

## 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](http://www.pathway-inc.org)

facebook: PathwayEnterprises  
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## Finding Silver Linings

Where to start...in mid March we put the COVID-19 sign on the administrative office door, locked up, and sent all but four people to work from home. We wrote a Pandemic Policy Manual from home, read and implemented state rules and regulations (that changed weekly), and tried to keep the morale of all Pathway staff positive and optimistic. Masks were donated and distributed, sanitation supplies and equipment were purchased quickly, and protocols for staying safe in the community were implemented and updated often. We started an Employee Only Facebook page, increased our Social Media presence, and gave out TP (The Great TP give away) and gift cards. We figured out how to Zoom - offering classes, attending meetings, and staying connected. We use "Click and Collect" to ensure safe grocery shopping, and everyone knows what a "high touch surface" is and what percentage of alcohol kills corona virus. Job Coaches jumped in to help residential homes fill shifts and Contracts janitors were solicited to increase cleaning and sanitation, as well as additional day porter services. Residential staff embraced the "Stay Home, Save Lives" Order by playing hallway bowling and created many fun ways to pass the time while staying home. There have been many birthdays since March 16; drive-by celebrations and "safe" parties with housemates helped people feel loved and valued on their special day.

Thank you to everyone for your dedication and service to the individuals Pathway supports, the customers Pathway serves, and the communities we love. #PathwayRocks!

Stay safe and healthy,



*Becky*

Becky Simpson  
CEO, Pathway Enterprises, Inc.

## core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

## Contract Services Update

By Rick Simpson, Director

The Contracts Department teams have done an amazing job providing COVID-19 cleaning services throughout the area. From Klamath to Cave Junction, Brookings to Bend, and all areas of Jackson County, our teams have been hard at work to keep the public safe. We are working around the clock to relieve anxiety and reduce the possibility of COVID-19 transmission. My sincere thanks go out to our crew members who are leading this fight.

Amidst this unprecedented challenge, our business has been expanding in new and different ways. We added the City of Ashland Park Restrooms and Trash services. This is an extensive operation employing almost 4 ½ full time employees! We also have four new employees working in Klamath Falls with incredible growth around the corner, and our typical services are growing by leaps and bounds.

This is good news contrasting with the grim reality that COVID-19 has brought to us. Our teams stay firm in our Core Values and Mission and are making lemonade. Way to go Contracts! Way to go Pathway! Here are our some new additions this quarter:

- Ashland Parks Services
- Employment Department Grants Pass
- Employment Department Bend
- Employment Department Klamath Falls
- DHS 700 Klamath, Klamath Falls
- DHS 509 Commercial, Klamath Falls
- DHS 714 Main, Klamath Falls
- Amertitle of Medford and Ashland
- Jackson County Library System Day Porters

Please everyone, stay focused, practice safety, and be well!

Sign up to support Pathway while you shop!



You can also "donate now" online at [www.pathway-inc.org/how-to-donate](http://www.pathway-inc.org/how-to-donate)

## Perfect 6 Awards

### MARCH

Lester S.  
Car B.  
Brian H.  
Amber O.  
Zach M.  
Jeremy M.  
Debbie C.

### ARPIL

Lester S.

Car B.  
Brian H.  
Tom G.  
Amber O.  
Zach M.  
Bradley K.  
Jamie G.  
James E.  
Mary B.  
Kyle J.  
Stephanie S.

Debbie C.  
Kelli L.  
Amber O.  
Michael S.

### MAY

Angela O.  
Lester S.  
Car B.  
Racheal P.  
Owen P.

Zach M.  
Michelle S.  
Tabitha R.  
Drea B.  
Alesia C.  
Eliju J.  
Kyle J.  
Kelli L.  
Michael S.

