



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

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**60th Anniversary**

# Outlook

Volume IV • 2017  
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Contact Elaine Solimon at (505) 332-6805



## ARCA's Annual Meeting

ARCA's 2017 Annual Meeting was held Wednesday, November 1st in our 11200 Lomas NE training room. Attending members were presented with ARCA's 2016-17 Annual Report and enjoyed reconnecting over lunch from City Treats Catering.



Edward J. Kaul, ARCA President/CEO, Joan Campbell ARCA Board Vice-Chair and Angie Julian, ARCA CFO shared updates with the membership. Jeannie Patrick and Javier Aceves, MD, were recognized for their outstanding service as their three, 3-year terms came to an end. After a unanimous vote, Joan Campbell and Jim Culpepper will serve an additional term while James Saya, Executive Director of Lewis University, Bob Reed, member of the ARCA Community Services Advisory Council and Dr. Toni Benton, PI/Medical Director- Transdisciplinary Evaluation and Support Clinic (TEASC), Professor -UNM HSC SOM Dept. of Family and Community Medicine, were welcomed as first time Board Members.



Joe Mateju was presented with the fourth Annual Award of Distinction for his dedicated service, key leadership and embodiment of ARCA values.

## Winter Warmth

Jackie Richardson, Los Volcanos Crochet Club, brought hundreds of crocheted blankets, scarves, hats and household items - all handmade with love by the talented members of this very special club - for children and adults served by ARCA to enjoy this holiday season.

Thank you to the Los Volcanos Crochet Club for, once again, sharing your precious time and extraordinary talent to make the holidays bright!



## Magic

Johann Wolfgang von Goethe wrote, "Magic is believing in yourself; if you can do that, you can make anything happen." This so perfectly describes the "magic of ARCA."

In my 35 years with ARCA, I have seen a lot of magic. Infants coming to us on hospice who, with the loving care of their new found foster families, thrive. Young adults yearning for the responsibility of a job who, with the help of a dedicated employment coach, find a meaningful career. Adults who stepped out from the closed doors of an institution to find lifelong friendships in a warm, welcoming community. Magic surrounds us because we believe, with the right supports, everything is possible.

This past year has been a glorious celebration of the families, staff and community partners whose belief in the talents of the people we serve has created opportunities to achieve what was once only a dream. As we approach the holiday season, I am filled with visions of what the



next 60 years will hold. Perhaps the greatest gifts in our future will come from our ongoing belief in one another. In 2077, we might once again reminisce about the everyday occurrences that today seem like impossible dreams. Even then, it might be called magic.

