

# Dialogue

Volume 36 No.1 Winter 2022







# In the Spotlight

# **Honoring Long-Term Employees**

elping the adults we serve to find jobs in the community that fit their skills and interests, and funding the supports needed for them to succeed in those jobs are among Regional Center of Orange County's top priorities. In fact, RCOC's Board of Directors has adopted an Employment First policy that makes competitive integrated employment the first option considered by planning teams for every working age adult we serve. This aligns with the state policy that also favors inclusive employment.

## Each person has worked for the same employer for at least three decades.

In support of that policy and to reinforce the importance of meaningful work in the lives of those we serve, RCOC's Board of Directors honored 10 adults we serve who have demonstrated outstanding success and longevity at their jobs. Each person has worked for the same employer for at least three decades, though

some have taken on different roles over that time. At the Board's January meeting, which took place via Zoom, each honoree was acknowledged by the Board with a Certificate of Recognition for their achievement and for being a role model for others.

"The people we honored are pioneers," said RCOC Board Chair Chip Wright. "When they began the jobs they still hold today, it wasn't always expected to see people with developmental disabilities in typical workplaces out in the community."

## "The people we honored are pioneers."

He noted that many years ago, few people with developmental disabilities were able to get paying work. And many who had jobs were employed in what were sometimes called "sheltered workshops." These types of workplace settings (which are no longer eligible for regional center funding) included only adults with disabilities, were isolated from the broader community, and frequently paid far less than minimum wage.

"Now, we take for granted that people with disabilities can and should be able to work alongside coworkers without disabilities," Chip continued. "But it took dedicated, loyal and hardworking employees like our honorees to open a lot of employers' eyes to

the benefits of including people with developmental disabilities into their workforce."

Here are the 10 individuals who were honored by the Board:

#### **Shona Barter**

Employer: Ralph's in **Huntington Beach** 

Length of Employment: 30 years

#### **Bonnie Boss**

Employer: Orangewood Children's

Home in Orange

Length of Employment: 35 years

#### James Cabrales

Employer: Goodwill in Garden Grove Length of Employment: 38 years

#### **Thomas Christian**

Employer: Orange County Fire

Authority in Irvine

Length of Employment: 31 years



Shona Barter

See Honoring Long-Term Employees on page 7.

# **Dialogue**

Dialogue is published four times per year by the Regional Center of Orange County for people with developmental disabilities, their families and service providers. Dialogue can also be read online at RCOC's website: www.rcocdd.com.

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#### **Board of Directors**

John "Chip" Wright, Chair
Cliff Amsden, Vice Chair
Sylvia Delgado, Secretary
Mine Hagen, Treasurer
Marcell Bassett
Tiffany Bauer
Meena Chockalingam Bedekar
Frances M.K. Hernandez
Amy Jessee
Liza Krassner
Sandy Martin
Hilda Mendez
Chinh Nguyen
Fernando Peña

#### Fiscal Year 2021-2022 Board Meetings

March 3 • May 5 • June 2

As of this printing, decisions had not yet been made about how the next several meetings will take place (in-person or virtual). Please check the Monthly Calendar on RCOC's website for the most up-to-date information.

#### **RCOC Administration**

Larry Landauer, Executive Director
Bette Baber, Chief Financial Officer
Christina Petteruto, General Counsel
Jerrod Bonner, Information Technology
Director

Peter Himber, M.D., Medical Director Bonnie Ivers, Psy.D., Clinical Director Keli Radford, Director of Services and Supports

Stacy Wong, Human Resources Director Patricia Glancy, Intake Manager Jennifer Montañez, Central Area Manager Carie Otto, West Area Manager Arturo Cazares, Associate Director

Greg Shimada, Associate Director of Information Technology

of Employment

Jack Stanton, Associate Director of Housing

Marta Vasquez, Associate Finance Director

# Save the Date for 2022 Virtual Spotlight Awards Event!

Be sure to mark your calendar and save the date for the Spotlight Awards! The event will take place via Zoom videoconferencing at 5:30 p.m. on Monday, May 2.



