



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

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Outlook

Volume IV
2019

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

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Contact Nadine Mary at (505) 332-6805



STAFF SPOTLIGHT

Eligio inspires people he supports, families and peers to never let a challenge interfere with a dream. Eligio began his career with ARCA 26 years ago. Although he enjoyed his job as Chef of the historic Conchas Lodge, he wanted to return to Albuquerque. A friend suggested ARCA. Reflecting on those early days, Eligio recalls, "I was really scared. I thought I would work at ARCA until I found a job in my field. But after I got over the shock of learning something brand new, I wanted to stay!"

Eligio makes a difference in people's lives. Bob is nonverbal, but when Eligio realized he knew limited sign language he found a program where Bob could further develop this skill. He incorporated practice sessions into the home routine and found an ASL interpreter to attend and translate medical appointments. Today, Bob can communicate his thoughts and understand others. When Joey turned 50, it was culturally significant to host his entire family

in a celebration. Eligio invited Joey's family and planned a menu of traditional foods. When the day arrived, 50+ relatives, staff and individuals celebrated Joey's milestone day together. Eligio understands the importance of family. When Felix shared how desperately he wanted a family to visit for the holidays, Eligio and other staff invited him to spend the holidays with their families. But, Felix wanted his own. With Eligio's support, two close community partners welcomed Felix into their lives. To this day, he calls them mom and dad.

When asked how ARCA changed from a job to a career, he replied, "The individuals are so honest and appreciative. I see "I can do that" in their eyes. I feel like I make a difference and I'm needed and appreciated. I remember feeling very welcomed from the start and I have great staff relationships. I have received wonderful



support from my supervisors who have taught me so much!"

Eligio came to ARCA timid and unsure of his future, but through dedicated service and hard work developed the confidence and skills to advocate for people he supports, even when others might not initially believe they can succeed. Along the way, we have all benefited from Eligio's belief in the power within us all.

I Wish You Joy

Khalil Gibran said, "I slept and dreamed that life is all joy. I woke and saw that life is all service. I served and saw that service is joy." I was fortunate to find ARCA in my early 20s. I had a Bachelor of Business Administration and a few years' experience as a VISTA volunteer and program planner when my sister suggested I come to Albuquerque for a visit. About the same time, ARCA was selected as a pilot program to model community based services for adults with developmental disabilities. Since ARCA was hiring and I needed an income, I accepted a job as a direct support professional. It didn't take long to know ARCA was my new home.

In 1987, parents and guardians of 21 people with developmental disabilities filed the Jackson Lawsuit to address violations of the Rehabilitation Act; people with severe disabilities were subjected to discrimination and segregation. While this lawsuit has become the longest in New Mexico history, the immediate outcome was to close institutions and integrate services into our community. ARCA welcomed the opportunity to bring people from institutions into our community based model of service. Across the country, many struggled with the notion of having people, historically segregated, suddenly living as neighbors; but, Albuquerqueans opened their arms and hearts as if to say, "where have you been all this time?"

As my responsibilities at ARCA increased, my deep regard for the compassion, innovation and spirit of our workforce also grew. These traits have remained culturally ingrained as ARCA evolved into serving hundreds of children and adults with severe medical, behavioral and cognitive needs in community settings. Today, we support nearly 700 people in living a life of maximum independence. We have over 50 little ones who come to us each year through CYFD who are wrapped in the safe, loving arms of ARCA foster families. More than 250 adults who would once have been relegated to institutions are living full lives because of the acute 24/7 care they receive in ARCA's Supported Living, Family Based and InterCare homes. In our Independent Living Program, 77 individuals work, live and recreate with a focus to always give back to our community. Hundreds of people thrive in our Career Enhancement, Supported Employment, Respite, Prader-Willi Syndrome, Health and Wellness, Smart Living and, most recently, Acquired Brain Injury Programs.

I am proud of ARCA and the dedicated services we provide.

