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WHO WE ARE

Founded in 1955, The Arc New Mexico has been on the front lines of battles, large and small, for the rights and dignity of persons with developmental disabilities in New Mexico. The Arc works directly with individuals and their families to insure their quality of life and their ability to choose their own way.

The Arc of NM also works with the New Mexico Legislature, State Agencies, community leaders, providers, families and other advocates to fight against discrimination, fear, segregation and abuse and for freedom, choice, respect and dignity.

Arc NM membership, services and programs continue to grow statewide. The Arc New Mexico serves individuals and families all over the state. In addition to the Albuquerque Metro office there are employees working in southeastern and southwestern New Mexico.
### MEETING AGENDA

**Wednesday June 23, 2021**

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<tr>
<th>Time</th>
<th>Agenda Item</th>
<th>Presenter(s)</th>
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<tr>
<td>12:15 p.m.</td>
<td>Meeting Call to Order</td>
<td>-Thea Kavanaugh, President and Eric Clupper, Secretary</td>
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<tr>
<td>12:20 p.m.</td>
<td>Roll Call (Board Members) Approval of Agenda</td>
<td>-Thea Kavanaugh, President</td>
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<tr>
<td>12:25 p.m.</td>
<td>Approval of Minutes from June 27, 2020</td>
<td>-Thea Kavanaugh, President</td>
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<tr>
<td>12:30 p.m.</td>
<td>Introduction of 2020-2021 Board Members</td>
<td>-Thea Kavanaugh, President</td>
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<tr>
<td>12:35 p.m.</td>
<td>Recognition and Appreciation of Outgoing Board Members</td>
<td>-Thea Kavanaugh, President</td>
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<tr>
<td>12:45 p.m.</td>
<td>2021 Election of Officers &amp; Directors to The Arc of New Mexico Board of Directors</td>
<td>-Ling Faith-Heuertz, Senior Vice President</td>
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<tr>
<td>1:15 p.m.</td>
<td>Presentation of Annual Arc Awards</td>
<td>-Awards Committee: Eric Clupper, Secretary and Adam Shand, Director Central Region III</td>
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<tr>
<td>1:20 p.m.</td>
<td>Presentation of Scholarship Awards</td>
<td>-Elaine Palma, Past President/Scholarship Committee Chair</td>
</tr>
<tr>
<td>1:35 p.m.</td>
<td>The Arc Annual Report</td>
<td>-Veronica Chavez Neuman, CEO</td>
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THEA KAVANAUGH

BOARD PRESIDENT
JUNE 2019-JUNE 2021

UPCOMING POSITION: PAST PRESIDENT, JUNE 2021-JUNE 2023

“A positive person looks at their obstacles as stepping stones to their success.” - Benjamin Franklin

Thea Kavanaugh recently completed her two-year term position of President (2019-2021) and is remaining on the Board for 2021-2022 as Past President. Thea also served on The Arc of NM Board of Directors as the Vice President of Southwest Region IV (2015-2017) and Senior Vice President (2017-2019). Thea holds a Master of Public Health degree with a concentration in Community Health Education as well as a BS in Therapeutic Recreation. Thea is a graduate of NM Partners in Policymaking and advocates for disability rights and issues at the local, state, and national levels. Thea has over 20 years of professional experience promoting and improving the overall health and well-being of individuals with disabilities. Thea currently serves as the NM Socialization and Sexuality Education (SSE) Project Contractor for the Bureau of Behavioral Support, Developmental Disabilities Supports Division (DDSD) and is a Friends and Relationships Course Teacher in the southwest NM region.

LING FAITH-HEUERTZ

SENIOR VICE-PRESIDENT
JUNE 2019-JUNE 2021

UPCOMING POSITION: BOARD PRESIDENT, JUNE 2021-JUNE 2023

“I can do things you cannot. You can do things I cannot. Together we can do great things.” - Mother Theresa of Calcutta

Ling Faith-Heuertz has served on The Arc of NM Board of Directors since 2017 as Secretary and most recently in a two-year term as Senior Vice-President. Prior to her work on the Board of Directors, Ling was an eighteen-year employee of The Arc of NM serving individuals with intellectual and developmental disabilities as the Program Manager of The Guardianship Program. Ling holds a Masters in Special Education and BAs in Mathematics and English Literature. She is the Executive Director of New Mexico MESA, a statewide organization serving underrepresented students in grades 6-12 toward STEM careers and majors in college. She is a big proponent of community led change and serves on a local arts board as well as The Arc of NM’s Board and is the Vice-President of Education for Albuquerque Challenge Toastmasters. Throughout her twenty-five-year career in Nebraska and New Mexico supporting individuals with IDD; Ling’s guiding belief is that the IDD Community is fighting for their civil rights, to have a voice and seat at the table in creating policy for their healthcare, education and right to live free from harm in their communities.