Michele Gile



We're thrilled that award-winning television reporter Michele Gile of CBS2/KCAL9 is returning as our guest emcee! To join in the fun, go to the RCOC website (www.rcocdd. com), click on the 2022 Spotlight Awards link under News & Events, and register. Everyone who registers will receive email reminders of the event, and a link to click on at event time.

## Sneak Peek at Our New Website

COC's staff is hard at work updating our website to make it more user-friendly and easier for you to find the information you need. Plans currently call for the new site to go live this spring. It will still contain the comprehensive resources it has now, and key information we're required to provide. However, among the many new features you'll enjoy will be a more streamlined menu to make the site simpler to navigate, an updated calendar of events, a searchable staff directory, and lots more video and images.

### CORRECTION

re regret that in a page seven photo caption in the Fall 2021 issue of *Dialogue*, we incorrectly identified Gary Nguyen's first mentor. The mentor's correct name is Karen McCord.

# **Executive Director's Report**

# The Goal of a Typical Everyday Life

By Larry Landauer, Executive Director

n my last column, I talked about some of the ways that regional center services are different from most social safety net programs. Specifically, I focused on how regional center services are provided to people because of their developmental disability – regardless of financial status – while most other government-funded social safety net programs are aimed at alleviating poverty and are, thus, only available to people whose income falls below a certain level.

Parental responsibility refers to the obligation that parents must see to the basic needs of their child with developmental disabilities.

In our last issue, we also talked about "generic resources" – which are the other agencies and organizations, such as public schools and local parks and recreation departments, that serve the general public and which the Lanterman Acts requires us to access before spending regional center funds.

I wanted to follow up in this column with another concept – parental responsibility – that's also somewhat unique to regional center services. It's

a timely topic right now because it relates directly to the story on page six about social recreation activities.



Parental responsibility refers to the obligation that parents must see to the basic needs of their child with developmental disabilities in the

same way they would do for their children without special needs. One example of this parental responsibility is childcare. When both parents work full-time or a single parent is employed full-time, RCOC can pay the additional costs that may be required to include the child in a typical childcare setting (such as a special aide). However, the parent is expected to pay the same basic cost for childcare as they would for their children without disabilities up until age 13.

# It's important to look to what is typical as a guide.

With regard to social recreation activities, we know that all children – not just those with special needs – can benefit from a range of social recreation activities, such as art, music, dance, sports, and more. And, like childcare, parents of children served by regional centers who want their children to participate are, in most cases, expected to pay that cost, just as they do for their children without disabilities.

As with childcare, it's important to look to what is typical as a guide.

Similarly, we know that meaningful work is enormously beneficial to adults with and without disabilities. Our cover story recognizes some of RCOC's amazing employment pioneers who helped pave the way for inclusive workplaces where those we serve work alongside those without special needs.

New federal rules are prohibiting us from spending federal funds on non-integrated programs.

Whether in relation to employment, social recreation or other services, our goal is to deploy RCOC resources and partner with our network of dedicated service providers to enable the people we serve to engage in everyday activities as typically as possible, in the community, in fully-integrated settings.

There is broad agreement that this approach is best for those we serve and, in fact, new federal rules are mandating it and prohibiting us from spending federal funds on non-integrated programs that serve only children or adults with disabilities.

At RCOC, we believe this approach is also best for the broader community. When we're routinely around and engaging with diverse neighbors who aren't exactly like us, we develop greater empathy for others' challenges, greater understanding of the things we all have in common, and greater appreciation for one another's abilities.

#### **Person to Person**

# **Lessons from My Work Experiences**

By Sylvia Delgado, PAC Chair

all the people RCOC serves who have succeeded in their jobs for so many years got me thinking about my own experiences and what I've learned from working.

My first job was in retail, but after working in that job for three years, I wanted to do something I was passionate about which was helping children. For more than 20 years, I worked in a children's day care program. Then, almost three years ago, I wanted to try something different and found a job in event security. The pandemic meant I couldn't

> work for a while, but I really enjoy my job. I get to work with different people and go to different places, working at sporting events,

concerts and other events at the Honda Center, UC Irvine and the Orange County Fair.

