Career Enhancement Services (ACES) is a customized community supports program offering meaningful community inclusion and skill-building opportunities based on personal choice. Through volunteering, enrichment classes and recreational activities, individuals hone their strengths and develop the confidence to successfully connect with the community and, if they choose, obtain employment.

From delivering food through Meals on Wheels to cleaning up Manzano Mesa Park, the ACES group gives back to our community. Volunteering is a great tool for exercising basic skills from working within a schedule to completing tasks and builds a sense of purpose and accomplishment.

ACES' enrichment opportunities include cooking classes where meal planning and preparation require collaboration, critical thinking and creativity. A recent craft project was built around learning that stores would no longer be using plastic bags. Following a discussion about plastic waste, everyone decided to make their own personalized, reusable bags for shopping!

Recreation is important to get bodies moving and spirits soaring. Bowling is a favorite activity and while it seems like play, it's an excellent opportunity to develop skills such as supporting other team members, taking turns and being fair.

ACES provides the consistent supports needed to develop skills and build confidence, the foundation we all need if we are going to succeed.



## HR Corner

*"We ourselves feel that what we are doing is just a drop in the ocean. But the ocean would be less because of that missing drop."*

~ Mother Teresa

ARCA is unique. With nearly 700 employees, we are the largest provider of lifelong supports for people with intellectual and developmental disabilities in New Mexico. It takes incredible thought, focus and energy to make an organization of this size hum. It also takes a village, with staff, board and committee members and the community at large all working together to support ARCA's mission. But, what really shines at ARCA is the heart everyone brings to their work.

Many people who seek employment at ARCA come with a desire to make a difference. Some have known individuals or have family members with an intellectual, developmental or cognitive disability and understand how powerful and rewarding it can be to offer supports. Others have no idea what might be involved in the work -- they just need a job! -- but quickly learn the depth of what it means to work at ARCA. ARCA is a place to learn and grow. Many of ARCA's administrative staff began their career as direct support professionals, including ARCA's CEO, Ed Kaul. Becoming a caretaker and advocate for a person with disabilities often brings us to a place of "I can do more."

ARCA is currently hiring. If you or someone you know feel ARCA would be a good fit, learn more about our employment opportunities at our upcoming job fair! Be sure to connect to our Facebook page for news and upcoming events at [Facebook.com/ARCAOpeningDoors](https://www.facebook.com/ARCAOpeningDoors).



For three consecutive years, ARCA has been recognized as a **Top Workplace** with additional recognition for Best Training and Most Meaningful Workplace.

## ARCA JOB FAIR!

**CANCELLED**  
Visit [ARCAOpeningDoors.org/covid-19-updates](https://www.arcaopeningdoors.org/covid-19-updates) to learn more.

Learn more about ARCA and our employment opportunities!  
Apply and interview on-site.

## Welcome!

Please help us welcome Gary Smothermon, ARCA's new CFO!

Gary comes to ARCA with a wealth of experience in accounting, finance and operations in both the non-profit and for-profit sectors. A CPA with a Bachelor's degree from the University of New Mexico, Gary's professional background includes public accounting, publicly traded utility and real estate property management.

He currently lives in Rio Rancho with his wife, boy and girl twin teenagers, two dogs and two cats.

We hope you'll join us in welcoming Gary as we work together to ensure a bright future for children and adults we serve.



ARCA's Finance Team with Gary second from left, back row.

## Great People

Joey and Virginia Sanchez won last year's "build a vacation" package through our Bowl-a-Thon raffle. "We saw beautiful beaches, warm water, sunny days, and GREAT People. Puerto Rico has been thru a hurricane and numerous earthquakes, yet the local people were strong, friendly and unselfish...the same traits we attribute to ARCA," said Joey. "We are so grateful to ARCA and glad to help, care and serve the persons who are ARCA."



## Our Annual Geranium Celebration



ARCA's annual geranium celebration is our unofficial start of Spring! Nothing shakes off winter like the shock of color from thousands of vibrant geraniums.

**POSTPONED INDEFINITELY**  
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our celebration and sale! There will be a stunning selection of plants, light brunch fare from City Treats and the warmth of friends and neighbors.

This event will be co-hosted by the ARCA Buddies Civitan Group with tours of the greenhouses available throughout the morning. Contact Michele at [MCody@ARCASpirit.org](mailto:MCody@ARCASpirit.org) with questions or to RSVP.

### ARCA Board

Jim Culpepper  
Community Volunteer  
CHAIR

Barbara Lewis, CPA  
Atkinson & Co.  
VICE-CHAIR

Pat Kominia  
Community Volunteer  
SECRETARY

Adam Thompson  
Century Bank  
TREASURER

Matt Maes, CPA  
Lovelace Health Plan

Toni Benton, MD  
UNM Hospital

Joan Campbell  
Tonsorial Parlors

Bob Reed  
Advocate

Jennifer Lehman  
Community Volunteer

James J. Saya  
Lewis University

Jason Candelaria  
City of Albuquerque

Ron O'Dowd  
Community Volunteer

Rudy Miera  
Community Volunteer

### ARCA Committees

#### Finance

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

#### ARCA Benefits

Matt Maes, CPA  
Phil Mayo  
Carol Cochran  
Rene Yoder

#### ARCA Joint Board

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

### ARCA Foundation

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PNM  
PRESIDENT

Betty Valdez  
Bernalillo County Housing Authority  
VICE-PRESIDENT

Anne Knutzen  
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Lori A. Ferraro  
Bank of the West

Christopher Keller  
French Family of Companies

Susan A. Hansen, CFE  
NextSteps Family Office, LLC

Rolley Longley  
Advocate

### ARCA Foundation Committees

#### Finance

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

#### Donor Relations

Betty Valdez  
Susan Hansen, CFE  
Michael Gannon  
Kris Stichman

#### 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