



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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Outlook

Volume I
2018

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

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



Update on Special Needs Planning 2018



Wednesday, April 11, 2018
3:00pm-5:00pm

Presented by:



Please RSVP by:
Friday, April 6, 2018
Email: kknapp@pbwslaw.com
Call: 505-872-0505
*Limited seating capacity

Topics:

- Special Needs Trusts
- Benefits of 2017 Tax Act
- Guardianships & Conservatorships
- ABLE Accounts
- Pooled Trusts

WWW.PBWSLAW.COM

We will be live streaming this seminar on Facebook!
Tune in at: [facebook.com/PBWSLaw/](https://www.facebook.com/PBWSLaw/)

ARCA's Annual Geranium Celebration



The Amen of nature is always a flower.
~ Oliver Wendell Holmes, Sr.

Life at ARCA's La Entrada greenhouses has been bustling! Gorgeous geraniums, daisies and other spring and summer beauties were planted with love, tended with care and are almost ready for your home, garden and office. Join us at our annual geranium celebration and sale for a beautiful selection of plants ranging from \$7.50 – \$14.50.

Please email Michele at MCody@ARCASpirit.org to let us know you're coming. Can't wait to see you!

Saturday
April 21, 2018
9:00 AM – NOON

181 E. La Entrada
Corrales, NM



Moving Forward

At ARCA, we are athletes, artists, students, mentors, advocates and role models. We are all ages, genders and ethnicities. We offer our talents and insights without hesitation. We ask for help and lend support. We have dreams of service and leadership. We struggle, we fail, we succeed.

We ask the really hard question, "why?" We ask it of ourselves, our community and our state and federal leadership. We embrace both change and tradition. We value those who provide guidance, while offering insights to those who place our challenges above our achievements.

ARCA is optimistic children and adults with intellectual and developmental disabilities, compassionate staff, dedicated families and engaged community partners. Each of us mindfully undertakes many responsibilities. We work diligently to find new paths, knowing the journey is our mission.

I am proud of ARCA and our contributions to community.

We hoped New Mexico's improved economy would provide desperately needed resources. After a decade of ever increasing regulation alongside



sharp declines in funding, our hopes were once again set aside. Nonetheless, we will move forward carrying with us the belief that as awareness grows so will the deep understanding of our value and our real and meaningful contributions.

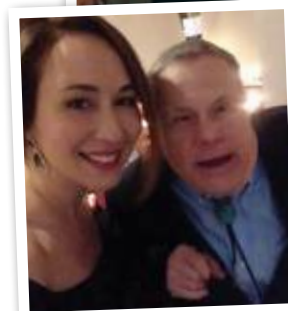
This issue of Outlook is dedicated to our entire ARCA family as we continue *Working together to open doors for individuals with intellectual and developmental disabilities to be valued members of the community.*

Edward J. Kaul
ARCA President/CEO
(505) 332-6825 • Ekaul@arcaspirit.org

Celebrating Excellence

Lora Cunningham once again shared her insightful talents with ARCA by producing and directing two public service announcements. "Enchiladas" makes a trip to the grocery store a joyful adventure and "Evergreen" reminds us what a difference an investment in ARCA's Endowment makes for the future of our little ones with intellectual and developmental disabilities. Both were nominated for an Addy this year and Enchiladas was featured at the awards show. Two of our stars, Johnny Campbell and Tim Kominiak, enjoyed seeing themselves on the big screen. If you'd like to see these videos, please visit our website at ARCAOpeningDoors.org/news.

Megan Ward was recognized with the Juror's Choice Addy Award for her excellent work in producing ARCA's 60th Anniversary Annual Report. This beautiful report records both decades of innovative, compassionate service and the hopes and dreams for a strong future – in only eight pages! A digital version of the report can be seen at ARCAOpeningDoors.org/AboutUs/financials.



It's our 10th ANNUAL Bob Scanlon / Steve Mackie BOWL-A-THON!



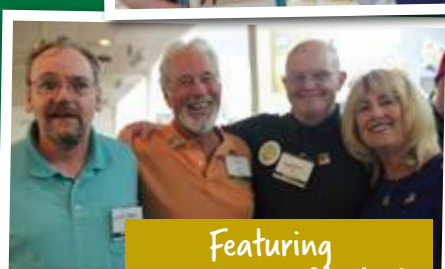
Saturday, June 2nd, 2018
10:30 AM - 3:30 PM
TenPins and More
1416 Deborah Rd SE, Rio Rancho, NM 87124

"I have an idea," said Bob Scanlon, Spring 2008. "I've met quite a few people from ARCA at the bowling alley and am always struck by the absolute joy I feel during these visits. I would like to host a Bowl-a-Thon. I know your funding is tight, so I will underwrite the cost – on three conditions. First it must bring families together for a fun filled day. Second, it should increase community awareness about ARCA and the people you serve. Third, it would be great if it raised a little money."