Before this job, I always had a job coach with me. There were times that was really good, but sometimes I felt like I was being babysat. It was a big step for me when I started this job and my employer decided they didn't want my job coach there. At first, I was scared. I thought I would be all alone if anything happened at work, but it turns out my job coach is just a phone call away and it's worked out great.

In fact, a few months ago
my manager asked if I would
consider being a supervisor,
when needed! So, I guess
the hard work pays off. And
I learned that a person can
succeed at work, with or without
a job coach, because even if
they're not standing next to you,
you always have someone on
your side.

# Thank You Wish Tree Supporters and ABC7's Spark of Love

ur Orange County community was more generous than ever in helping to brighten the holidays for low-income families served by RCOC! A total of 696 gift wishes were fulfilled through RCOC's long-standing Wish Tree program. Supporters included: 24 Hour Homecare, Autism Footprints, CASTO State President, Collins Aerospace, Community Support Solutions, Cortica Care, Edwards Life Science, Fox Dealer Interactive, Full Circle Home Loans, Giovanniello Law Group, Scouts Oso Valley Service Unit, IMPACT Properties, Sage Behavior Services, Troutman Pepper, and UMass Global, along with dozens of individuals, including RCOC

Board members and employees. In addition, ABC7's Spark of

Love program and partner KWVE radio, donated a total of 180 toys.



Emiliano Robledo

# **Behavior Management Workshops for Parents**

hese workshops are free for parents and are being offered via Zoom (rather than in-person). They cover basic principles of positive behavior management, with a practical focus on helping parents change their own behavior and that of their children. Parents are actively involved and invited to discuss the specific behavioral challenges they are confronting. To gain the most value from the experience, parents are encouraged to attend all sessions in a series, though toilet training is the focus of the last session. Advance reservations are required. Contact your Service Coordinator or Tracy Vaughan at (714) 796-5223 or tvaughan@rcocdd. com for additional information, and to register.

#### Presented in Spanish by Advanced Behavioral Health

When: Thursday evenings – March 17, March 24,

March 31, April 7 and April 14

Time: 5:30-8:00 p.m.

#### **Presented in Vietnamese by Footprints**

When: Tuesday evenings -- May 17, May 24,

May 31, June 6 and June 14

5:30-8:00 p.m. Time:

#### Presented in English by Advanced Behavioral Health

When: Thursday evenings – August 4, August 11,

August 18, August 25 and September 1

Time: 5:30-8:00 p.m.

#### **Presented in Spanish by Footprints**

When: Thursday evenings -- October 13,

October 20, October 27, November 3

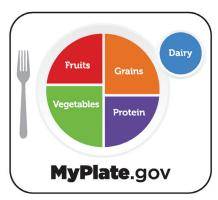
and November 10

Time: 5:30-8:00 p.m.

### **Everyday Wellness Tip**

# What is My Plate?

o you recognize the image on the right? Referred to as My Plate, it has sections for



vegetables, fruits, grains and protein foods, as well as a "cup" on the side for dairy. Eating the right amounts of a variety of foods is important for good health, so the U.S. Department of Agriculture created My Plate so people can see at a glance how much space on your plate each of these different types of foods should take. Here are some examples of healthy choices for each type of food that appears on My Plate.

Fruits: Focus on whole fruits, rather than juices or prepared foods.

- Apples
- Pears
- Berries

- Oranges
- Watermelon
   Bananas

Vegetables: Vary your vegetables and mix in lots of different colorful options.

- Broccoli
- Carrots
- Spinach

- Eggplant
- · Green beans
- Red bell peppers

Grains: Choose whole grain options, whenever possible.

- Oatmeal
- Brown rice
- Bread

- Tortillas
- Cornmeal
- Whole wheat pasta

**Proteins:** Try different proteins, including non-animal sources, to add variety.

- Poultry
- Fish
- Beans

- Beef
- Tofu
- Lentils

Dairy: Try low-fat or fat-free options, or fortified plant-based options.