I've known joyful dreams and service. Today, I understand true service is the heart of a joyful life. During this holiday season and throughout the upcoming year, I wish you and yours much joy.

(505) 332-6825 • EKaul@ARCASpirit.org



Poinsettia Galore!

Great friends, beautiful food and 7,000 poinsettias grown with love! Special thanks to Bradbury Stamm Construction for sponsoring this special day of gratitude and fellowship and Carri Rael and her Finance of America Cares team for their generous volunteer and financial support!



Gatherings

Spending time together is a priority at ARCA. When Halloween rolled around, it was the perfect excuse for a "final" barbeque in the greenhouse garden.




Circle of Promise



Steinhaus Family

Dave and Jean Steinhaus have been part of our ARCA family for 33 years. I first met them at an ARCA membership picnic hosted by the Civitans soon after their youngest son Karl began receiving ARCA supports. I immediately had a special bond with them as they reflected on their most recent Elder Hostel trip; Jean and Dave were my first introduction to "life-long learners." I stayed in touch with them over the years and so admired Jean's resilience after Dave's death in 2014. Their oldest son, Eric, contacted me following Jean's passing this September. While I knew Dave and Jean had established a legacy gift for ARCA, I had no idea they made that commitment 30 years ago. The Steinhaus' had an inspirational vision early on to make a transformational gift for future generations of individuals served by ARCA. Karl's brothers Eric, Kurt and Bruce knew

of and are pleased that their parents' investment three decades ago has grown to greatly benefit ARCA's mission going forward. Kurt remarked recently on behalf of the family, "We believe in ARCA's mission and greatly appreciate the staff for their ongoing hard work and dedication."

We are deeply grateful to the entire Steinhaus family and all the Circle of Promise members who have notified us of their planned gift ensuring meaningful lives for future generations of children and adults with disabilities. 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 us 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

ARCA's 2019 Annual Meeting

ARCA's Annual Meeting is an opportunity to reflect on the successes and challenges of the year and celebrate the people whose dedicated

service has helped individuals with intellectual, developmental and cognitive disabilities realize their dreams.



Edward J. Kaul, CEO and Angie Julian, CFO reported on the year's milestones; Diane Fisher, Laurel Shelton, Jim Stromberg and Carol Pierce were recognized for their Board leadership. Matt Maes, Pat Kominiak and Jennifer Thorne Lehman accepted an additional term of Board service and Jason Candelaria, Ron O'Dowd and Rudy Miera's nomination for their first three-year term was unanimously approved.

Dr. Javier Aceves was recognized as the 2019

recipient of ARCA's Award of Distinction. Dr. Aceves served on the ARCA Board for nine years, where he was a trusted advisor on regulatory, financial, medical and procedural issues. As a respected pediatrician and visionary in building support systems for children with chronic conditions and disabilities, he dedicated his career to weaving together critical medical protocols, education and community supports to improve the expectation of care for people with intellectual and developmental disabilities.

Dr. Aceves' standards continue to be a guiding light in ARCA's journey and we – children and adults receiving services, staff, families and volunteers – are profoundly grateful.



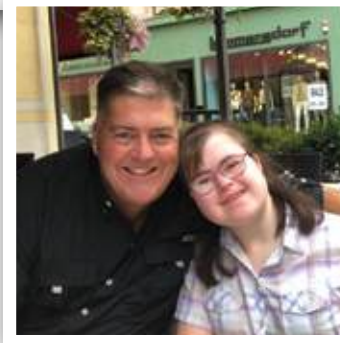
Why ARCA?

Chris Keller, Vice President of French Funerals & Cremations and Sunset Memorial Park, has served on the ARCA Foundation Board of Directors, multiple committees and task forces since 2010. A skilled craftsman, eloquent speaker and inspiring teacher, Chris, his wife, Julie and daughter Kiersten are cherished members of our ARCA family. As Captain of the Manzano High School Special Olympics Cheerleaders, Kiersten led her talented squad in performances during our annual Mayors on Strike competition at ARCA's Bob Scanlon/Steve Mackie Bowl-a-Thon and shared her significant, on-camera talents and beautiful smile in our recent "Endowment" PSA. Julie's gentle counsel and encouragement has guided us through times of both challenge and celebration. This family, so dear to us, has created countless opportunities for children and adults served by ARCA. It was a joy, in and of itself, to ask them why they choose ARCA.