*From all of us at ARCA, we wish you and yours a healthy, happy holiday season.*

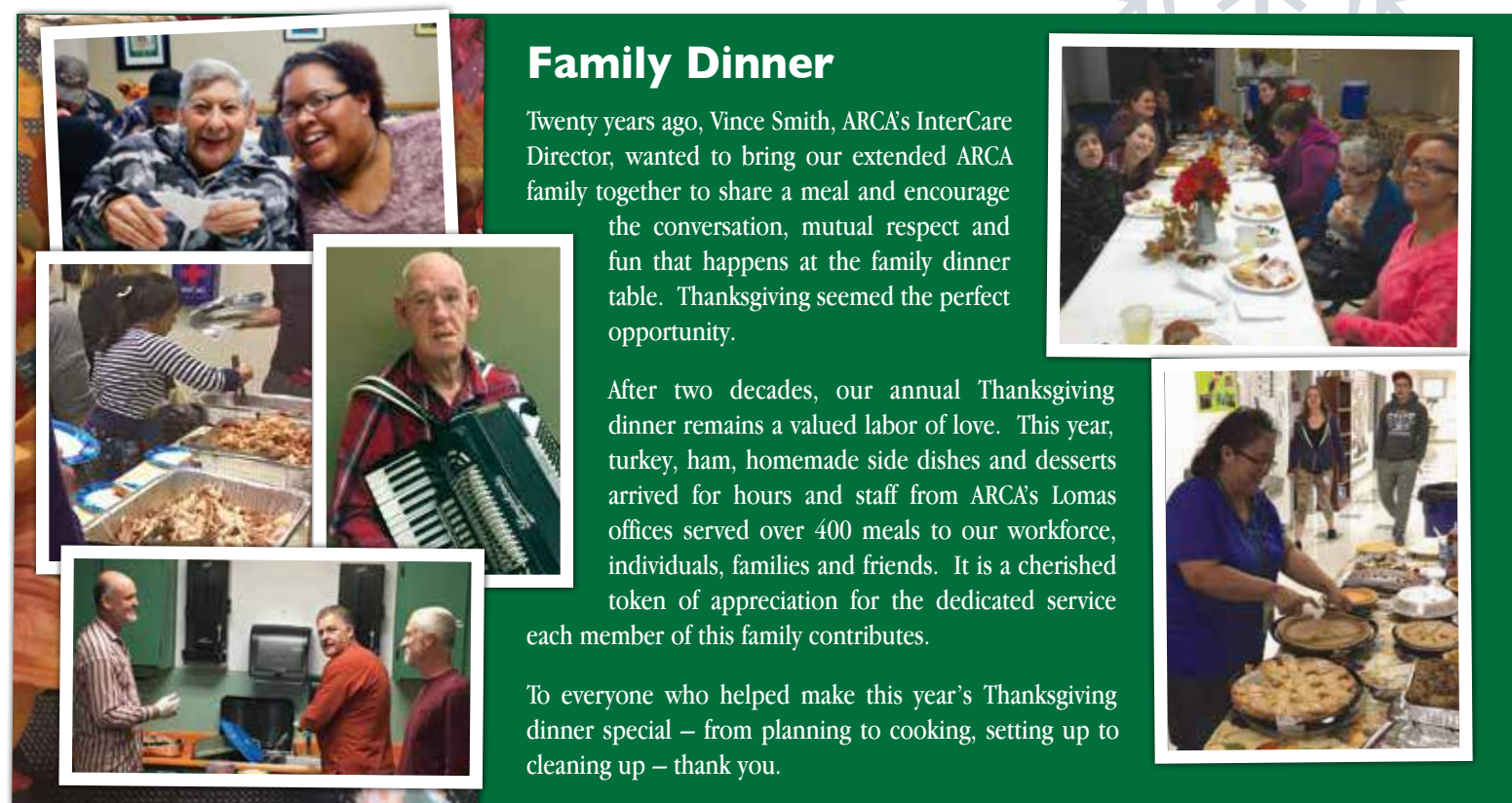
Edward J. Kaul  
President/CEO, ARCA

## Family Dinner

Twenty years ago, Vince Smith, ARCA's InterCare Director, wanted to bring our extended ARCA family together to share a meal and encourage the conversation, mutual respect and fun that happens at the family dinner table. Thanksgiving seemed the perfect opportunity.

After two decades, our annual Thanksgiving dinner remains a valued labor of love. This year, turkey, ham, homemade side dishes and desserts arrived for hours and staff from ARCA's Lomas offices served over 400 meals to our workforce, individuals, families and friends. It is a cherished token of appreciation for the dedicated service each member of this family contributes.

To everyone who helped make this year's Thanksgiving dinner special - from planning to cooking, setting up to cleaning up - thank you.



*Wishing you and yours a happy holiday season!*



## Bounty

It was lovely to gather with dear friends, amid a bounty of poinsettias at our farm in Corrales, to celebrate the beginning of the holiday season. The unseasonably balmy weather and clear, starry skies provided the perfect backdrop to enjoy the patio and feast on a delicious array of delicacies from City Treats Catering.

We are blessed to have this special opportunity to express our profound gratitude for your belief, leadership and unending support of the cherished individuals with intellectual and developmental disabilities we are so privileged to serve.




**An Honor to Give** While many times it is an honor to receive, for Jerry and Peter it was an honor to give. These two renowned artists wanted to thank Mayor R. J. Berry and First Lady Maria Berry for their dedicated service. Jerry was so proud when his artwork was selected as the cover of ARCA's 2017 holiday card and he was over the moon when he presented it to the Berrys. Peter painted a strong tree growing in the crevasses of the Sandia Mountains and firmly shook their hands and smiled broadly as the Berrys expressed their appreciation for its beauty. It was a magical moment fully embraced by all of us.



## Circle of Promise

It is hard to believe ARCA has been providing lifelong supports for children and adults with intellectual and developmental disabilities for 60 years. Our year of celebrating the people who made every milestone in our rich history possible is too quickly drawing to a close. My take away from these past months is the absolute certainty that for future generations of individuals served by ARCA, the best is yet to come. While we are proud to honor the enormity of positive change realized during these past decades, we know equally profound opportunities lie ahead. Our future will be strong thanks to legacy gifts made through our Circle of Promise members' wills and estate plans.

