Looking Back, Looking Ahead

As 2014 comes to close I find myself thinking of two individuals who passed on, creating a void in our hearts. Both men are greatly missed and will be remembered forever in our Pathway family.

Patrick came to us a few years ago with a heavy heart and a challenging medical condition. He soon found that his roommates and staff embraced differences and enjoyed his sense of humor. He loved his home in Central Point and was often in his favorite living room chair with a book, enjoying the quietness in front of the fireplace. Patrick asked that his personal belongings be given to his friends at Pathway and those in need. He was a man with a big heart and a smile that warmed the room.

Scotty was Pathway. He lived in Pathway homes for many years and grew up with friends whom he loved and cared for throughout his life. He was described as “a character” and “a funny guy”. He also charmed many staff, coming up with special names that made you feel awesome. Scotty talked to three tennis balls, often having very animated chats with his dad or “Gary”. He was an avid SpongeBob fan and had the paraphernalia to prove it.

Both of these men changed the lives of those around them, by living their lives out loud; not compromising much and living with conditions that brought them daily pain and discomfort. We are humbled by the way they lived and are grateful for the time they gave us.

Creating homes for people is one of the things Pathway gets to do and enjoys doing. We are very fortunate to be able to provide a safe atmosphere that embodies the joys of home. An early Christmas present to Pathway was the gift of a home from a local Medford resident! Thank you Karlene Holt, for your generosity. Words can not describe how grateful Pathway is for this gift of a lifetime.

As we embark on 2015, Pathway is focusing on our 30th Anniversary celebration as well as the opening of the Concord, a 50 unit apartment complex in downtown Medford that will offer affordable housing to Southern Oregonians.

Make 2015 the year to embrace giving, loving and as the bumper sticker says, “Random Acts of Kindness”. Can’t really go wrong with that attitude!

Peace to All!
Contract Services Update

The new Jackson County Health Facility contract has been finalized! Pathway will service the new building and parking garage when it officially opens in early January. This contract will create new positions and give us an opportunity to integrate with many other service organizations who are moving to the new building.

Pathway was also awarded the cleaning contract with Southern Oregon Education Service District, which began December 1. The services created a 5 hour position and delivers quality custodial services to SOESD.

Pathway’s partnership with the Central Point School District has developed into a new revenue source and a great opportunity. District 6 has an historical issue with employing temporary workers for their custodial services, and inquired if Pathway could provide “sub” custodians. Pathway proposed a temp labor service. This idea was well received and we are now sending one to four workers to District 6 schools daily.

The Veterans Administration contacted Pathway in October, requesting labor to help eradicate a norovirus outbreak. Pathway stepped in and provided the needed services for our friends at the V.A.

March is National Developmental Disability Awareness Month.

Be sure to check out our facebook page during March for updates!

March 21, 2015 marks the 10th anniversary of World Down Syndrome Day.

Daylight Savings Time begins Sunday, March 8, 2015.

Pathway Admin offices will be closed in observance of the following holidays:

- Martin Luther King, Jr. Day
  Monday, January 19, 2015

- President’s Day
  Monday, February 16, 2015

Don’t forget to sign up and support Pathway while you shop!

You can also “donate now” online at www.pathway-inc.org/how-to-donate

Disneyland was a popular vacation spot this past fall!
Employment and Training News

By Susie Walton, Associate Director; Director of Employment and Training

Wow! What a busy Fall it was here in the Pathway Employment Department and Community Education Center!

I want to welcome Melinda Donnelly who was promoted to Lead Staff. Melinda, as many of you know, has worked for years with John in our courier/delivery program. Melinda will be assisting Ali with the many and various duties and tasks in the Employment Department. Please join me in congratulating Melinda!

We finished up with servicing the Crater High School Football Stadium. What a great partnership we are developing with District 6 and Crater Transition Program. I want to give a shout out to Celine Buczek and her students for being such great team members. As we moved into the Holiday Season, we placed five Crater Transition Students in jobs. Two are working as a part of the Crater High School Grounds Department, helping with landscaping tasks. Two are working with the Crater High School Janitorial Services, providing assistance during large sporting events and one is working to help maintain the Crater Gym concession stand throughout the winter sports events. We also provided support to Crater Foundation for their Annual Auction. We are so excited about the opportunity for these students! Remember, “It’s A Great Day to be a Comet”.

We are very excited about Pathway Enterprises being certified to provide Discovery Services. Discovery is a person centered comprehensive employment planning and support service that provides assistance for individuals to obtain, maintain or advance in a competitive customized or self employment setting. Ali Brown and Leslie Henderson will be leading this program. We are currently providing this service to three individuals.

The Community Education Center has been busy. During the Fall transition into Winter months, we saw the close of our community garden. The class was busy preparing the plots for winter. This time of year they are planning next year’s crops and will be starting the seeding process soon! Meanwhile the cooking class has been working on Gingerbread houses for the Holiday Season. Relationships and Dating class held its second “Mixer”, with an overwhelming response of 20 participants!