- Milk
- Cheese
- Yogurt
- Fortified soy milk Fortified rice milk
- · Fortified almond milk

### **Facts About Social Recreation Activities**

ffective July 1, 2021, regional centers are no longer prohibited from funding for social recreation activities, including camping and nonmedical therapies. Your RCOC Service Coordinator will be discussing social recreation with you at your next IPP or IFSP meeting and below are some key facts about these services.

# What are Social Recreation Services?

Social recreation activities are services which provide the adult or child served with the opportunity to develop their socialization skills and to participate in family group activities in the home and community. Examples include art, dance, camping, sports, and music programs that may be provided by local Parks and Recreation departments, Special Olympics, faith communities, schools, circles of support, or other resources.

#### Purchase of Service Guidelines

Service Coordinators are required to follow RCOC's Purchase of Service Guidelines for social recreation services, which are approved by the Department of Developmental Services, to ensure we serve individuals from all cultural backgrounds equally, and in accordance with the Lanterman Act. To view the guidelines, go to RCOC's website (www.rcocdd.com) and click on Purchase of Service Guidelines under the RCOC Services tab.



# **Parental Responsibility** and Generic Resources

RCOC's Purchase of Service
Guidelines state that we will not
normally purchase social recreation
services because these are services
that are considered the responsibility
of parents and should be provided by
the family, community, or generic
resources. However, while funding
for social recreation services will be
provided *only on an exception basis*,
your RCOC Service Coordinator is
fully committed to assisting you in
locating and accessing appropriate
social recreation activities. Here are
some of the things we consider:

# What is the need that social recreation activities would meet?

The Lanterman Act mandates that any service RCOC funds be directly related to the *needs* of the person served and that generic resources must be tapped before we spend RCOC funds. So, if, for example, the need is for socialization, we'll

need to explore opportunities for socialization in settings such as school, day program, or church.

#### How does the person's disability affect their ability to participate in the social recreation activity?

While RCOC will likely not be able to fund the activity itself, we may be able to fund added fees or costs that may be required for the person served to be included in the activity. This might include an increased cost that is specific to the person's disability or an aide or other special assistance that's needed.

What barriers might exist that prevent the person with disabilities from being included in a typical social recreation activity? If, for example, the person served has tried and not been successful with a typical program, there might be other supports RCOC can fund that may help the person be successful in a typical, inclusive setting.

#### **Additional Resources**

For information on dozens of no cost or low-cost activities in the community, download RCOC's Recreation Resource Guide which is available in English, Spanish and Vietnamese on our website. Also, contact your RCOC Service Coordinator to get on the English, Spanish or Vietnamese email list informing parents of local events and activities of interest.

# **Honoring Long-Term Employees** (continued from page 1)

#### **Ronald Einwich**

Employer: Orange Senior Center

in Orange

Length of Employment: 32 years

#### **Michael Hughes**

Employer: Huntington Pet Vet in

**Huntington Beach** 

Length of Employment: 30 years

#### **Michele Martinkus**

Employer: Del Taco in Anaheim Length of Employment: 23 years

#### **Tony Ramirez**

Employer: The Pacific Club

in Newport Beach

Length of Employment: 34 years

#### Rob Ross

Employer: The Pacific Club

in Newport Beach

Length of Employment: 31 years

#### **Bob Woelfle**

Employer: McDonald's in Garden Grove

Length of Employment: 34 years



Bob Woelfle



**James Cabrales** 



**Rob Ross** 

# Congratulations to all of these amazing individuals!

# **Working While Maintaining Eligibility for Benefits**

any of the adults RCOC serves are eligible for various public benefits, in addition to regional center services. Since most of those benefits, such as SSI (Supplemental Security Income) and Medi-Cal (called CalOptima in Orange County) are only available to individuals whose income falls below a certain level, maintaining eligibility for benefits is often an important consideration for adults who have paying jobs.

The Disability Benefits 101 website (www.ca.db101.org), a project of the nonprofit World Institute on Disability, is a great resource to help individuals and families navigate those concerns. It offers free, state-by-state information about benefits programs and rules around work, estimators to help set goals for work, and answers to frequently asked questions.