Many of our Circle of Promise members also support ARCA's current needs. Recently, one of our members leveraged her retirement account's Required Minimum Distribution (RMD) to make a Qualified Charitable Distribution (QCD) to ARCA. This gift lowered our donor's taxable income and made countless dreams come true for individuals we serve today. Please contact me if you would like to learn more about the many ways to benefit ARCA today and ensure bright futures tomorrow!

Our beloved Circle of Promise members are highlighted in this issue with our symbol . If you are not listed, but have included ARCA in your plans, please let me know. We very much want to welcome you to our Circle of Promise.

With blessings and gratitude,

*Elaine Solimon*

Elaine Solimon  
Community Relations Director  
505-332-6805 • esolimon@arcaspirit.org

## Our Feet are made for Walking

ARCA's Health & Wellness Program accomplished amazing feats by using our feet! Nearly 320 employees and individuals joined 37 teams in this year's ARCA on the Move competition, designed to help develop healthy habits in an environment promoting well-being. The regular season lasted 14 weeks, after which 16 teams made the playoffs. Teams were eliminated along the way and 8 weeks later the *Burque Bomb Quads* and the *Watermelons* were the winners!

Throughout the competition, participants demonstrated determination, endurance, strength and consistency. Amazingly, this journey led to ARCA staff and individuals walking a cumulative total of 88,044 miles – 202,501,200 footsteps. What a feat!



## The Prader-Willi Syndrome (PWS) Project for New Mexico



Santa's joy was contagious as smiles and laughter filled the room during our PWS Holiday Celebration.

Individuals with Prader-Willi Syndrome (PWS) do not experience a feeling of satiety after eating, which can lead to a life-threatening, over-consumption of food. Due to the strict nutritional plans individuals with PWS must follow, traditional holiday parties can be a source of anxiety. We host this party as an opportunity for individuals in our PWS Project to have a great time in a food-safe environment.

Thank you to everyone who helped make this time together so special.



## What a Team!

ARCA loves *Albuquerque the Magazine* for all the ways they contribute to our community, but when they arrived at our Corrales facility to help prepare the hoop houses for our winter crops we were left in the dust! In the blink of an eye gravel paths were laid, fall plants removed, weed barriers pulled up and irrigation tape was out the door. Their hard work saved us countless hours -- the memories of their warm spirits will stay in our hearts forever.



## A Job Well Done

We all aspire to have a meaningful career. From the time we are toddlers, we imagine being an astronaut, fireman, singer or doctor. As we grow, those dreams narrow around the talents and passions we develop. Imagine being told you will never reach your goals; you will never have access to the independence and satisfaction of a job well done.



ARCA's award winning Community Integrated Employment Services are designed for adults with intellectual and developmental disabilities. Staff work closely with local businesses and individuals to realize success. Job Developers and Job Coaches emphasize community employment and provide supports including assessments, job development, on-the-job training and fading of supports to help each worker gain independence on the job.

James and Kendrick love their jobs at Vitality Works. They know this New Mexico based manufacturer of herbal medicinal supplements depends on them to sanitize lab materials and assemble boxes and they are up for the challenge. They cherish the friendships they've made with co-workers.

Felix held a number of jobs including stocking shelves and sorting clothes before he found his passion. For the past year, he has worked in ARCA's janitorial business keeping office buildings around the city squeaky clean. He loves the responsibility and always takes time to visit with people working late.

Ricardo was told he would never have a job until one day his high school counsellor suggested he contact ARCA. Soon he was gainfully employed at ARCA Organics, but knew he wanted a different path. Ricardo tried several jobs before becoming a proud member of ARCA's Administrative Support Team. He welcomes people, answers questions and makes copies always with grace and attention to detail. He's also a terrific artist and paints holiday decorations on the lobby doors and windows!

If you would like more information about our Supported Employment Services, please contact Crucita Powell at [cpowell@arcaspirit.org](mailto:cpowell@arcaspirit.org).

## Tinkerbell

This pup's real name is Sugar, but Priscilla and Jerry call her Tinkerbell. Tinkerbell's mom is Evelyn Reyes, a long-time ARCA direct support professional who has worked with Jerry and Priscilla for many years.

