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September 1, 2022 - UPDATE

Dear New Horizons Family,

We truly value your membership in the YMCA of Orange County New Horizons program. The labor shortage has had an impact on us all and, unfortunately, New Horizons is not immune. Due to the difficulty in hiring we regret to announce that, despite our best efforts, we are making the following changes to the program:

In the past, we were able to accommodate adults 18 years and older with special needs or a developmental disability who require 1:1 individual support.

In light of recent safety concerns and shortage of staffing, any individual participant who requires 1:1 individual support will need to bring their own personal support and/or aide while out on program outings.

New Horizons will be able to cover the personal aide's cost of admission. All other costs and logistics related to use of a personal aide will be the responsibility of the individual.

Beginning October 1, 2022, New Horizons will re-implement the following "Who Can Join?" participation requirements found in the New Horizons Brochure (available at <https://ymcaoc.org/new-horizons/> under "Forms and Policies"):

- Adults 18 years and older with special needs or a developmental disability.
- Adults who are able to function independently in a group setting (with staffing of 1 New Horizons aide to 10 participants) or with support by bringing their own 1:1 aide.
- Personal aides will not be provided by New Horizons or the YMCA.

Thank you for your commitment to the YMCA. We strive to provide a **positive and safe environment** for YMCA staff and participants. Minimal monitoring and supervision will be provided (with staffing of 1 New Horizons aide to 10 participants) as long as it does not fundamentally alter the nature of the New Horizons program or constitute a safety risk. Such monitoring and supervision will be provided consistent with the responsibilities that all group operators undertake for the safety and well-being of their members.

If you have any questions regarding this update, please contact New Horizons at 714-508-7636.

Regards,

Lan Le, Program Director

YMCA New Horizons

YMCA OF ORANGE COUNTY

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