ELAINE PALMA

PAST PRESIDENT
JUNE 2019-JUNE 2021

“...people will forget what you said, people will forget what you did, but people will never forget how you made them feel” - Maya Angelou

My name is Elaine Palma and this year I have been serving as Immediate Past-President on The Arc of New Mexico Board of Directors. I am privileged to be the mother of one of the most amazing persons I have ever met, Gage. He is unique, intelligent, funny and pure of heart. He also happens to have been born with intellectual and physical disabilities. He is currently on the DD Waiver waiting list.
BOARD OF DIRECTORS CONT.

Eric Clupper

SECRETARY
JUNE 2019-JUNE 2021

UPCOMING POSITION: VICE PRESIDENT OF CENTRAL REGION, JUNE 2021-JUNE 2023

“"What defines us is how well we rise after we fall.” - Zig Zigla

Eric Clupper is a native of South Texas and since 2014 has resided in Rio Rancho, New Mexico with his wife and three children. Eric is a registered nurse with over 20 years of experience ranging from critical care, hospice, home health, geriatric, correctional and emergency nursing. He holds an associate degree in nursing, a bachelor’s degree in Applied Technology-Health Services Technology, a Master of Science in Health Care Administration, and a Master of Public Administration with an emphasis in Health Care Management. For the last 3 and a half years, Eric has been practicing as a developmental disability nurse for a DD Waiver Service provider in Albuquerque. This position has created a newfound passion in him to support and advocate for the health and wellness of people with I/DD in the community. Eric is an active member of the Developmental Disability Nurses Association and, since July of 2018, has served on the Arc of NM Board of Directors in the position of Director-at-Large and Board Secretary. Eric believes it is an honor to be on the Board, providing his input based on his professional knowledge and experiences as well as his personal experiences as a parent of a son with autism. Eric strives to continue to increase his knowledge and experiences on disability issues and advocacy.

Rocío Alfaró-Miller

VICE-PRESIDENT OF SOUTHWEST REGION
JUNE 2019-JUNE 2021

UPCOMING POSITION: DIRECTOR OF SOUTHWEST REGION, JUNE 2021-JUNE 2023

“Dedication and commitment are what transfer dreams into reality.” - Unknown

Rocío considers herself to be a Las Cruces native although she was born in Chicago, Illinois. She is one of four children born to Mexican immigrants. Her parents instilled a strong work ethic and stressed the importance of an education. She recently completed a graduate degree in Educational Leadership and Administration from New Mexico State University (NMSU) in 2019. She holds a Bachelor’s degree in Business Administration at NMSU and a Dental Assistant Certificate from Doña Ana Community College (DACC). Her passion is serving her community and supporting individuals to grow either personally or professionally. Through her work as an Assistant Professor with the Dental Assistant program at DACC, she not only teaches, but advises and guides students, supporting them in their pursuits. Rocío and her family are heavily involved with the New Mexico Special Olympics. Joseph, her son, is quite the athlete, receiving New Mexico Special Olympics Athlete of the Year in 2017. Rocío has been an advocate for Joseph’s health and well-being in all aspects of his life including his education in the Las Cruces Public Schools (LCPS), employment opportunities through the Division of Vocational Rehabilitation (DVR) and Tresco, community support with the Beloved Community Project and all of Joseph’s desires to live his best life.

John Attwood

TREASURER
JUNE 2020-JUNE 2021

UPCOMING POSITION: TREASURER, JUNE 2021-JUNE 2023

“"It's always important in financial matters to have someone looking over your shoulder. There never should be a lone-wolf in the non-profit business.” - Self

John Attwood has worked as a professional guardian for over 14 years. Caring about disabled individuals is an outflow of his compassion for those that have difficulty advocating for themselves by assisting in the advocacy process. He is the Vice-President of a local New Mexico Bank and serves as a professional Conservator and Trustee. John has many friends in the disability community around the state. He wants to be a resource to anyone with questions about disability. He has served as current Treasurer and enjoys working with the audits and regulations of the NM Financial Institutions Division.
JILL TATZ
Vice-President of Central Region
June 2019-June 2021
Upcoming Position: Director of Central Region, June 2021-June 2023

“Everyone deserves a quality of life”, Self

Jill Tatz was recommended to the Board by Dolores Harden (Past President). Jill currently works for the UNM LEND Scholars Program. She has over 38 years of experience as a professional and advocate, as well as 36 years of experience as a parent of children with disabilities. Jill has served on several boards and advisory groups that serve people with disabilities including LifeRoots, Inc., Parents Reaching Out and the City of Albuquerque Department of Therapeutic Recreation. She believes these experiences and her involvement in the disability community will be an asset to the Board. She loves working with the Board, along with The Arc employees and families across the state to help create a cohesive and vital organization for people with disabilities in New Mexico.