A link to the website's California page can be found on RCOC's website (www.rcocdd.com). From the home page, click on the RCOC Services tab, then 'Employment for People with Developmental

Disabilities and scroll down to the bottom of the page. A multitude of other adult transition and employment-related resources can also be found on that page.

If you have any questions about competitive integrated employment, please don't hesitate to reach out to your RCOC Service Coordinator who is always available to help.





Dialogue Newsletter **If In In** 





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# **Regional Center of Orange County Locations**

Santa Ana Office

1525 N. Tustin Avenue 24-hr Phone: (714) 796-5100 Cypress Office

10803 Hope Street, Suite A 24-hr Phone: (714) 796-2900

## **Irvine Barclay Theatre Helps Brighten the Holidays** for RCOC Families

undreds of children and adults served by RCOC and their family members were treated to a very special, free holiday performance at Irvine Barclay Theatre on December 10. Facilitated by Liza Krassner, an RCOC Board Member who also had served on the theatre's Board, the event featured an abridged performance of The Nutcracker ballet, along with holiday carols sung by the University High School choir.



(L-R) Larry Landauer, Liza Krassner and Irvine Barclay Theatre Executive Vice President Craig Springer



# **Serving Orange County's Vietnamese Community**

Regional Center of Orange County has prepared this insert especially for the individuals and families we serve who are most comfortable communicating in the Vietnamese language. These events, programs and activities are presented in Vietnamese and/or are geared specifically for those in Southern California's Vietnamese community. However, some are not funded or endorsed by RCOC and this information is provided as a courtesy. If you know of other opportunities you would like to share with others in the Vietnamese community, please contact RCOC Cultural Specialist Kaitlynn Yen Truong at (714) 558-5405 or ktruong@rcocdd.com.

## **Virtual Coffee Talk**

oin RCOC Cultural Specialist
Kaitlynn Yen Truong and other
Vietnamese-speaking parents for
this informal conversation via Zoom. This
session's discussion topic is Supplemental
Security Income (SSI) and will feature
a guest speaker from Disability Rights
California. For more information and to
RSVP, contact Kaitlynn Yen Truong at
(714) 558-5405 or ktruong@rcocdd.com.

Wednesday, February 23

10 a.m. to noon

## Moving on at 3... Transition Workshops for Parents

his free transition workshop helps parents understand the differences between Early Start and school-based services, learn about the Individualized Education Program (IEP) process schools use to determine what services a child receives, and much more. This session takes place virtually via Zoom and is offered in Vietnamese. For more information and to register, contact Kaitlynn Yen Truong at (714) 558-5405 or ktruong@rcocdd.com.

Thursday, February 10

6:30 to 8:30 p.m.

## **OC Tet Festival**

Bring the whole family to this free, three-day festival in honor of the Lunar New Year. Celebrating the Year of the Tiger, the Orange County Tet Festival will feature a dragon dance, live

music, an Asian village, food, and lots of fun activities, as well as participation by various local businesses and community organizations.

#### February 4-6

Mile Square Park 16801 Euclid Street in Fountain Valley Free admission and free parking.



# **OCTA Virtual Mobility Training**

Authority (OCTA) Mobility Management Program to learn everything you need to know to safely ride public transportation. The presentation includes interactive instruction on ADA accessibility and mobility devices, fare and reduced fare options, trip planning and mobile apps, safe riding strategies, passenger rules and conduct, and more. There will also be time for questions and answers, and a prize raffle drawing for all who participate. The workshop will be conducted in English with a Vietnamese interpreter. Registration is required. For more information and to register, contact Kaitlynn Yen Truong at (714) 558-5405 or ktruong@rcocdd.com.

Friday, March 18

11 a.m. to 12:30 p.m.

(continued on back)

## **Introduction to Social Recreation Activities**

If your family is new to RCOC, the recent announcement that regional centers are no longer prohibited from funding social recreational activities may have been confusing. Whether or not you're new to RCOC, we recommend reading the story on page six of this

newsletter since it provides a lot of useful information to help you discuss social recreation activities with your RCOC Service Coordinator.



