



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**



Mark Your **Calendar**

Don't miss these ARCA events!



ARCA's Annual Geranium Celebration

Saturday, April 22, 2023, 9:00 - 11:00 a.m.

181 E. La Entrada Lane, Corrales 87048

See Page 4 for Details



ARCA's 12th Annual Bob Scanlon/Steve Mackie Bowl-a-Thon

Saturday, June 3, 2023, 10:30 a.m. - 3:30 p.m.

Ten Pins & More

1416 Deborah Rd. SE, Rio Rancho 87124

See Page 5 for Details





Outlook

Volume I
2023

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

At ARCA, we make the daily choice to focus on the successful outcomes of people we serve, an accomplishment only possible because of the extraordinary work of our direct support professionals (DSPs). These highly trained professionals are dedicated to the health, safety and happiness of children and adults with intellectual, developmental and cognitive disabilities. They come to work every day, bearing tremendous responsibility for the lives of people with varying degrees of physical, behavioral and developmental challenges.

During COVID, many DSPs left their jobs. Sometimes, they or a loved one got sick. Those with young children had to be home, adjusting to virtual school. For some, the fear of working in a home setting with people who were struggling with a virus we knew very little about became overwhelming. Those who chose to continue working endured the fear, lack of PPE and risk to their own well-being and the health of their family for a starting salary of \$11.25. Various COVID relief funds provided us with the resources to increase their wages to \$14.15 during the pandemic – better, but far from a living wage.



The COVID relief funding providers used to raise DSP salaries is rapidly being depleted. As I have talked about for over a decade, and was documented in the last Rate Study issued by the State, reimbursement rates through the DD Waiver are insufficient to meet the regulatory requirements, recruit and train qualified staff and pay a living wage. The Association of Developmental Disabilities Community Providers (ADDCCP), our statewide trade association representing community providers of services for adults with intellectual and developmental disabilities, worked with our Legislators to prepare a bill to include a cost of living increase to the Waiver rates. The bill was tabled in the House Appropriations and Finance Committee.

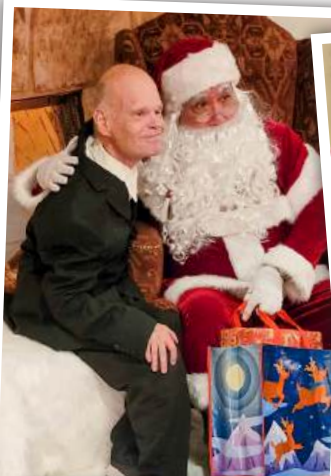
(Continued on page 7).



Steve's original artwork was selected by 501(c) Services as the cover for their 2022 holiday card. In appreciation, they sent Steve a commemorative plaque! We are so proud of Steve's recognition!



ARCA Neuro is changing its name to NeuRoads New Mexico. In the coming months, we'll have a new website, www.NeuRoadsNM.org, with information on available resources and activities in our community. In the meanwhile, please contact Michael Langford, Director, NeuRoads New Mexico, at (505) 243-3817 or MLangford@NeuRoadsNM.org.



Holiday Party

What a festive holiday season we had! Thanks to the generosity of Charles Schwab, Anesthesia Associates and Intel, we had a glorious party at the Albuquerque Country Club where Santa came with a bounty of holiday gifts for individuals receiving ARCA services. Special thanks to Raquel Leon, Sara Barakat, Beth Adland, Tess Polasek, Rob White, Anne Knutzen and our Camylle for opening hearts and making memories to last a lifetime.





I recently reviewed ARCA's roster of people receiving services and was moved to see the names of so many folks I worked with as a Supported Living Case Worker 30+ years ago. Some are now middle aged and have grown into more independent living situations while others have entered into their seventies and eighties and are receiving the additional at-home care and support they need. It is always a treat to visit with these old friends and especially wonderful when they remember me, too!

ARCA provides comprehensive, lifelong services for infants through seniors. These individualized supports are based on the

unique needs of each person and encompass all levels of care. Being part of the ARCA Family is a commitment and for many individuals, ours is the only family they have ever known. Our relationship with people we serve is not just a stop along the way, it's a life-long journey for all of us.

As we begin our 66th year of opening doors for people with intellectual, developmental and cognitive disabilities, with ongoing and significant gaps in State and Federal funding and no guarantees of sustainable funding in the future, the need for alternate resources remains imminent.