"Why ARCA?" Chris asked. "I give my time to ARCA, first and foremost, because ARCA is dedicated to Opening Doors for people with IDD - ensuring they lead happy, safe, fulfilling and wonderful lives. Our youngest child, Kiersten (21) has Down Syndrome and from before she was born, Julie and I committed to giving her a rich, rewarding life. As she grows into adulthood and gains independence, it is organizations like ARCA who will come alongside us and give Kiersten a life filled with rich experiences and community that we couldn't do on our own. ARCA changes lives. Another reason is how ARCA's mission fits with French Funerals & Cremations and Sunset Memorial Park, where Julie and I work. Our mission is to honor and remember EVERY life, while ARCA ensures that the lives of people with IDD are rich and worth remembering and honoring. I have never worked with a group of people more dedicated or enthusiastic about what they do—it is truly an honor to serve on the ARCA Foundation Board and to help Open Doors and enrich lives."

Julie added, "As I have experienced more and more of ARCA through activities, events and interaction with staff and clients, I have come to realize this is a group of people with unbridled passion. They Open Doors, but they also guard the doors. Individuals with IDD are vulnerable, marginalized and often have no voice in society—ARCA becomes their champion, their protector and above all their voice. We have "skin-in-the-game" because of our daughter, but so many staff at ARCA don't have a direct family connection and yet they give tirelessly and selflessly to those they serve—I love and admire the genuine joy they have in bringing joy to individuals with IDD."

Chris, Julie and Kiersten enrich all our lives by illuminating our path and cheering us on every step of the way. We are grateful.

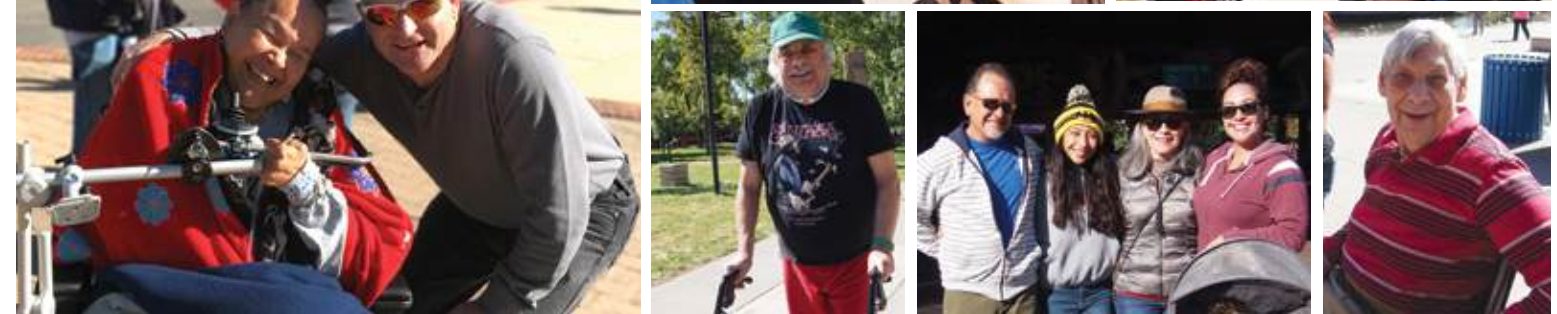


Congregation Albert Mitzvah Day

Hardin Brothers, Sharon and Richard Finkle and Adam and Makayla Armijo-Trujillo transformed the gardens at one of ARCA's independent living homes. From overgrown shrubs to trees in need of trimming, this yard is ready for winter! With such tender care, the roses are sure to be especially beautiful this spring. After a morning of hard work, it was lovely to get to know new friends over Sunday lunch. Thank you Congregation Albert!