On Saturday, June 2nd, Bob Scanlon and Steve Mackie will host ARCA's 10th Annual Bowl-a-Thon featuring Mayors on Strike. What a decade it's been! Countless smiles, thousands of new friends and nearly \$900,000 raised.

Mayors on Strike for ARCA is back, too! Stay tuned for exciting updates on our favorite New Mexico Mayors' competition.

We hope you'll join us! Visit ARCABOWL.org for registration forms and all the details or contact Michele at MCody@ARCASpirit.org.



Featuring
Mayors on Strike!



A New Development in ARCA's Business Services



At ARCA, we create opportunities for individuals with cognitive, intellectual and developmental disabilities in our community. In this spirit, and thanks to the foresight of Michael Langford, ARCA's ABI Division Director and Erica Salas, ARCA's Janitorial Service Manager, ARCA is developing a Janitorial Training Program.

Erica recently completed a comprehensive training program with ISSA - The Worldwide Cleaning Industry Association, one of the most recognized education and certification providers in the professional cleaning industry. Through this training, Erica obtained expert-level certification which not only boosts her knowledge and qualifications, but enables her to teach and certify others. As manager of ARCA's Janitorial Services, Erica is now working to develop a curriculum based on ISSA's strict guidelines for individuals interested in receiving certification to help them obtain employment in the community.

Training will be available to persons of all abilities. For more information, contact Erica Salas at ESalas@ARCASpirit.org.

NUSENDA

Thank you, Nusenda Credit Union, for your ongoing partnership and to Jonathan Schaumburg for stopping by to personally deliver a check in support of children and adults in ARCA's care.



Circle of Promise



Our Circle of Promise members constantly surprise and delight me with creative, thoughtful and generous ways to help ARCA thrive for as long as there is a need to support little ones through elders with intellectual and developmental disabilities!

I just got off the phone with a couple I've known for decades who are updating their estate plan and creating a special needs trust for their family member served by ARCA. They are setting aside funds to support his needs after their death and have named ARCA to be the remainder beneficiary of his trust. What a touching way to ensure the best quality of life for him and create a legacy for future generations served by ARCA.

With the recent tax law changes, it is even more advantageous to make a Qualified Charitable Distribution (QCD) from your retirement account. These contributions not only lower your taxable income, they make dreams come true for the hundreds of people we support today.

There are so many ways you are choosing to support both bright todays and promising tomorrows! Please contact me if you would like to learn more about the many ways to support ARCA's future and joining ARCA's Circle of Promise.

Elaine Solimon

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

More than Plants

by Faith Crowe
Vocational Instructor, La Paloma Greenhouse

When people hear about ARCA's La Paloma Greenhouse, they tend to think "plants." While we nurture over 7,000 Poinsettias in the Fall and 12,000 Geraniums in the Spring, the growth we foster extends beyond plants. Our true work is with people we serve and is done with a huge amount of heart.

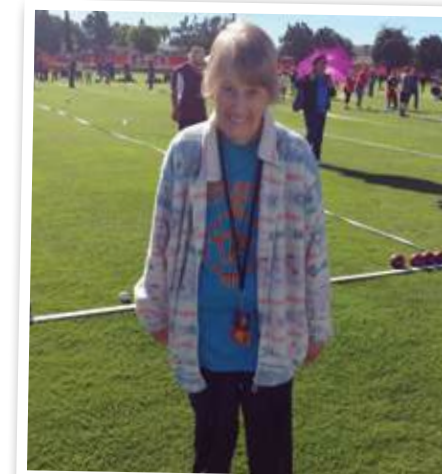
The employees of La Paloma run a greenhouse operation where they care for and work with 28 individuals who are part of ARCA's InterCare program. Every day we teach vocational skills, from seasonal planting and tending to building and maintenance, while creating a safe environment to learn and grow. Needless to say, it takes a special team to make all this happen. Matt Farber orders our supplies and plants, Carmelle Sabater supervises our wheatgrass and microgreen production, Tabby Payne is our administrative assistant and deals with the hard stuff, Frances De La O makes sure everything is cleaned to a T, Gabby Duran takes charge of our recreational activities, Kenneth Carnes is our craftsman, Willie Smith is our musician and Zanedillion Chavez takes on any job. Each team member steps up to being a teacher, a guardian, a cheerleader and a friend. Our Operations Manager, Roger Weber, is an inspiration to all of us; a great listener, generous, and the best, hardworking boss an employee ever had. La Paloma is one of the best places I have ever worked. Thanks to all of these people working so beautifully together, we've created a thriving environment!



