

our [mission]

Pathway Enterprises, Inc. is committed to ensuring adults with disabilities are offered opportunities to live, work, and recreate in their communities so they may experience personal growth, integration and independence.



1600 Sky Park Drive, Ste 101
Medford, Oregon 97504

www.pathway-inc.org

facebook: PathwayEnterprises
twitter: @PathwayOR

instagram: pathwayenterprisesinc

#PathwayRocks



Coming up with creative ways to stay active at Comice!

Erik is making the most of his time at home and practicing his cooking skills he learned at the Community Education Center!



Social distancing doesn't mean you can't still say hello to your friends! Linda sends a special message to Steven.



Kaitlyn keeping things clean!



Susie demonstrating the latest CDC recommendation to wear homemade masks when making essential trips.

core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

#PEIHealthyChallenge

Based on the tremendous dedication of people supported and staff, Pinedale House, led by Margaret Haynes, has experienced outstanding health improvement outcomes as they have worked in conjunction with the My25 program.

A recent check-in found all of the people supported have been consistently losing weight or not gaining unhealthy weight since the implementation of My25. These individuals report enjoying their menus and are even getting creative with how they are flavoring meals and using new, different, healthy ingredients.

Congrats Pinedale House staff and supported individuals on this special recognition!

Thank you to ALL PEI staff that support people making healthier choices day in and day out!



Get Social!

facebook: @PathwayEnterprises | twitter: @PathwayOR

instagram: @pathwayenterprisesinc

Contract Services Update

Rick Simpson, Director

The Contracts Department is front and center in the fight to maintain the health of public facilities in Jackson, Josephine, Deschutes, Curry, and Klamath counties. In addition to regular services we have added numerous specialized disinfection positions and working around the clock to meet each community's needs.

We answered the call for help from the Veterans Affairs Administration, OSP, DHS, Deschutes County, and numerous cities. This required diligence, professionalism, and dedication on the part of team members. I could not be more proud of the fine work our teams are accomplishing every day!

In Klamath Falls we clean a large DHS facility, and an OSP office. We start cleaning the Employment Department in the near future.

Deschutes County team started the Oregon Water Resources office and will be adding the Oregon Youth Authority to their growing contracts.



DON'T FORGET TO TAKE ADVANTAGE OF ALL OF THESE GREAT BENEFITS!

In addition to **Moda Group Health** benefits and **Paid Time Off**, eligible Pathway Employees are offered a variety of additional benefits including:

- **Access to MyModa, including 'Quit for Life' smoking cessation support**
- **Employee Referral Bonus \$\$\$**
- **Mercy Flights Membership**
- **Short Term Disability**
- **Life Insurance**
- **Aflac BenExtend for all family members**
- **Employee Assistance Program**
- **Competency-based Career Path**
- **Monthly "Perfect 6" Recognition**
- **50% Off Membership at the Medford YMCA**
- **401(k) Retirement Plan**
- **Dependent Care FSA/Medical Care FSA**
- **Tuition Reimbursement**

SEE YOUR EMPLOYEE HANDBOOK, SUPERVISOR, OR HUMAN RESOURCES FOR MORE INFO!

Jackson county service team recently added the Addictions Recovery Centers five locations, and the SAIF office.

As an essential service we are blessed to be working and growing during an uncertain time. We will continue to do all we can for both our customers and our essential employees.

It is difficult to see where the path may lead us in the COVID-19 future, but I am confident in the strength, resilience, and positivity of the entire Pathway family!

Stay focused, practice safety, be well.

Pictured above: Seth, Jaime, Scot, Phil, and Mark providing deep cleaning every day at the VA Domiciliary in White City.

Pathway Admin offices and Community Education Center are currently closed due to COVID-19 with staff working from home. In home support services have not been disrupted.

Sign up to support Pathway while you shop!



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

Supported Employment – Navigating COVID-19

COVID-19 drastically impacts the workplace, including people working in non-essential businesses. Since the beginning of March, Pathway employment professionals and ISP teams have supported people through the changes in their employment, including those who were temporarily laid off from their jobs in the wake of the COVID-19 pandemic. Many of these people were working in restaurants, senior living facilities, grocery stores, and small group employment settings. Although some of these businesses are considered essential, there are concerns around health and safety of employees as well as worries with allowing job coaches to be in these establishments, since they are not employed by the business. This leaves people concerned about their financial stability, daily routines and positions. Residential providers, family members, co-workers and friends have done an amazing job reassuring people that once this virus is under control their employers are excited to have them return to work! In the interim, we've seen people focusing on staying busy by connecting with friends via virtual platforms, playing games, doing crafts, reading, exercising, the list goes on. Please help in keeping the morale positive and light during this challenging time. Feel free to reach out for guidance and encouragement while we navigate this path together. As we come out of this pandemic, we are looking forward to partnering with CDS publications, Quality Fence, Wild River Pizza, Home Goods and TJ Maxx, who have all shown interest in hiring supported employees. For further information about Job Development Services contact Kimberly Larsen 541-973-2728 or klarsen@pathway-inc.org. Stay well!