2015 will bring new classes to the Community Education Center. In January we will start offering a Basic Budgeting Class and a Conversational Sign Language Class. Conversational Sign is being taught by our very own Job Coach, Nathan Lake. This will be a 12 week course, which will be offered to both hearing impaired and those who support them. It will be a place to learn and practice conversational sign language skills. Our Basic Budgeting class is a practical approach to managing one’s money. It is also a 12 week course, being taught by Terry.

On behalf of Ali, Melinda and I, we hope you had a wonderful Holiday Season!

Get Social!
facebook: PathwayEnterprises | twitter: @PathwayOR
After that glittery ball in Time Square drops and everyone devises their hopeful weight-loss plans and intentions to quit smoking for the year, I urge all of us in helping professions, including activists, care providers, and teachers to take the time and devise self-care plans for the year. Burnout is a very real condition and people in helping professions are the most susceptible to it.

Sadly, our self-care is something that does not magically happen on its own, especially when we are juggling a full load of classes, clients or patients. The good news is that we already have the skills to prevent burn out and take care of ourselves. We are teachers, facilitators, analyzers of people, problems and subject matter. Much of our time is spent planning and preparing to do the work we spend day in and day out doing. So let's treat our self-care as if it were a lesson plan as well.

I am by no means a self-care expert, but I began to unpack my self-care plan using a lesson plan and share it with you here.

**TOPIC:** Self Care and Burnout Prevention Plan

**OBJECTIVE:** To fuel the mind, body and soul so that I may be healthier, happier, and able to continue to do the work I love

**KNOWLEDGE:** *Burnout* does not have a medical definition but is a colloquial term that describes a condition of emotional, physical and mental exhaustion caused by excessive and prolonged stress.

*Self Care* is the practice of rituals and activities that help to maintain healthy emotional, physical and mental well being.

*The Self* is not the work or things that a person does but rather the character and nature with which someone carries out their life.

**PLANNING:** Set achievable goals, pick one activity or practice to do once a month for one year. Do one thing everyday even if it is for five minutes that makes me happy and even feel guilty. Create a self-care group or activity to do in communion with co-workers.

**EVALUATION:** Questions to ask myself regularly: What is my health and what does it mean to me? How does my health enable me to continue to do the work I do? How has my self-care enabled me to be the healthier person I imagined? How can I take better care of myself?

As a frequently disillusioned super-woman who has a breakdown every now and again, my experience has taught me to deal with my stress and not repress it until it bubbles over and explodes in the middle of a busy week.

My mission this year is to stop letting self-care be a term I hear after burnout has already infected myself and my comrades. I’m investing my energy in the well-being of my mind/body/soul/spirit this year, and I hope you will, too.

In the words of Greta Christina, “SELF-CARE IS NOT SELFISH.”

Happy New Year!

*Image credit: www.tiffanysankary.com*

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**Got New Year’s Resolutions?**

**MEDFORD YMCA** Pathway currently offers employees 50% sponsorship on membership and waived joining fee. Bring in a copy of your pay stub when registering at the Y, located at 522 W. Sixth Street.

**JAZZERCISE** Monday & Thursday, 4:45pm, Rm 104.
First Class FREE at PEI S-comm or email Emily for more information, ecarter@pathway-inc.org
Welcome Marika

Pathway recently hired a second Behavioral Support Specialist, Marika Ghiglieri. Marika will be working closely with current BSS, Rochelle Doyle, training staff in OIS techniques, helping to manage Behavior Support Plans for current Pathway clients, as well as contracting with new clients outside of Pathway to create and maintain BSPs. Marika lives in Shady Cove with her husband, two kids and two dogs. She holds a Bachelor’s Degree in Psychology from University of Maryland and worked mostly in Special Education before coming to Pathway. Welcome, Marika!

During this season of giving, we’d like to say a special thank you to all of our volunteers, especially Mary Stansell and Sandy Speasl. Mary scours the town, on-line and through her vast piles of scrap material to make a fantastic quilt that is tailored made for its recipient. Sandy volunteers her time and talent by stitching the quilting to help finish the quilts. Mary and Sandy’s most recent creation was donated to Jeanine. Thank you Mary and Sandy!
Perfect 6 Awards

**September**
- Andrew J.
- Angela O.
- Brian H.
- Bryan O.
- Clarence W.
- Dan H.
- David N.
- Devon S.
- Doug S.
- Enrique S.
- Erendira R.
- Erik P.
- Jason L.
- Kathleen L.
- Katlyn G.
- Kristi M.
- Margaret H.
- Pam T.
- Patrick V.
- Paul W.
- Rosa C.
- Ryan M.
- Sean M.
- Teresa G.
- Tom M.
- Wayne W.
- Wendy W.

**October**
- Ana G.
- Andrew J.
- Brian H.
- Brittney H.
- Colleen S.
- Dan H.
- David N.
- Dennis D.
- Devon S.
- Emily C.
- Jackie B.
- Jason A.
- Kathleen L.
- Lynn R.
- Margaret H.
- Marvin B.
- Nedra S.
- Patrick V.
- Paul W.
- Pedro G.
- Sean M.
- Stephanie B.
- Tom M.
- Wayne W.