DARLENE ONSAEE
Director of Northwest Region
June 2019-June 2021
Upcoming Position: Director of Northw Region, June 2021-June 2023

You can’t go back and change the beginning, but you can start where you are and change the ending” - C.S. Lewis

Darlene loves to serve on the Arc of NM Board of Directors to support the mission of the Arc by promoting and protecting human rights of people with intellectual and developmental disabilities as well as actively supporting their full inclusion and participation in the community throughout their lifetimes.

She works to contribute to the success of the Arc by working diligently to support and implement the goals of the Arc. She also works to promote the ideas and focal point of the Arc in her community and beyond. Darlene retired as a special education teacher, a position she held for 38 years. She recently attended the 2019 Disability Policy Seminar in Washington DC as a parent advocate with her son.

ADAM SHAND
Director of Central Region
June 2019-June 2021
Upcoming Position: Senior Vice-President, June 2021-June 2023

“the only limitations that you have are those that you put on yourself”, Self

Adam Shand is currently the Director of Central Region III on the ARC of New Mexico Board of Directors and an executive board member on New Mexico Allies as a “past president”. Adam is an Outreach & Youth Liaison at Parents Reaching Out, in the Parent Training Information Center in the Educational Department. Despite having Cerebral Palsy, Adam has always hard on his inclusion in life. After High school, Adam set his sights on higher education and being a productive member of the community. He began his work in 2005 in the Center for Self-Advocacy at the Developmental Disabilities Planning Council (DDPC). Adam worked on projects like Anti-bullying which became the anti-bullying campaign for the DDPC. Adam then became the “People First” statewide advisor for the ARC of New Mexico. Through his stay at the ARC, the program started with one chapter and grew to 15 across the state of New Mexico. During that period, Adam testified on numerous Self-Advocacy topics that helped those in the community with disabilities. His testimonies still have an impact to this day! In 2015, Adam began work at Parents Reaching Out as a Family Liaison where Adam continues to teach others how to be their own best advocate. He currently specializes in Transition for Youth and is the lead on one of the Transition Programs called ‘Forward@14’. Adam does this work, not only for the community, but also for his niece, nephews, and the rest of his family. Adam also enjoys getting out in the community with friends, family, and coworkers.
SHANA HEATH

DIRECTOR AT LARGE
JUNE 2020–JUNE 2021
UPCOMING POSITION: SECRETARY, JUNE 2021–JUNE 2023

“People get conditioning mixed up with age... We can play with anyone”. - Doc Rivers

Shana completed the following programs: the UNM Center for Development and Disabilities LEND program, UNM Partners and Policy Making, and the Developmental Disabilities Planning Council Leadership Academy. She is currently on the board of the Arc of NM, NM Allies for Advocacy, and an advocate with Albuquerque People First. Ms. Heath is looking forward to a new chapter in her life.

ROEL ADAMSON

DIRECTOR AT LARGE
JUNE 2021–JUNE 2022

“We rise by lifting others” - Robert Ingersoll

Roel Adamson is serving the Arc of New Mexico’s board in his second year of his first 2-year term as a Director at large. He is also the President of People First in Albuquerque for the past 6 years and still going. He is a motivational speaker for advocacy in public schools and in his community. Roel is also a statewide trainer for classes like participatory communication and choice making, and positive behavior supports strategies. Roel was also part of an Alabama training on how to advocate in your own service plans. Roel is also part of NM Allies board. Roel has won the Robert LeCompt for twice, once in 2013 and again in 2020.
"It has been my honor to have served on The Arc of New Mexico Board of Directors for over ten years. The Arc of New Mexico has provided me with challenging work, opportunities to meet amazing people, and a chance to make a difference in my community. I look forward to another exciting year full of new possibilities."
ELECTION OF NEW MEMBERS

NOMINEE: LAURA MATTHEWS
DIRECTOR AT LARGE, JUNE 2020-JUNE 2022

My name is Laura Matthews. I am a long time resident of Albuquerque, NM. I have always loved getting involved in my community volunteering and advocating for people with developmental disabilities my entire life. I have had amazing opportunities traveling across the globe from around the U.S. all the way to the Northern Mariana Islands. I was able to speak to many of the local islanders. I spoke to them about my own disability and encouraged them to not be ashamed of themselves and to always believe that they can do whatever they put there mind to. I had the pleasure of speaking at the round house in Santa Fe, NM for The Disability Rights Awareness Day.