*Check out Matthew returning grocery baskets at Albertson's and
Lizzy folding laundry at Lakeland Senior Living.*



Employee Assistance Plan
Free counseling and resources
866-750-1327 or go online to: MYRBH.com
Use access code: GoPathway

Community Education Center Updates



Pathway had to make the difficult decision on March 16th to suspend all classes at our Community Education Center (CEC) until further notice. This choice was made with the utmost consideration for our participants, instructors and guidance from The Office of Developmental Disabilities Services (ODDS) to reduce the spread of COVID-19 in our community. We recognize the impact this has on everybody and want to assure you that we plan to re-open classes when this virus is controlled. Our CEC Coordinator, Robin Reames, and Instructor, Leslie Rush, have spent a lot of time creating new learning opportunities for students, see below for details.

Robin says, “We are excited to offer a new class, Digital Devices/Photography. The course will cover safety and the law regarding photography permissions/privacy, basic photography composition skills, the rule of thirds, and using photography from an artistic standpoint. The class will alternate landscape photo shoots in the field, with gallery walks of student’s best pieces and an exhibition on the last day of class. If anyone is interested in photography, this class is for them!”



We will continue our partnership with Talent Maker City. Students in Arts and Crafts will make functional ceramic clocks at the Maker City studio. We will offer Healthy Snacks, Gardening, Club Wellness (an activity-rich wellness program that practices healthy behaviors in a group setting), Beginning and Intermediate Cooking, Employment Skills, Budgeting, Skills for Living, Riding the Bus, and Music Experience. Stay up to date on our Facebook page ‘Pathway Enterprises, Inc.’ about re-opening our CEC. We can’t wait to see you!



Ridgeway Update

Our beautiful Ridgeway House, now lovingly called “Old Ridgeway,” recently found itself in need of some serious TLC. For months, unknown to the staff and residents, a pipe was leaking in the master bathroom. By the time this leak was discovered, the structural damage was severe, requiring the entire master bath, including Jacuzzi tub, shower, cabinetry, etc., to be ripped out and replaced. The water damage further traveled into the master bedroom, soaking the wall and the floor leading to the sliding glass door. The individual whose room it is has been more than gracious while all manner of construction has gone on around her. It has been no easy feat as this ongoing project is well into its second month. Our maintenance and Eric Snyder’s construction crew continue to work diligently around the clock to put things right at Ridgeway and we are ever so grateful.

Pathway purchased a new home that just happened to be across the street from “Old Ridgeway.” Staff and supported individuals from the Redwood House recently moved into this house at the end of March. They decided to keep the name Redwood and are enjoying getting settled into their new digs. *Sarah, Dawn and Jamie are pictured outside the new home.*

The return of a familiar face!

In November of 2019 our longtime Supported Living Program Manager Khristian Andresen moved on to a position with the county. We wished her well but were devastated to see her go. Fortunately, SL's Assistant Manager at the time, Crista Cartwright, willingly stepped in to fill the role. Crista held the large department together for three long holiday filled months before deciding she preferred working more closely with individuals and less enjoyed the paperwork aspect of the PM position. Crista transitioned back into her assistant manager role and agreed to help out as needed until the position could be filled, for which we were VERY grateful. Fortunately, Crista already had the perfect candidate in mind to replace the PM void. Crista quickly reached out to her contact and they promptly applied. The applicant was interviewed, and the position was swiftly filled. Crista and I then had the pleasure of announcing Khristian Andresen's return to the Supported Living Program Manager position. Though the county suffered a loss at her departure, the staff and the residents in the SL department were thrilled to have her back! When I chatted with Khristian about her return she stated she could validate that time old lesson that the grass is definitely not greener on the other side.

HAPPY BIRTHDAY!