One of the big changes that has taken place in the developmental disabilities community since social recreation activities were funded previously is the major shift away from programs and activities that strictly cater to those with disabilities. In fact, programs such as camps and sports leagues that do not serve those without disabilities, are specifically barred from receiving federal funds which comprise a large share of California's developmental services budget.

Programs such as camps and sports leagues that do not serve those without disabilities, are specifically barred from receiving federal funds.

For that reason, it's important that families seeking to have social recreation activities funded by RCOC explore options where their child or adult family member can be included with typical individuals. Examples might include gyms, sports or arts programs that are open to the general public but also make accommodations for people with disabilities or offer classes or activities tailored to those with special needs.

# Social Recreation as an Alternative to Respite

For many parents, respite services funded by RCOC provide a crucial break from the strain of caring for a child

with developmental disabilities. That time in the care of others can also be good for helping the child cultivate independence and develop new social skills. However, we recognize that not every family we serve wants to access the respite services that may be available to them.

For those families, especially, social recreation activities may be a great

option that can provide many of the same benefits as respite. That is because with many of these activities – such as art, dance, camping, sports and music programs – the person served is under the supervision of someone other than the parent. And, even if the parent is present for the activity, they are likely not actively involved in caregiving.

Social recreation activities may be a great option that can provide many of the same benefits as respite.

If you'd like to learn more about social recreation activities or would like help locating appropriate social recreation activities for your family member, be sure to contact your RCOC Service Coordinator.





# **Serving Orange County's Hispanic Community**

Regional Center of Orange County has prepared this insert especially for the individuals and families we serve who are most comfortable communicating in Spanish. These events, programs and activities are presented in Spanish and/or are geared specifically for those in Southern California's Hispanic community. However, some are not funded or endorsed by RCOC and this information is provided as a courtesy. If you know of other opportunities you would like to share with other Spanish speakers, please contact Comfort Connection Family Resource Center Parent Service Coordinator Giulia Rodriguez at (714) 558-5402 or grodriguez@rcocdd.com.

# Let's Talk ABA at Home, School and in the Community

resented by Padres Mentores, this free workshop takes place via Zoom or in person and will teach you the basics of Applied Behavior Analysis (ABA, also known as behavior therapy). You'll learn about behavior therapy at home, how to interview an ABA agency, and how to work effectively with your ABA team. Registration is required. Contact Evelyn Rodriguez at epamela31@gmail.com for more information and to register.

Wednesday, February 23 9-11 a.m.

# In-Home Supportive Services

arents Helping Parents is offering this free workshop via Zoom to help parents learn about California's In-Home Supportive Services (IHSS) program, eligibility criteria for the State-funded program, and how to apply for services. Registration is required. For information and to register, email info@php.com.

Friday, February 11 10 a.m. to noon

## **Understanding Academic Assessments**

resented by Padres Mentores, this free workshop takes place via Zoom or in person and will teach you how academic assessments are conducted by public schools which provide special education to children with developmental disabilities. Registration is required. Contact Evelyn Rodriguez at epamela31@gmail.com for more information and to register.

Wednesday, March 23 10 a.m. to noon

# Understanding Challenging Behaviors in Children with Disabilities

his free, four-session series is presented by Parents Helping Parents and offers an in-depth look at behavior and the four functions of behavior. Among the topics covered are analyzing behavior patterns, behavior interventions, family values and creating a positive environment, assertive discipline and self-care for caregivers. For information and to register, email info@php.com.

Thursday: March 3, March 10, March 17 and March 24 6:30 to 8:30 p.m.

## Moving on at 3... Transition Workshops for Parents

his free transition workshop helps parents understand the differences between Early Start and school-based services, learn about the Individualized Education Program (IEP) process schools use to determine what services a child receives, and much more. This session takes place virtually via Zoom and is offered with Spanish interpretation. For more information and to register, contact Patricia Garcia at (714) 558-5400 or pgarcia@rcocdd.com.

**Thursday, February 17** 6:30 to 8:30 p.m.

(continued on back)

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