When Priscilla and Jerry heard about a pet Halloween costume contest at Palo Duro Senior Center, they thought she would be a perfect contestant. Sure enough, Tinkerbell landed 2nd place and won a basket of toys and treats. Everyone had a blast!



## Special Olympics

On November 11, the Los Amigos Bowling team converged at Santa Ana Starlight Lanes hoping to go home with the Gold. The team did great, winning gold, silver and bronze medals! Special congratulations to Mike Dushi for bowling a 212 in his second game -- the highest score of the tournament! Way to go team and a big thank you to all the coaches who helped throughout the season!



## Shared Birthdays

ARCA loves Zoo Day and this year was especially festive. While we were celebrating 60 years, our Albuquerque Zoo was celebrating 90! It was so much fun to see everyone sporting green visors branded with our 60th Anniversary logo. Special thanks to the City of Albuquerque and the ARCA Foundation for making this beloved event possible.



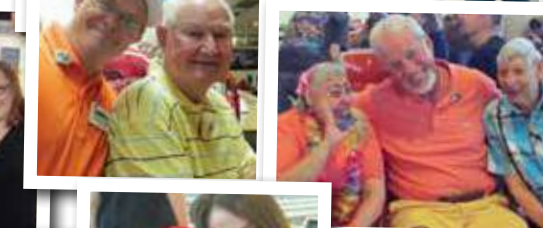
Family



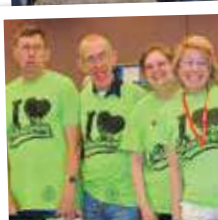
I am proud to work with our Direct Support Professionals who are caring, committed and have made their work a career and not just a job!

~ Naomi Serna-Olander, SPHR, SHRM-SCP, MBA  
Human Resources Director

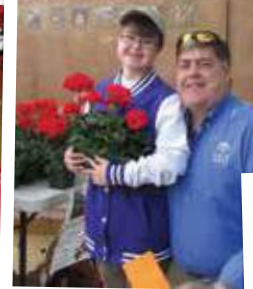
Bowl-a-Thon



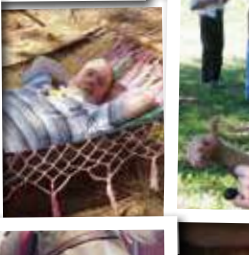
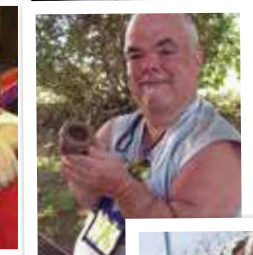
Volunteers



Journey of Hope



Seasons



Thank you to all our Direct Service Professionals, Professional Staff, Administrative Staff and Family Providers who contribute to ARCA programs every day. You help fulfill our mission of empowering individuals with disabilities and opening the doors to create great lives. ARCA's 60 years of success is simply because of the dedication and service you provide.

~ Michelle Harmon, Family Based Services Director



ARCA

Opening Doors.

60th Anniversary

From Apple Mountain Camp to Popejoy, our ARCA Family makes all things possible.

Thank you for opening the door for 60 more!

ABC Civitan Picnics



Over the past 60 years ARCA staff have been the face, hands, compassion and integrity of ARCA. The magic of ARCA is the hundreds of people who come together every day, sharing their skills and talents with total commitment, to ensure that each individual receiving services has the opportunity to live a great life.

~ Edward J. Kaul, President/CEO, ARCA

Apple Mountain Camp

After 18 years, we said farewell to Apple Mountain Camp. We will always hold dear the countless memories of our campers and the cherished volunteers who made camp possible.

Zoo Day



ARCA staff is dedicated, loyal, innovative and compassionate. Our employees are the heart of ARCA.

~ Angie Julian, ARCA Chief Financial Officer

ARCA staff support the hopes and dreams of children and adults with intellectual and developmental disabilities. It is a challenging and rewarding journey; I am proud to be part of this team.

~ Marci Manning, Supported Living Services Director

ARCA's workforce is as important to the organization as the individuals we serve. A happy workforce equals happy customers.

~ Doreen Salazar, Administrative Operations Director

Theater



ARCA staff lead from the heart, always. They follow up with hard work and ingenuity, but that first step forward is always heart driven.