April

Debbie C.	4/06
Sandra S.	4/06
Bill P.	4/08
Michael G.	4/11
Kelly M.	4/13
Dale B.	4/17
Tom G.	4/17
Colin M.	4/17
Mary B.	4/19
Dylan T.	4/21
Tyler S.	4/22
Yvonne A.	4/28
Ali B.	4/29
Sarah F.	4/29

May

Brandon S.	5/01
Taylor M.	5/03
Steven F.	5/04
Dallas H.	5/04
Kevin C.	5/05
Cherish S.	5/05
Michael S.	5/07
Rochelle D.	5/08
Thomas M.	5/09
Gail W.	5/09
Jessie C.	5/10
Daniel B.	5/13
Theresa D.	5/14
Rosalva F.	5/15
Eliju J.	5/16
Robin R.	5/16
Crystal G.	5/19
Jeremy M.	5/20
Mark S.	5/21
Logan C.	5/27
Peter H.	5/30
Elizabeth A.	5/31
Donald A.	5/31
Dawn H.	5/31
Jamie W.	5/31

June

Griselda C.	6/04
Mark J.	6/04
Patrick V.	6/04
Ryan S.	6/06
Kevin W.	6/07
Jeff D.	6/11
Scot L.	6/11
Dennis T.	6/11
Jared T.	6/12
Chris J.	6/13
Leilani B.	6/14
Joan W.	6/17
Adam M.	6/19
Tristan C.	6/21
Charles S.	6/25
Roger W.	6/28
Ana I.	6/30
Michelle R.	6/30

Tips from CDC on dealing with stress during COVID-19

The outbreak of COVID-19 may be stressful for people. Fear and anxiety about a disease can be overwhelming and cause strong emotions in adults and children.

Stress during an infectious disease outbreak can include:

- Fear and worry about your own health and the health of your loved ones
- Changes in sleep or eating patterns
- Difficulty sleeping or concentrating
- Worsening of chronic health problems
- Increased use of alcohol, tobacco, or other drugs

People with preexisting mental health conditions should continue with their treatment and be aware of new or worsening symptoms. Additional information can be found at the Substance Abuse and Mental Health Services Administration (SAMHSA) website www.samhsa.gov.

Taking care of yourself, your friends, and your family can help you cope with stress. Helping others cope with their stress can also make your community stronger.

Things you can do to support yourself:

- Take breaks from watching, reading, or listening to news stories, including social media. Hearing about the pandemic repeatedly can be upsetting.
- Take care of your body. Take deep breaths, stretch, or meditate. Try to eat healthy, well-balanced meals, exercise regularly, get plenty of sleep, and avoid alcohol and drugs.
- Make time to unwind. Try to do some other activities you enjoy.
- Connect with others. Talk with people you trust about your concerns and how you are feeling.

Call your healthcare provider if stress gets in the way of your daily activities for several days in a row.

Sharing the facts about COVID-19 and understanding the actual risk to yourself and people you care about can make an outbreak less stressful. When you share accurate information about COVID-19 you can help make people feel less stressed and allow you to connect with them.

Children and teens react, in part, on what they see from the adults around them. When parents and caregivers deal with the COVID-19 calmly and confidently, they can provide the best support for their children. Parents can be more reassuring to others around them, especially children, if they are better prepared.

There are many things you can do to support your child:

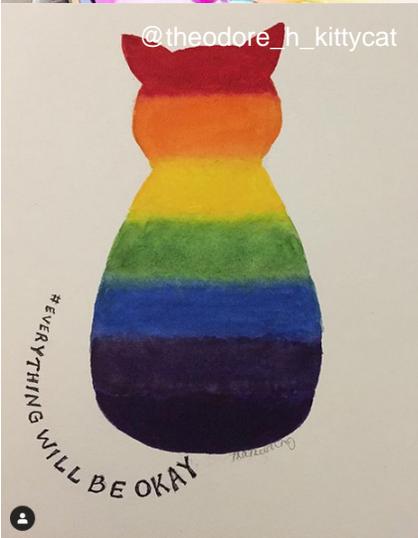
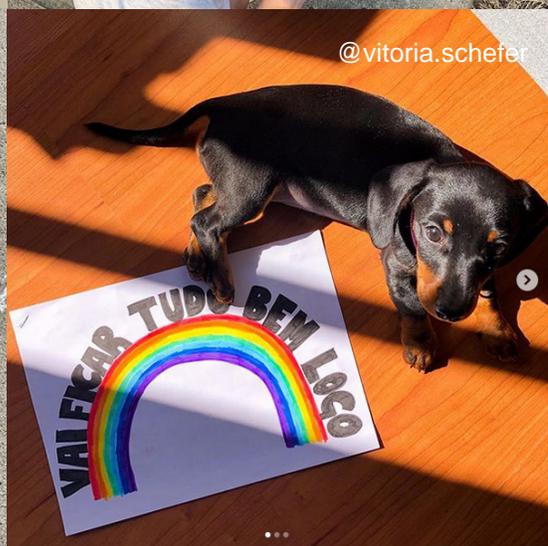
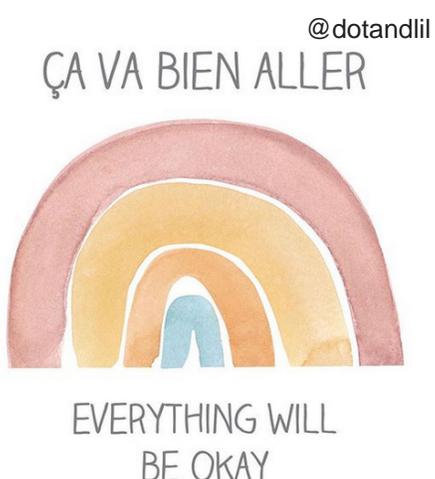
- Take time to talk with your child or teen about the COVID-19 outbreak. Answer questions and share facts about COVID-19 in a way that your child or teen can understand.
- Reassure your child or teen that they are safe. Let them know it is ok if they feel upset. Share with them how you deal with your own stress so that they can learn how to cope from you.
- Limit your family's exposure to news coverage of the event, including social media. Children may misinterpret what they hear and can be frightened about something they do not understand.
- Try to keep up with regular routines. If schools are closed, create a schedule for learning activities and relaxing or fun activities.
- Be a role model. Take breaks, get plenty of sleep, exercise, and eat well. Connect with your friends and family members.