## Hello from Bend!

*By Susie Walton, Director of Community Services Bend Area; and Paul Smith, Hezekiah Program Manager*

Exciting times here in Bend! Spring has sprung and sheltering in place continues. This has resulted in a lot of “out of the box” way of doing things. Hezekiah staff are busy thinking of ways to support residents in staying engaged while helping them continue to work on their individual goals. We are getting out via car rides to see the community and a change of scenery. The residents are also busy planting—we have converted our back deck into a planting center. We have lots of pots with different veggies, herbs and flowers, all while sharing the space with the local wildlife.



**Lani and Zach** had a party to celebrate their graduation. Staff helped them plan and decorate for the party. There were a lot of decorations, cake and snacks for everyone to share. The whole house joined in the festivities. We even had a diploma ceremony. Zach plans to continue to work in Redmond with the hopes to transfer closer to home in Bend. Lani is undecided and wants to take the summer off to decide.

We're happy to welcome Paul Smith as Program Manager. Paul comes to us with experience in working with juveniles who are involved in the court system. Paul served with the Marines during the Gulf War and has a love for gardening and animals.

## Supported Living adapts during pandemic



*By Khristian Andresen, Supported Living Program Manager*

Supported Living participants and staff have been trying their best to remain positive during these uncertain times with COVID-19. The state has mandated that support staff refrain from most community supports. A lot of people were taking community classes through Pathway Community Education Center, as well as working in the community, or with Pathway job crews. A lot of the people the Supported Living department supports, were laid off and classes were no longer available. Thankfully the classes were started up quickly via Zoom, and for people not able to use Zoom, Leslie was able to offer 1:1 classes. Supported Living staff had to learn how to use Zoom and how to assist people with applying for Unemployment. Most people supported had a tough time adjusting to the new “normal”. People had their routines completely changed overnight. After a few weeks, people began to build new routines and adjust to the new found rules of social interaction. We have seen 4th floor hall gatherings where people are making sure to physically distance from their neighbors and wear masks while playing card games, or just chatting about their day. We have seen an increase in exercise with people wanting supports to go on hikes, or simply walk the track at the park. More people spending time with their families, rebuilding connections. We have enjoyed the increase of people knocking on the Concord office door to say, “Hi,” tell us to call Delilah at 7 to play Disney, or even burst through the door singing old rock and roll songs! In a way this pandemic has made us all feel more connected to each other. For that we are grateful.

## Job Coaches are Essential!

By Melinda Donnelly, Employment Manager

If you “Google” the word “essential,” the definition that appears is “absolutely necessary; extremely important.” DSP’s, police officers, nurses, janitors, cashiers and other essential workers may come to your mind, but what about job coaches, are they essential, too? If you ask Pathway Job Coaches, the answer would be a resounding “Yes!” When I asked Job Coaches, “Why?” they quickly came up with excellent points that show how Job Coaches help individuals remain safe, stay motivated, and integrate into their workplace!



Lead Job Coach **Debbie Cordeiro** (pictured left) offered other reasons – “I help the people I support to understand the extra precautions due to COVID-19 that are necessary in a work environment; including wearing masks, extra hand washing, proper glove use, and what social and physical distancing means. Some people I support may not understand why people at a work place are not as social with that person as in the past, and I can help bridge that gap.” Job Coach **Jared Templer** (pictured left) believes that part of what is essential about being a Job Coach is helping individuals to feel part of the community, and feel needed at their work place.

Job Coach **Kelli Lindenberg** (pictured right) feels that, “Guidance, monitoring, and on-the-job training help the supported individual to build good work habits. Perhaps an individual needs help with learning a new work task or understanding employer policies.” This is where a Job Coach is essential, to help that person understand things so they can easily assimilate into the work environment. In turn, this helps the individual to feel more at ease and confident at work. Confidence leads to success!



Veteran Job Coach **Amber Oppegaard** (pictured left) believes Job Coaches are essential because they sometimes support people who may have never worked in their past. “Some people may be so used to being told what they can or cannot do by others. Job coaches know what someone is capable of doing, so they can adapt to that person’s way of learning in order to bring out the best in someone. If a Job Coach can take this extra time so that the person can learn the job, the employer saves their time and resources. This is important, especially for a small business!” The person will then thrive at work, knowing the coach is there to guide them and empower them to achieve independence on the job.