Planned gifts from you are ARCA's only guarantee in continuing our legacy now and for future generations. If you value the work we do and the people we serve, please consider supporting ARCA's mission with a legacy gift. There are many ways to do this and your attorney or financial advisor can guide you to the best option for you and your family. I would love to welcome you into our Circle of Promise family.

We are grateful. Your help in creating sustainable resources allows ARCA to continue doing what we do best today and for as long as there is a need.

A handwritten signature in cursive script that reads "Nadine Mary".

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



Cigna Recognition



Loretta Sesbeau, ARCA Nutrition Manager. ARCA's wellness program includes biometric screenings at annual health fairs, on-site educational and virtual wellness classes, monthly health awareness articles, a fun 14-week walking competition for staff and individuals receiving services and incentives to keep everyone engaged! Healthy practices are part of our culture and practiced in and outside the workplace. The outcomes include reducing stress and burnout, lowering healthcare costs and improving overall well-being and satisfaction.

We are grateful for Cigna's recognition and our AMAZING Wellness Team including Karen Hughes, Ellen Pacheco-Espino, Lena Fabry, Grace Jones, Mariah Lujan, Valerie Silver, Stephanie Johnston and Loretta Sesbeau for finding innovative and always fun ways to keep staff and individuals healthy!



ARCA views opportunities as stepping stones to success and embeds them into our service models and initiatives. We believe wellness - physical, mental and emotional - is the greatest contributor to achieving goals. We are thrilled to receive Cigna's National SILVER 2022 Healthy Workforce Designation™, formerly known as the Well-Being Award, recognizing ARCA for setting the standard for whole organization health.

"It is an inspiration that ARCA's workforce is so engaged in their own health and wellness. This demonstrates to individuals receiving services the importance of self-care and is a true illustration of leading by example," said

Geranium Celebration



Geranium is a genus of 422 species of annual, biennial and perennial plants also known as cranesbills. However you refer to these beauties, at ARCA they're an ongoing source of pride and joy! We hope you'll join us April 22, 9:00 a.m. – 11:00 a.m. for our annual Geranium Celebration and Sale. We'll have thousands of plants to choose from, delicious snacks from City Treats Catering and lots of time to catch up. No need to RSVP – can't wait to see you!



Heart of ARCA

ARCA celebrated Heart Awareness Month on Valentine's Day with blood pressure checks, 15-minute chair massages courtesy of Por Vida Therapeutics, manicures from amazing CNM cosmetology students and a Valentine's Day Card Creation Station! ARCA staff and individuals had a wonderful time and enjoyed door prizes including exercise equipment, "Kindness is Contagious" T-shirts and a variety of ARCA swag.

Thank you to ARCA's Wellness Team for always finding fun ways to motivate and educate healthy choices.



12th Annual Bowl-a-Thon

Saturday, June 3, 10:30 a.m. - 3:30 p.m.

It's Been a While, but We're Back!

COVID changed just about everything, but not how much we love spending time with you. It's been four long years. With your help, ARCA's 2023 Bob Scanlon / Steve Mackie Bowl-a-Thon featuring Mayors on Strike is back and better than ever!

We are grateful for your past support and hope you'll consider participating again. There are lots of great recognition opportunities available this year. If you haven't been a partner in the past, we hope you'll consider participating this year.

If a sponsorship isn't possible, come bowl a game with us, pop over for lunch, meander through our silent auction and visit with some old friends. As always, the generosity of our host sponsor means 100% of the proceeds benefit the children and adults with intellectual, developmental and cognitive disabilities served by ARCA.

Mayors on Strike for ARCA is back, too! Mayor Hull has engaged mayors from across New Mexico to compete for the coveted George J. Kominiak Leadership Award and First Strike trophy. Cheer on your favorite Mayor!

We are grateful for this opportunity to ask for your support. If you have questions or would like additional information please let me know at MCody@ARCASpirit.org. You can also check for updates at www.facebook.com/arcaopeningdoors or www.instagram.com/arcaopeningdoors.

We can hardly wait to see you!



Brain Injury Awareness Month

NeuRoads NM is celebrating Brain Injury Awareness Month by putting a spotlight on the impact brain injury has on the survivor, their loved ones and their road to recovery.