I advocated for myself and for other people with disabilities. This is not just something I enjoy doing it’s a passion of mine. I currently attend People’s First training courses because I love to facilitate and encourage people to be leaders in their community. I would be honored to be on the Board of Directors for the Arc of NM. I believe I can be an asset to the board with my experience and with what I have learned talking to others who are just like me from around the world. Theodore Roosevelt said it best "Believe you can and you’re halfway there".

NOMINEE: CHRISTINE BRAGG
VICE-PRESIDENT SOUTHWEST REGION, JUNE 2020-JUNE 2022

Christine Bragg is running for election for the Arc of New Mexico Board of Directors for the position of Vice President for the Southwest Region IV. She was raised in Cleveland, OH and has lived in New Mexico for over 10 years. Christine is an administrative assistant at Direct Therapy Services. She has had several years experience working in the DD and Mi Via waiver in billing, auditing, service coordinating, incident management and as direct support staff. She also has a daughter in IDD which gives her a diverse perspective.

She is currently enrolled at Southern New Hampshire University pursuing her degree in Criminal Justice. Christine has also had her license in real estate. She is passionate about being a positive impact in her daughter’s life and the community of IDD. She is excited to serve on the board to advocate for and support individuals to be happy and healthy.

Quote “Let all that you do be done in love.” 1 Corinthians 16:14
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<th>Position</th>
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<td>Ling Faith-Heuertz</td>
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<tr>
<td>Immediate Past President</td>
<td>Thea Kavanaugh</td>
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<td>Eric Clupper</td>
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<tr>
<td>Vice-President of Southwest Region</td>
<td>Christine Bragg</td>
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<tr>
<td>Board Secretary</td>
<td>Shana Heath</td>
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BOARD OF DIRECTORS

BOARD TREASURER

DIRECTOR CENTRAL REGION

DIRECTOR SOUTHWEST REGION

JOHN ATWOOD

JILL TATZ

ROCÍO ALFARO-MILLER

DIRECTOR NORTHWEST REGION

DIRECTOR AT LARGE

DIRECTOR AT LARGE

DARLENE ONSAE

ROEL ADAMSON

LAURA MATTHEWS
We want you to join the Board of Directors at The Arc New Mexico! The following positions on the Board of Directors are currently vacant:

- Vice President of Northwest Region
- Vice President of Northeast Region
- Vice President of Southeast Region
- Director of Southeast Region
- Director of Northeast Region

Board members serve as volunteers for the organization. Interested individuals must be willing and able to assist and provide governance and oversight for the organization. Members are expected to attend regular quarterly meetings and participate in specific committee work as requested. Primary responsibilities include, but are not limited to, assuring the Arc of NM is financially viable, approving the annual budget, review and approval of long-term strategic plan for the organization, and evaluating the Chief Executive Officer. Thank you for your interest in serving!

BOARD OF DIRECTORS

"COMMITTING YOURSELF IS A WAY OF FINDING OUT WHO YOU ARE"
Tresco, Inc is the embodiment of an Inclusive Employer as they provide inclusive employment for people with differing abilities. Tresco makes employment opportunities accessible by applying on-line, in person and even provides Walk-in interviews every Thursday. They provide a welcoming and supportive environment to their employees.
(Nominated by Rocio Alfaro-Miller)
Stride Pens was founded on the philosophy that all people are employable. It is a local family owned and operated business in Albuquerque. I have had the honor of working with the employers of Stride Pens while serving as a guardian at The Arc of NM. Not only did I learn that they supply impeccable, high quality office supplies, but they employ individuals with Intellectual and Developmental Disabilities, providing them with a fair wage and opportunities to enroll in company benefits like retirement plans. They leave no one out.  
(Nominated by Ling Faith-Heuertz)
BOBBY & CAROLA COVARRUBIA

Honors an individual or group who has demonstrated commitment to the mission and positions of The Arc by volunteering time locally or on a statewide basis to enhance opportunities for people with disabilities or working on special projects or events.

This year we are extending a dual community service award to a couple, Bobby and Carola Covarrubia of Las Cruces Special Olympics. The Covarrubia family are a tremendous pillar of the Las Cruces Incredibles Special Olympic community. They facilitate and coach Special Olympic sports with passion and joy. Their work demonstrates the essence of the Arc’s mission which is to enhance opportunities for people with disabilities by providing an inclusive environment for all in the community. The Covarrubia’s coach volleyball, softball, basketball, bocce ball, golf, flag football and virtual sports. They coordinate practice schedules and locations, ensure necessary equipment is provided and maintained and make travel arrangements for athletes, among many other things. All involved have a sense of family, which makes this work even more special.