ZOO DAY 2019!



So. Much. Fun. Over 1,000 individuals, families and staff brightened an already beautiful fall day at the Zoo. Thank you to the City of Albuquerque and the ARCA Foundation for making Zoo Day possible. A very special thank you to Anne Knutzen and Dr. Duke Halle for a behind-the-scenes experience we never imagined possible!

Thank You!

Every donor is important in the lives of children and adults with intellectual, developmental and cognitive disabilities served by ARCA. Thank you for making dreams come true.

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 Circle of Promise Member

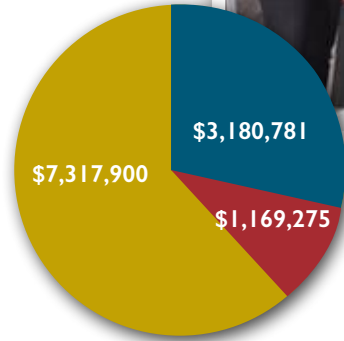
The Best is Yet to Come

After a rewarding 40-year career with ARCA, Elaine Solimon is retiring at the end of 2019. For the past eight years, Elaine has directed the growth of our Planned Giving and Endowment efforts. Her work has helped ensure a strong future for children and adults with intellectual, developmental and cognitive disabilities in New Mexico and the entire ARCA family is grateful for her dedicated service and leadership.

We are so pleased to announce Nadine Mary is stepping in to continue ARCA's initiative for a sustainable future. Nadine joined ARCA in 1984 and has taken the lead in many ARCA projects above and beyond her social work profession. Since Nadine's retirement from her full-time ARCA role, she and Elaine have been working side-by-side with Michele Cody to shepherd our pooled trusts. Nadine is now expanding her duties to serve as our ARCA Foundation Endowment and Trust Coordinator.

When Nadine was introduced to members of our Planned Giving Task Force, there was lively discussion about the crucial need for ARCA to be less dependent on government funding. This will only be possible through both annual gifts by generous donors to support ARCA's current needs and legacy gifts to support future little ones through elders who rely on ARCA for bright tomorrows.

Over 60 Circle of Promise members have let us know ARCA is included in their estate plan. We are growing our Endowment through ongoing donor gifts, realized planned gifts and donations of real estate. We want to assure our donors that ARCA will thrive for as long as the need exists to support future generations of individuals with intellectual, developmental and cognitive disabilities. The chart at right summarizes our current realized and estimated unrealized planned gifts. With your ongoing support and belief in ARCA's mission, we know the best is yet to come!



Estimated Endowed Resources
(Realized, Pledged and Unrealized) **\$11,667,956**

Endowed Funds
Land Assets
Estimated Unrealized Planned Gifts

A Special Trip to France

Thanks to the extraordinary generosity of our community partners, we were able to once again offer raffle tickets this summer for a chance to win one of a dozen experiential opportunities. Steve and Dana Mackie have co-hosted our annual Bowl-a-Thon for 12 years. It made our hearts sing when they won roundtrip airfare to Marseille, France and a week in a lovely village home in St. Croix du Verdon. We had the chance to visit shortly after their trip.

Steve reflected, "Thank you for the great trip Dana and I enjoyed to France as a result of the God-blessed raffle prize. We went to St Croix du Verdon, Montpellier and Marseille in a two-week 16,000-odd mile journey that was much needed and greatly appreciated! It was at the very end of their busy season, when I'm sure the village is packed with tourists from all over the world. Even so we met people from Germany, Switzerland, Italy, China and Japan. St Croix is absolutely the most serenely beautiful place we've been and we've visited over 30 countries and hundreds of cities and towns."

A very special thank you to Daniela and Maxime Bouneou for donating a week in their beautiful St Croix du Verdon home and to Jim Culpepper for donating his airline miles from Albuquerque to Marseille.