For additional information and resources, see the infographic on page 9 and visit www.cdc.gov.

If you, or someone you care about, are feeling overwhelmed with emotions like sadness, depression, or anxiety, or feel like you want to harm yourself or others call the Substance Abuse and Mental Health Services Administration's (SAMHSA's) Disaster Distress Helpline: 1-800-985-5990 or text TalkWithUs to 66746. (TTY 1-800-846-8517)

#EverythingWillBeOkay

Italians started putting rainbows in their windows with the phrase “Andra tutto bene,” translating to “Everything will be okay,” as an expression of hope and encouragement. Thanks to social media, this practice quickly spread worldwide. In times like this, it’s helpful to remember the words of Mr. Rogers, “Look for the helpers.” Remember to take care of yourself so you can take care of others. Below is a sampling of the hashtag “Everything Will Be Okay” to brighten your news feed!



SHARE FACTS ABOUT COVID-19

Know the facts about coronavirus disease 2019 (COVID-19) and help stop the spread of rumors.

FACT 1 Diseases can make anyone sick regardless of their race or ethnicity.

Fear and anxiety about COVID-19 can cause people to avoid or reject others even though they are not at risk for spreading the virus.

FACT 2 For most people, the immediate risk of becoming seriously ill from the virus that causes COVID-19 is thought to be low.

Older adults and people of any age who have serious underlying medical conditions may be at higher risk for more serious complications from COVID-19.

FACT 3 Someone who has completed quarantine or has been released from isolation does not pose a risk of infection to other people.

For up-to-date information, visit CDC's coronavirus disease 2019 web page.



CS315446-A 03/16/2020

FACT 4 There are simple things you can do to help keep yourself and others healthy.

- Wash your hands often with soap and water for at least 20 seconds, especially after blowing your nose, coughing, or sneezing; going to the bathroom; and before eating or preparing food.
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Stay home when you are sick.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash.

FACT 5 You can help stop COVID-19 by knowing the signs and symptoms:

- Fever
 - Cough
 - Shortness of breath
- Seek medical advice if you
- Develop symptoms
- AND
- Have been in close contact with a person known to have COVID-19 or if you live in or have recently been in an area with ongoing spread of COVID-19.

[cdc.gov/COVID-19](https://www.cdc.gov/COVID-19)



BOARD OF DIRECTORS

Sandra H. Crews, Chair
Educator, retired

Kristine Allison, Vice Chair
Chief of Police, City of Central Point

Toni Hernandez, Secretary
Owner Black Rock Coffee Bar and Parent

Wayne Brown
Retired Business Owner and Parent

Megan Sandlin
Special Education Teacher, Phoenix/Talent High School

Jennifer Horton
Administrative Manager, Siskiyou Cascade Resources

C.J. Shipley
PayneWest Insurance, Sales Executive/Commercial Ins.

Safety First!

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!

Perfect 6 Awards

DECEMBER

Brenda A.
Tom G.
Brad K.
Jeremy M.
Chelsea T.
Kandy S.

JANUARY

Brenda A.
Kayla S.
Lester S.
Zach M.
Dawn B.
Jeremy M.
Chelsea T.
Alyssa G.
Michael S.

FEBRUARY

Mary B.
Kandy S.
Skye T.
Chelsea T.
Jeremy M.
Zach M.
Car B.
Lester S.
Kayla S.