The Prader-Willi Syndrome Project for New Mexico

Individuals served by ARCA's Prader-Willi Syndrome (PWS) Project have unique and difficult challenges they bravely face every minute of every day. A constant feeling of hunger and a survivalist mindset of needing to eat demands most of their attention and energy. It is the support of their team -- friends, family and ARCA's PWS staff -- that enables them to feel safe in their environment and turn their attention to other interests. The pursuit of these interests supports a balanced lifestyle and helps shift their focus away from food.

Joanie (pictured at right at the Special Olympics Bocce playing field) has been part of ARCA's PWS project since day one and has learned the importance of keeping herself active! She participates in the Special Olympics, competing in Bocce ball and bowling and loves volunteering at both her neighborhood senior center, where she works as a Bingo Assistant, and at her church during Bible study. With the tremendous support of her sister, Sue Ann and ARCA's PWS project, she is happy and healthy. We are very proud of you Joanie!



The Power of Community

KEVA Juice and ARCA

Did you know the wheatgrass at Keva Juice is organically grown at ARCA Organics? For 13 years, all twelve stores in the greater Albuquerque area have sourced the sweetest, freshest, organic wheatgrass from our Corrales greenhouses.

Keva Juice managers and leadership like to stay connected to the source of their products and recently spent a day at our farm. After a tour and some time to visit with our farmers, they rolled up their sleeves for serious volunteer work. The day ended with everyone forming a circle, sharing thoughts and ideas about this strong partnership, shared values and sense of community.

The nutritional benefits of ARCA Organics' wheatgrass are many; the community benefits are profound. A big thanks to everyone at Keva Juice for your hard work and ongoing belief in the work we do and the cherished individuals we serve.



Thelma the chicken appointed herself supervisor.

A Surprise Visit!

Melanie Burns, Achievement Gallery, arrived at the greenhouses to pick up centerpieces for an event she was organizing and brought along a few friends. Jaws dropped and spirits soared when she introduced members of the UNM Lobos Baseball Team.

There were non-stop smiles as the athletes toured the greenhouses, individuals served by ARCA proudly shared their work and baseballs were autographed. The energy and joy of this special surprise will not be forgotten.

Thank you, Melanie, for bringing these wonderful people together in the spirit of community, to the Lobos team members for being so generous with your time and attention and to the employees of ARCA Organics for your hospitality and great work!



Growing Glory

Albuquerque Involved is an ingenious local nonprofit with a goal to join people with their passions. Members make a monthly donation, 100% of which, based on a grant application process and member vote, benefits a local agency. Since its founding in 2013, they have invested over \$94,000 in local non-profits.

More than a one-time grant, Albuquerque Involved strives to help members find agencies which inspire them to connect directly. Each month, they post three volunteer opportunities on their website. Sign-up is done on line and families are encouraged to participate.

When Albuquerque Involved reached out to ARCA, we had the perfect project in mind! Mike, Matthew and Howard are avid gardeners and dreamed of having raised garden beds in their yard. Who knew such a big project could be tackled in one morning – and be so much fun! The frames were built, irrigation installed, soil mixed and gravel moved and raked. The yard looks beautiful and plans are already underway for the first spring planting.

Thank you, Albuquerque Involved, for your leadership in our community.



A Holiday to Remember

This past holiday season was especially joyful at ARCA!

Families from Albuquerque's East Stake of the Church of Jesus Christ of Latter Day Saints arrived at our Sandia View Apartment bearing gifts, a Christmas tree, homemade ornaments and lots of holiday cheer! Children distributed the gifts while we sang carols in the warm glow of gratitude.

Meanwhile, our Bank of Albuquerque elves were hard at work decorating our Lomas office, serving delicious snacks and helping Santa make sure everyone got the perfect present – all with the joyful spirit only a true elf can bring.

The magic of the season was palpable. Our gratitude is still with us.





New Mexico's Resources

People with intellectual and developmental disabilities are part of New Mexico's culture and economy and value the opportunity to work, socialize and contribute to our community. When the opportunity to succeed is lost, so are our dreams.

Legislation providing a less than 5% increase in unit of service reimbursable rates for DD Waiver service providers initially passed both the house and senate; however, in the final budget reconciliation process, the funding was reallocated to cover a deficit within DDSD.

Here's what happens. Annually, each individual served on the DD Waiver receives a specific number of units of service as determined to be medically necessary through an outside clinical review team. Each unit of service for each category of care is funded with a rate assigned by DDSD. The rate per unit of service is not sufficient by itself to cover the mandated service and regulated reporting requirements. In an improved economy, there are increased challenges in finding and retaining a

workforce willing and capable of undertaking the responsibilities of this work for an entry salary of only \$10.00 per hour.