Job Coach Michael Smith believes, “The coaching I provide can assist someone to remember what to do next or help plan their routine for the day. Sometimes I help the individual to know when it’s time to take a break to avoid exhaustion”.

When Job Coach Kellie Childs was asked, she replied, “I can support someone who is having a rough day. Maybe I talk to them about something that is bothering them, and remind the person to remain positive and stay focused.”

Job Coaches provide support that enables a person to succeed at work; whether that is training around soft skills, hands on training, finding the right coworker to be a natural support, or allowing the Job Coach to fade from the job site. Oftentimes, supported employees are part of the essential workforce for an employer. Job Coaches can be a catalyst for each person to achieve their potential, find success at work, and become an essential part of their work team.

## Community Education Center Updates: COVID-19 brings progressive change!

*By Leslie Rush, Community Education Center Instructor*

Although our lives were changed dramatically by the COVID-19 Pandemic and the Oregon Stay at Home Order, the team at the Community Center embraced the change and turned it in to a positive opportunity. We unexpectedly offered our last in-person class on March 13th, 2020. Due to COVID-19 restrictions we were mandated to stop conducting in-person classes at The Concord until further notice. Instead of sitting and waiting to hear the next guidance, we took it upon ourselves to figure out a way to stay connected with students. By April 1st we were up and running conducting virtual classes via Zoom!

In the few remaining weeks without students in March, we brainstormed creating virtual content, learning about Zoom, developing new classes and delivering items to local participants. Everything from hand sanitizer and art supplies to games and jigsaw puzzles. We sent out cards and flowers and waved at folks through the windows at their homes. It was a learning curve for everyone, but we made it through 10 successful weeks of learning, connecting, and growing together!

What was discovered through this sudden transition was we MISSED EVERYONE! We missed students learning and laughing together and sharing our ups and downs. Via Zoom we have been able to do check-ins with each other and share again. We've made new friends, many who prefer the online model. We made wonderful art, cooked healthy snacks, danced and monitored our health. We learned to take photos, played games and laughed together. We have kept the garden growing and were able to get some fresh air outdoors where we could socially distance.

As we get ready to start the next session we feel well prepared and have learned so much! We hope to see returning students and new faces, and look forward to learning and laughing together.

Session 3 classes will be offered via Zoom starting June 29-Sept 18. Courses will include Art, Photography, Healthy Snacks, Skills for Living, Music & Dance, and Social Skills. Contact Robin Reames at 541-973-2728 or rreames@pathway-inc.org for more information about offerings. We look forward to virtually connecting with you soon!



## Welcome to Team Pathway!



Pathway is proud to welcome **Adam Birdsell**, RN to the team! Adam grew up in Milton-Freewater, Oregon, a small, rural town in Eastern Oregon, with his parents and sister. But once Adam graduated from high school, he was ready to spread his wings and joined the Marines as a Combat Medic stationed at Camp Lejeune. Adam saw combat, and after a back injury and 6½ years in the military it was time to make some changes. He enrolled and was accepted in a competitive nursing program at Walla Walla Community College. Using his Combat Medic experience, he studied and became an RN. He worked as a traveling nurse for some time but really sought to be in a community-based healthcare role. And after moving to Phoenix, Oregon with his wife of 13 years, Chris, and their two boys, Braeden (12) and Marcus (7), Adam decided it was time to fulfill this community based role, and came to work at Pathway. In his down time, Adam enjoys writing and playing music (country grunge), both in a band and with his boys, and exploring the outdoors with his family. It's great to have you Adam!