Brain injuries can happen to anyone at any time. Often going undiagnosed and untreated, the signs and symptoms of a brain injury are mistaken for other behavioral health challenges such as aggression, impulsivity, depression and anxiety. According to the Brain Injury Association of America (BIAA), acquired brain injury (ABI) is the second most prevalent cause of disability in the United States. Nationally, 1.6% of the population, or 1 out of every 60 people, live with an ABI. An additional 2,800,000 people sustain an ABI each year.

Acquired brain injuries include non-traumatic (non-impact) events such as strokes, seizures, tumors, neurotoxic poisoning and lack of oxygen to the brain from strangulation, attempted suicide or near drowning. The vast majority of ABIs are traumatic brain injuries (TBIs), which can be caused by events such as falls, motor vehicle accidents, gunshot wounds, sports injuries, child abuse and domestic violence.

ABI survivors often lose executive functioning, affecting their decision-making, organizational skills and behavior regulation. They may struggle with routine tasks such as paying rent, scheduling interviews, taking medications or completing paperwork to become eligible for services. Often, they end up homeless or incarcerated.

When professionals and community members interacting with brain injury survivors are largely unaware of the brain injury, they are left addressing the behavioral symptoms instead of the injury itself. This inefficiency is a staggering cost to our community. Not only are survivors left without supports, but our community's resources are utilized to treat symptoms instead of causes; a never-ending cycle of adverse consequences and results.

The impact of a brain injury is as unique as the individual it affects as well as the type of care they require after their injury. NeuRoads NM is proud to provide person centered, community-based services on a full continuum of care that includes residential rehabilitation, in-home services, community inclusion, education and day treatment services.

NeuRoads NM offers the only post-acute traumatic brain injury rehabilitation in New Mexico and the outcomes speak for themselves. NeuRoads NM refers to individuals served as "participants" because recovering from a brain injury is not a passive activity. It requires a lot of work from the individual along with daily support across multiple domains of living.

Post-discharge, a recent participant shared, "because of [NeuRoads NM], I have regained my ability to walk and use my hands, improved my memory, reconnected with my family, rehabilitated from bad and unhealthy habits, and gained strength, courage and self-respect." Recovery does not end at discharge, brain injury is a lifelong disability requiring lifelong supports.

NeuRoads NM provides wraparound care in connecting survivors and their loved ones with local resources and providers as well as continued in-person or virtual contacts to ensure ongoing success. For more information on NeuRoads NM or brain injury, please contact Michael Langford at (505) 243-3817.



Ed's Letter

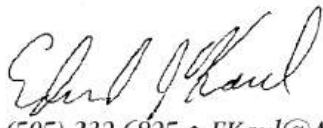
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The Developmental Disabilities Supports Division (DDSD) included a \$10.2 Million increase in their budget, which it appears will be approved. Sounds great, except for one problem. This rate does not cover the loss of COVID relief funding and will not support continuing to pay DSPs the hourly rates as increased during COVID, much less a living wage.

I am dumbfounded. This is not a question of available resources. For every \$0.28 invested into the Medicaid system in New Mexico, Federal Medicaid matches with an additional \$0.72. This money is used to pay staff, who in turn, invest their money into our local communities, raising the tax base. Yet, year after year these matching dollars are left on the table and our communities, including children and adults receiving services and their families, bear the brunt of underfunded Rate Studies with dedicated staff forced to either live in poverty or take jobs with less responsibility, less expertise and significantly higher salaries, leaving providers with no option but to close their doors.

At ARCA, our work is challenging, rewarding, overwhelming, enriching and always focused on children and adults in our care living in and giving back to our community in real and causative ways. People do not enter this field with a hope for monetary wealth, but they should never be asked to live in poverty. During COVID, healthcare workers were applauded, valued and desperately needed. Now that we've come to the other side of this pandemic, it seems memories are fading fast.

I am grateful for your support through the years. I ask each of you to please spend this next year helping your legislators understand that the decision to have smart, compassionate, hard-working New Mexicans live in poverty is wrong. If you have questions or need additional information, please reach out to me. We need one another now more than ever.



(505) 332-6825 • EKaul@ARCASpirit.org



Stefani Mangrum, owner of City Treats Parties, was recognized by the ARCA Board of Directors for her ongoing support. Stefani thanked the Board, saying "I love what you do and always want to support ARCA!" Stefani is hosting an exhibit of ARCA artists at her restaurant, La Fonda del Bosque, this summer. More details to come!

We are grateful to Stefani for her dedicated care of ARCA and the children and adults we serve.

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