The average cost per person/per year on the DD Waiver has risen to \$78,000, a significant increase. When additional units of service are assigned for a person by the outside reviewer, the overall cost for that person increases, resulting in a deficit in DD Waiver resources. For the provider, when the number of units needed to support the person are increased, the overall loss correspondingly increases. When each unit of service is underfunded and the number of units are increased, the provider is put into a position that can not be sustained.

This is the reality ARCA must work within each and every day.

The current rate structure does not support New Mexico's mandated service models and reporting requirements. In the past five years, over 40 providers have closed their doors as a direct result of funding deficits. These gaps are only growing larger. Regulatory expectations must correlate to the reimbursement rate. Until this happens, more providers will be forced to close their doors.

While the cost of living continues to rise, ARCA has reduced expenses and increased responsibilities for each and every staff. We have not increased salaries or benefits and, thanks to the help of volunteers, have applied LEAN principals to our processes to ensure efficiency.

Your generous support, which once funded value added services such as Specialized Literacy, Camp and Health and Wellness must now be diverted to supplement the gap in funding for core services. It is through the dedicated efforts of our community partners that ARCA's nationally recognized programs continue to offer opportunities for children and adults with IDD to live meaningful lives.

We are profoundly grateful for your ongoing belief in the work we do and the children and adults we serve. If you have any questions about ARCA or would like to schedule a visit, please contact Michele Cody at MCody@ARCASpirit.org.

HR Corner

With 2017 come and gone, it's a good time to look at what's happening in ARCA's Training department.

In addition to holding 631 classroom and over 3,000 online classes this past year, Training has made great strides accomplishing it's FYE 2018 initiatives.

We are currently conducting a 16-session Supervisory training, teaching new supervisors everything from the hiring process to building an effective team. In March, we will be holding an exciting seminar called the Totally Responsible Person, which teaches how to take personal responsibility for results and how to lead by bringing out the best in others.

The Training Department recently created CLIPs – Creative Learning for Informed Professionals. These are 3-minute videos showcasing how to perform a skill. Past CLIPs have reminded staff how



by Budd Berkman
ARCA Training Manager

to use a fire extinguisher, why one must write their notes objectively and tips on driving defensively. Each video CLIP is created in-house using our iPads and free editing software. These 3-minute videos are very popular with staff, as ARCA continues to be a leader in using technology to enhance training.

Finally, the Training Dept. has been engaged in the Microsoft Apps program, teaching staff in various departments how to LEAN their processes by using one or more of these applications to perform their job more efficiently.

Warm Wishes

Pearl Koski is a talented artist and when Rosa Anaya told her about ARCA, she knitted lovely scarves for individuals receiving services. Inez picked a purple one, her favorite color! These beautiful gifts were more than a barrier from the winter cold, they warmed our hearts. Thank you, Pearl!



Jeannie

Jeannie came to ARCA in 1985. For decades, she was an inspiration, a mentor and a true friend. She worked for many years at the Ultimate Change hair salon, served as President of ARCA's Consumer Council for two terms and only months ago completed her ninth year of service on the ARCA Board of Directors. She was a staunch advocate for people with intellectual and developmental disabilities, often travelling throughout New Mexico to bring awareness.

Jeannie loved to read and share her thoughts on books from psychology to travel to historical novels. Active in her church, Jeannie had strong personal relationships throughout our community. Family was most important and she spoke with pride about her siblings Laurie and Tom and her many nieces, nephews and cousins.

Jeannie passed away in early March. She will be greatly missed.

ARCA Day at the Legislature

Our annual ARCA Day at the Legislature provides individuals receiving services the opportunity to see our democratic process in action, visit with their senators and representatives and contribute to positive change in our community. Using assistive technology, our Smart Travel group navigated the train and a shuttle to the Round House while others shared a bus ride. Everyone met in the lobby before spending time in the chambers and delivering hand written letters to their legislators' offices. Special thanks to Deborah Lucas and Keely Frasier for making this meaningful experience possible!



"I am Civitan!"

The ARCA Buddies Civitan group recently had their Installation of Officers Ceremony. We were honored to have Larry Leyva, the District Governor of Civitan, officiate with the support of Terri Keller, Civitan Area Director. New members were welcomed, including Lisa Simon, Mark Diener and Jim Myers, and officers were sworn in. Jessica Lawry and Penny Stevens are ABC's Co-President, Bob Reed and Merry Murphy are Co-President Elect, Todd Pettis and Ed Kaul are Co-Treasurer, Carleen Blumenthal and Deborah Lucas are Co-Secretary. The Board of Directors include Karen Chavez, Tim Kominiak, Phillip Longley, Felix Madrid and Bobby Stevens.



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