Shortly after their trip, Maxime sent us a message "it was our pleasure to receive the lucky winners and a pleasure as well to meet them. Steve and Dana were fabulous and we sure hope to see them again soon. Daniela and I give all of you big hugs!"

We've thanked Jim many times for his generous gift of airline miles. His humble response is always, "It was my pleasure."

What a lovely reminder of our many friends in Albuquerque and around the world, and the blessings they bring us.



Family Feast

With Vince Smith at the helm, our annual Thanksgiving feast is a non-stop flurry of good food, friendship and gratitude. ARCA office staff roast turkeys, bake hams and prepare favorite side dishes to share with hundreds of home staff, individuals and families. It's a delicious day!



"I am thankful for having friends." ~ Gary



"I am thankful for my life." ~ Susie



"I am thankful for Becky [staff] and food" ~ Carolyn



"I am thankful for all my guys." ~ Tim



"We are thankful for each other, our families and that we were given another beautiful day." ~ Independent Living team

HR Corner

ARCA's Human Resources Department launched a few new traditions this fall including Trunk or Treat, a food drive and Giving Tree for children of staff in need of holiday resources.



EMPLOYMENT David's Dream

David's dream is to be a teacher.

In 2015, David graduated from high school and transitioned into ARCA's Supported Employment Services. During his first visit, he shared his goal of someday becoming a teacher. Staff researched New Mexico licensing requirements and explained David would need to invest a tremendous amount of time and effort before he could work with children. David was all in! He accepted a job at Goodwill to pay his bills while he attended CNM. It took three years for David

to complete the necessary certifications to become a teacher's assistant. He applied for a position at La Petite Academy and has been a stellar employee for two years, where he ensures the 20 children in his classroom eat their snacks and lunch, safely enjoy recess and he designs and supervises one craft project each week. David's job coach helps him develop visual sheets to use during lunch and snack times and a roll call to ensure each student is accounted for at all times. Several months ago one of David's co-workers was promoted to Lead Teacher. He spoke with his manager about his own opportunities for promotion and learned he would have to return to CNM to complete extensive coursework. His manager not only said he had confidence David could succeed, but offered to pay his tuition. Today, David works as a Teacher's Assistant in the afternoon and is taking two classes toward his certification to become a Lead Teacher. When we think about miracles, we sometimes imagine they come prepackaged, wrapped in a bow. More often, it is someone's belief in us that allows the miracle to blossom. Congratulations, David on your focused work to make your dream come true and thank you, La Petite Academy for your high expectations and belief.



Fiesta!



Staff and individuals served enjoyed Albuquerque's 2019 International Balloon Fiesta!



ARCA's Green Team

With three large office buildings and homes throughout Albuquerque, ARCA's Green Team embodies the Spirit of Going Green by learning and sharing information about how to best support our environment. The Green Team has employed this spirit in a number of agency-wide initiatives, including battery recycling, purchasing portable recycling containers for use at community events and establishing recycling areas at ARCA locations.



Recently, members of ARCA's Green Team, including persons served and ARCA employees, made a trip to Friedman Recycling Center to learn more about Albuquerque's recycling capabilities. Did you know electromagnets, air jets and weight sorters are all used to separate types of recyclables? Or that it takes more water to make new plastic than it does to rinse and recycle existing plastic? Here are a few tips that have been shared with ARCA staff and individuals served:

- Recyclables that are not properly rinsed often contaminate other recycling and will end up in the land fill.
 - Used pizza boxes or other greasy cardboard fall into this category.
 - Cleaning bottles should be rinsed three times.
- Plastic bags cannot be recycled here, as they get stuck in the sorting machine and halt the process until they can be cleaned out. The only time it is appropriate to put plastic bags in your city recycling bin is when they are full of shredded paper. Workers on the line can easily recognize and pick out the bag, tear it open to empty the shredded paper onto the line and throw the bag away.
- Friedman is taking in tons of materials each day and selling them across the globe.
- Recycling works!

Wishing you and yours a happy holiday season!



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