~ Michele M. Cody, Executive Director and Chief Development Officer  
ARCA Foundation

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 Every effort has been made to compile a complete and accurate list of donors from 11/1/2016 - 10/31/2017. If your name has been inadvertently omitted or misspelled, please accept our apologies and contact Michele at MCody@ArcaSpirit.org with corrections.

# 1 Happy Birthday, NMBIRC!

ARCA is honored to celebrate our one year anniversary managing the New Mexico Brain Injury Resource Center (NMBIRC). During this time, we have served nearly 1,000 individuals with Acquired Brain Injury (ABI) and have the opportunity to support, on average, 17 people every day.

There is tremendous need for custom supports for people with ABI; vocational and transportation supports can be especially challenging. ARCA's Smart Travel program is working to expand its services to support people with ABI, while ARCA Janitorial is completing its Cleaning Industry Management Service (CIMS) certification. CIMS is the first consensus-based management standard that outlines the primary characteristics of a successful, quality cleaning organization. As a certified janitorial training facility, we can offer people with ABI the resources to acquire job readiness skills and become part of our team.

For more information on the NMBIRC, Smart Travel or ARCA Janitorial Services, please contact Michael Langford at [mlangford@arcaspirit.org](mailto:mlangford@arcaspirit.org) or visit our website at [www.arcaopeningdoors.org/services](http://www.arcaopeningdoors.org/services).

## Dinner Club

Dinner Club has become a much anticipated monthly event for individuals in ARCA's Independent Living. It's a chance to learn about nutrition, hone math and reading skills while learning new recipes and enjoying a delicious meal with friends. This stellar activity is made possible through our grant with LDS Community Support Services. ARCA staff work with individuals to make a grocery list and everyone loves to go to the Storehouse to pick up meat, dairy, fruits, vegetables and personal care items. The volunteers who run this pristine facility always make time for a lovely visit!

Sometimes, Dinner Club includes a special activity and this month was extra special. The American Advertising Federation New Mexico asked if we would make custom masks to decorate the tables of the 2018 Addy's. Wendy, Elizabeth and Dezaree brought oodles of feathers, paint and glitter to Sandia View and our creative juices flowed. The masks are stunning and each one is reflective of the artist. While the masks dried, we enjoyed a potluck dinner of pasta, beans and chicken – all made with love.



## Ghoulish Fun

Halloween at ARCA is especially *spirted!* Homes and offices are ghoulishly decorated and ARCA individuals and staff dress to the hilt in some pretty impressive costumes.

Special thanks to the Chuck Hawley & Friends band for their fabulous performance at La Entrada.



## HR Corner



**Naomi Serna-Olander**  
SPHR, SHRM-SCP  
Director, HR and Training

Naomi has been with ARCA 17 years and is at the helm of this stellar team of professionals.

Our Human Resources staff has a range of responsibilities, including developing procedures, performance reviews, employee relations, job interviews, employee surveys, benefits and so much more.

**Get to Know the Team!** With over 130 years of combined experience, the Human Resources team's focus is to ensure ARCA recruits, hires, trains, develops and supports a competent, caring, engaged workforce dedicated to ARCA's mission, vision and purpose. ARCA employs 640 people, including direct support professionals, administrative staff and associate employees. The Human Resources team provides support in person, by phone and by email.



**Natalie Kelley SHRM-CP**  
Recruitment/Staffing Manager

Natalie's enthusiasm for ARCA is contagious and makes her a delight to work with.



**Cyndi Hedgren**  
Benefits Specialist

Cyndi's welcoming and gracious nature makes her approachable while her experience makes her a great resource.



**Kay Eldred**  
Human Resources Coordinator

Kay exudes a calm and efficiency that makes you know you are in good hands.



**Sophia Arviso**  
Recruitment Specialist

Sophia has a collaborative sensibility and boundless creativity.



**Mary Helen Martinez**  
Benefits Coordinator

Mary Helen has been with ARCA for over 29 years, reflecting her passion and care for this organization.



**Murzé L'Darelore**  
Human Resources Assistant

Murzé is thoughtful and considers every angle of each situation to determine how he can be most helpful and efficient.

## Time to Connect



With hundreds of locations throughout the greater Albuquerque area, it is important to periodically gather as an agency to share information, updates and best practices. We're a pretty big group, so finding a spot can be tricky! Thanks to Congregation Albert, we were able to spend time together talking about the impact of policy, regulations and finances on the work we do and the people we serve.



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