We would also like to welcome **Liz Payne** as Program Manager at Keene! Liz is a native of the Rogue Valley, spending a brief 20 years in Spokane, Washington. Liz is a double graduate of Spokane Community College; receiving her A.A.S. in Human Services (2000) and her A.S. in Business (2011). Most recently, Liz was a Case Manager for three years at Hope House with Salvation Army working with Veterans who are homeless. When Liz is not at work she enjoys spending time with her three children, Katie (31), Michael (27), and Abbie (17), as well as going swimming with her mom near Applegate Lake. She also dotes on her dogs Roscoe (Pit/Lab mix) and Lewis (a rescue Yorkie). In addition, Liz tends to her lovely petunias and sunflowers, collects all things John Deere, and is preparing for her upcoming nuptials on July 24th! We are excited to have you Liz!

## Employment Opportunities!

*By Kim Larsen, Job Developer*

Exciting news in the world of Supported Employment! Jonathan C., who is camera shy, recently started his job as a Merchandise Associate at HomeGoods. Working with Debbie Cordeiro as his Job Coach, he has made great strides in his first few days and enjoys getting back to work. His job includes sorting and processing shipments by departments that are then delivered to the sales floor. Good job, Jon!

Job Development opportunities with TJ Maxx, CDS Publications, and others, have increased since Oregon entered Phase 2. We are looking forward to giving people opportunities to work!

If you, or someone you know would like to work on Job Development, please contact me at [klarsen@pathway-inc.org](mailto:klarsen@pathway-inc.org).

## Employment Spotlight: Travis at Garrison's



*By Melinda Donnelly, Employment Manager*

When Garrison's Furniture was able to reopen to the public, they were very excited to bring back a valued employee, Travis! Travis has worked for Garrison's for almost three years, but he is new to Pathway Job Coaching as of June 2020. Travis is responsible for working at three Garrison's locations, three afternoons a week. His typical duties include dusting furniture, vacuuming and sanitizing doors and door handles. Recently he learned, with Job Coach Michael Smith's training, to clean glass. Travis adheres to the "new" rules of wearing a mask and gloves at work and is so happy to be working again. Michael is encouraging Travis all the way and helping him return to his routine. Garrison's Office Manager, Laurie, was super excited to have Travis back and shared this about Michael: "We love Michael as a Job Coach. He is the best one Travis has ever had. Michael is patient with Travis, he's ALWAYS positive with Travis, he explains things to Travis. Everyone is so impressed with Michael and how he treats Travis." Pathway Employment Rocks!

**HAPPY BIRTHDAY!**

### July

Kellie C.	7/01
Matthew H.	7/01
Nancy R.	7/01
Jonathan A.	7/02
Royal J.	7/02
Dennis K.	7/04
Corrinne D.	7/05
Susie W.	7/05
Kyle J.	7/08
Amber O.	7/08
Linda S.	7/11
Victoria S.	7/15
Erik W.	7/16
Dannika V.	7/20
Kimberly A.	7/24
Mary P.	7/24
Jonathan C.	7/25
Keely D.	7/26
Kyle S.	7/27
Cally B.	7/30
Leslie R.	7/31

### August

Adam B.	8/01
Dawn A.	8/02
Christopher E.	8/05
Jennifer K.	8/06
Doug S.	8/08
Brenda A.	8/10
Brenda C.	8/12
Orline M.	8/14
Alessandra S.	8/15
Tamara T.	8/16
Brian H.	8/19
Bradley K.	8/19
Shanin B.	8/22
Jason B.	8/22
Taylor E.	8/22
Danny L.	8/23
Abraham M.	8/26
Jurney M.	8/26
Donald R.	8/26
Tabitha R.	8/30
Ed T.	8/31

### September

Mimi C.	9/03
Daniel V.	9/03
Dawn B.	9/04
Brittney H.	9/04
Dean O.	9/04
Joanna W.	9/04
DJ F.	9/05
Brad R.	9/05
Becky S.	9/05
Virgil S.	9/08
Callie R.	9/09
Tamera C.	9/10
Rocky M.	9/13
Jessica R.	9/14
Pamela B.	9/15
Angelo F.	9/17
John K.	9/18
Car B.	9/24
Crista C.	9/25
Rhona G.	9/26
Diane W.	9/27
Marissa M.	9/28

## Fuel your fitness at home: 5 tips and tricks

(BPT) - Face it, finding time to achieve your fitness goals while balancing work and home life can be a struggle. However, while many people are spending more time at home, here's a great opportunity to start fresh with a new fitness routine.