(Nominated by Rocio Alfaro-Miller)
Amelia Dickey has showed true leadership by picking up the job duties for Vice President of people First in Albuquerque. She is an amazing leader who follows through what she has promised. When I, Roel Adamson, needed a break she was right there to have my back, and took over the weekly meetings. She has proved herself by being a leader in her community.

(Nominated by Roel Adamson)
The goal of The Arc of New Mexico Higher Education Scholarship is to provide financial support for students with disabilities who seek to maximize their education and career opportunities. The Arc of NM’s Scholarship Committee and Board of Directors are responsible for selecting scholarship recipients from all eligible applicants on an objective and non-discriminatory basis, without regard to sex, race, color, religion, national origin, ancestry, or disability.

Eligibility: Each Arc of NM Higher Education Scholarship recipient must meet the following criteria:

- Must be a New Mexico Resident
- Verification of acceptance into a Special Services or Occupational Training program in New Mexico; and
- Financial need.
EZRA SHELHAV

I have had a great experience at ENMU Roswell. Because the Special Services program has small classes, I have been able to attend in person learning all year. The only exception being our practicum which we began this last January. This experience has been very good. I have been meeting new people, learning a lot of many new things and enjoy spending time with others.

JAIDEN VARNER

I want to learn about Animal Health in College because I have always had dogs and cats at home. I also volunteered at the Santa Fe Animal Shelter. To help me be ready for college, my moms rented an apartment for me so that I could get used to cooking and cleaning my own place. I cook some meals and am learning how to cook new things. I also ride my bike to practices and when I need to go somewhere in town. I have not learned the bus routes yet, but when COVID-19 is over, I will learn them. I learned in high school, that if you keep trying and practice, practice, you can accomplish anything! When I graduate in May, I am one of only 31 seniors in my class to receive an honor blue award, which is a very high honor.

DEVIN FICKLER

My name is Devin Fickler, I’m 18 years old and I’m graduating high school this spring in May. After high school, I want to go to college and become a childcare worker. My dream goals are to earn A’s in college, get a degree in childcare, and live with my mom when I grow older. I have a job working with kids right now and it makes me want to become a good role model.
Dear Friends, Families, and Peers,

First, I want to share with you that I am so grateful for working with a diverse team of people at an organization that has impacted my life on a personal level. As a life-long advocate for people with disabilities, never did I dream to be in a position to really make a difference. But I cannot do this alone. Representing a disability advocacy nonprofit organization takes a team of dedicated people and business partners to make it all work.

The knowledgeable staff here have helped to navigate new legislative reforms for guardianship, trust certification requirements, and so much more. When I think about how far we have come in just a few short years, it makes me proud of our accomplishments and the unlimited possibilities for advocating for people with intellectual and developmental disabilities into the future.

How does this impact our community? The Arc of New Mexico is over 66 years old and growing, but we were running out of space, which limits our opportunity to collaborate with our community and to fulfill requests for training, education, and technical assistance. We see the opportunity for program growth, but we reached a capacity limitation. There was no room for new employees, new program management, training, and educational opportunities. But we had a plan to change that scenario, and despite risks associated with a public health crisis, we continued with the plan to secure a new building that will address these issues and more.
No doubt the most significant accomplishment this past year was moving to a new, larger facility to do our work. Now, in our new location on Masthead St. NE, The Arc of New Mexico has many opportunities to provide more advocacy support and distinct program activities to enhance existing programs such as financial coaching, victim advocacy, and the planning and development of new programs for consumers. Our plans include the initiation and implementation of our advocacy and education center to provide training on current topics and policy issues such as: competitive employment and best practices, trauma informed care, navigating the State’s “system” of services, financial counseling, the intersectionality of disability and other social differences, and collaborative initiatives such as supported decision making. Our training rooms have advanced technology to allow for in-person, remote, or hybrid training opportunities.

We are grateful that the Board of Directors had the foresight and recognized that the previous location was holding back organization and program growth. They know that with a larger space, we will be able to better collaborate and share expertise, and to leave a legacy in supporting the rights of people with intellectual and developmental disabilities far, far into the future.

We hope that you enjoy this report from The Arc Family as we are proud of where we are going!

Veronica Chavez Neuman
CONTACT US

(505) 883-4630

frontdesk@arcnm.org

5130 Masthead St NE
Albuquerque, NM 87109

ARCNM.ORG

The Arc promotes and protects the human rights of people with intellectual and developmental disabilities and actively supports their full inclusion and participation in the community throughout their lifetimes.