**November**
- Dennis D.
- Emily C.
- Kali D.
- Lynn R.
- Prema C.
- Rebecca L.
- Rochelle D.

Community Education Center Coordinator Terry Hill’s husband, Lynn, recently stopped by for a photo shoot... A fun time for all!
Remembering
David “Scotty” Wales
1959–2014

By Leslie Rush

Scotty moved into Redwood House from Fairview Training Center in 1989. While living there he worked for a number of years at Hollyhock Nursery. He loved to fill pots with soil and water the plants in the greenhouse. He enjoyed greeting the customers as they came to purchase plants or sneaking apples to the neighbors’ horses. It was there that he met his longtime friend Tony “Gary” Dawson. When Hollyhock Nursery closed, Scotty spent his weekdays at the Ashland Community Service Center. He also eventually moved to Boes House in Central Point.

In his free time, Scotty enjoyed watching old TV shows like *I Love Lucy* and *Bewitched* and cartoons like *Popeye, The Flintstones* and *SpongeBob*. He also liked game shows.

Scotty always had “a good idea”. His “good idea” usually involved going for drives and out to eat. “Freeway” and “French fries” could be heard on a daily basis. He also loved shopping for new hats and could be seen wearing more than one favorite at a time.

Scotty had an amazing laugh, often heard while he talked on his tennis ball phones or hung out with friends or staff. He gave almost everyone he knew a special name like “Gary”, “Wub”, “GiGi” or “Watsy”.

Scotty brought a smile to our faces and never let us take things too seriously. He will be greatly missed.
A Safety Reminder from Becky

The management of Pathway Enterprises, Inc. holds the safety, health, and welfare of our employees in high regard. We constantly strive to maintain a safe and healthy work environment.

Remember to report any on-the-job injuries or unsafe conditions you observe to your immediate supervisor no later than the end of your daily shift, or as soon as possible following treatment.

Let’s all stay safe so we can better serve the individuals we support!

Board of Directors

Becky Simpson  
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Pathway Enterprises, Inc.

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Financial Advisor, Waddell & Reed

Sandra H. Crews, Vice Chair  
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City of Central Point

Wayne Brown  
Retired Business Owner and Parent

Toni Hernandez  
Owner, S & B James Construction;  
Owner Black Rock Coffee Bar;  
and Parent

Chris London  
Owner & Art Director,  
Pixel Productions Inc.

Don’t let new year’s fervor fizzle:  
5 ways to achieve meaningful change

(BPT) - Every year, many Americans resolve to change or improve something in their lives in the coming months. Too often, their January fervor to take control fizzles by February. But a new approach to managing resolutions could make 2015 the year you achieve meaningful, lasting change.

Paul Kriegler, assistant program manager of nutrition at Life Time—The Health Way of Life Company, offers these tips to help you make a commitment for the new year and capitalize on the energy surrounding the change in the calendar.

Avoid ambiguity

Aspiring to “lose weight” isn’t an effective resolution. Instead, Kriegler says, you should focus on a course of actions rather than the outcome such actions produce. “Focus on making small, realistic commitments to goals you can achieve along the way,” he says. “Lose five pounds of fat over the next three months is a much better - and more achievable resolution, plus you’ll be able to track your progress and set new goals once you achieve it.”

Resolve to take daily action—no matter how simplistic it is

“Most of us bite off more than we can chew and forget about what’s not within our direct control,” says Kriegler. “Life is busy - everyone has demands to meet and responsibilities often prevent us from carrying out our grand intentions of turning our lifestyles on end by working out, sleeping eight hours each night or perfectly portioning our home-prepped meals.” Instead of setting grand plans, resolve to string together 365 days of tiny battles won and see what happens. Chances are, if you’re constantly building up small wins each day, you’ll stay motivated and even find room to do more than the minimal effort you’d envisioned.

Expect to fail sometimes

If you keep things simple, an occasional failure shouldn’t be a problem. In fact, it should seem so easy to get back on the right track that you almost have to laugh at yourself for falling off in the first place. Set behavior goals that appear easy but are effective enough to make progress even if you only hit the target 80 percent of the time. Kriegler says that missing one day of sticking to your plan shouldn’t ruin your desire to continue, especially if the miss is an expected part of the process.

Eat well to live well

The types of food you eat can be as important as, if not more important than, the calories they contain. This year, commit to really thinking about the foods you eat, every time you eat. Keep a food journal for a week and write down everything that you eat and drink as well as how much and make a point to note how you feel. Be honest with yourself about those occasions when you may choose to eat something that isn’t in the interest of your healthy eating plan. When you do an honest assessment of your eating patterns, you will likely see where moderation can work for you and where it can’t.

Take others with you on your course of action

If you get down on yourself when you can’t stick to your intentions, Kriegler suggests adding to your support system. “Using a group or partner approach is known to increase adherence to exercise habits and healthier eating, but it also makes the process more enjoyable and more fun with the shared intention,” he says. Not only can your resolutions foster better health and happiness in your life, but they can inspire positive energy and change in others’ habits as well.