Here are some helpful tips for helping you live your best, healthiest life:

### 1. Create a realistic schedule

It's a lot easier to blow off your at-home workout than a one-on-one training session or group class. What's the secret to success? Put your fitness routine on your calendar! Instead of telling yourself, "I'll exercise after I'm done with work," switch your thinking to, "I'll exercise at 6 p.m.," that way you're more likely to hold yourself accountable. Pro-tip: Make sure it's actually written in your calendar and set an alarm to remind you.

### 2. Prioritize sleep

To maximize the work you put in during exercise, be sure to get enough rest every night. A full night's sleep aids your muscle growth, enhances muscle recovery, regulates weight management and can help boost your metabolism. Turning off electronics and other distractions at least 30 minutes before bed helps you fall asleep faster and achieve a higher quality sleep.

### 3. Designate a fitness space

You don't need a full in-house gym to have a successful workout, but it is important to think about what you'll be doing. Yoga, core exercises or Pilates only require enough space for a yoga mat, whereas a cardio workout may need a larger area or harder surface. Consider your preferred activities before you set up your space and try to set up camp somewhere quiet with few distractions.

### 4. Stay hydrated

Caffeinated energy drinks are a trendy pre-workout beverage, but they can lead to negative side effects like jitters and energy crashes. The best way to avoid cramps and fatigue is to drink water before, during and after a workout. Sports drinks with electrolytes are a good option for high-intensity exercise, but be mindful of their sugar content.

### 5. Add fueling ingredients to your diet

Registered Dietitian and Nutritionist Dawn Jackson Blatner recommends incorporating nutrient-dense foods into your diet that support your fitness goals.

"It's important to fuel your body with high-quality ingredients all the time, but especially when you are being more active," said Blatner. "For example, eggs make a perfect pre- or post-workout snack or meal because they offer vitamin D and omega-3s, which aid in muscle recovery and strengthening bones. Plus, they contain vitamin B12, which can help boost energy and keep you fueled throughout the day."

If you're looking for a tasty and nutritious meal that will help keep your fitness goals on track, try the Fish Taco Bowl from Eggland's Best:

### EB Fish Taco Bowl

Time: 25 minutes. Makes 6 servings.

Ingredients:

- 2 tilapia fish fillets
- 2 tablespoons olive oil
- 1 tablespoon cumin
- 1 teaspoon chili powder
- 2 cloves garlic, minced
- 1 cup kale
- 1/2 cup corn
- 1 cup black beans
- 1/2 avocado, sliced
- 2 cups cooked white rice
- 4 Eggs (large)

Preparation:

Cook 1 1/2 cups of white rice as directed.

Mix cumin, cayenne pepper and chili powder in small bowl. Rub generously over tilapia fillets on both sides.

Heat olive oil in large skillet over medium heat. Add fish and cook about 3 minutes each side until almost blackened and fish is cooked through. Remove from skillet and shred with fork.

In same skillet, add garlic, corn and kale. Stir and cook until kale is wilted. Add beans and cook until heated through.

Crack 4 eggs into bowl and whisk. Pour eggs into kale, corn and bean mixture and allow to sit for a minute until they begin to cook through. Then scramble everything together.

To serve: Layer rice, egg, corn, kale and bean mixture, fish and avocados.



**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!**

**\*\*Employee Assistance Plan\*\***

*Free counseling and resources*

**866-750-1327 or go online to:**

**MYRBH.com**

**Use access code: GoPathway**



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**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!*

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