

## 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  
twitter: @PathwayOR  
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A lot has happened since our July Newsletter, including the continuation of a worldwide pandemic and the Almeda and Obenchain Fires that ripped through our communities.

All departments are keeping people safe and informed of all updates related to COVID-19 processes, procedures, and mandates. Effective and frequent communication was, and remains, at the forefront of our effort to try and quell anxiety felt from isolation. If you haven't yet, please join our Employee Only Facebook group. This site offers information as well as fun pictures and uplifting stories submitted by Pathway staff.

When the fire broke out we were faced with making decisions regarding the evacuation of four homes. The residents and staff of three Central Point homes evacuated to Sky Park without incident. Residents and staff from a Medford home evacuated to another Medford home that was in the 'safe' zone. Staff were incredible; playing games, ordering take out dinner, and giving meds all while worrying about their own families and not knowing if the residents' homes would survive the fire, or knowing how long they would be staying in their make-shift 'home'. Residents were able to return to their homes that evening.

While the residents were evacuating, the contract staff were helping each other leave job sites safely while ensuring their customers' building were secured.

Many staff and their families lost everything in the fires. Our hearts are with them; and will continue to be with them throughout the healing process. Pathway provided shelter, essential items, and resources to families. Thank you to ORA (Oregon Resource Association), Enterprise Fleet, People's Bank, and Del Rio Orchards for their assistance during this trying time. Sister agencies from across the state offered shelter, kindness, and healing thoughts.

This year has been tough, but you are tougher! Thank you for all you do, and continue to do for the folks you support, your customers, and each other.

#pathwayrocks!



*Becky*

Becky Simpson  
CEO, Pathway Enterprises, Inc.

## core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

## Pathway Makes “100 Best Nonprofits to Work for in Oregon” List Seventh Year in a Row!

Pathway Enterprises once again made *Oregon Business Magazine*’s annual list of the 100 Best Nonprofits to Work For in Oregon. The 100 Best Nonprofits to Work For in Oregon survey highlights workplaces with the happiest employees.

Due to the pandemic, awards were announced online this year. **Pathway ranked #14 out of 34 in the “large organization” category, and one out of handful on the list headquartered in the Rogue Valley.**

Thank you to everyone that participated in the survey and for making Pathway one of the best places to work!



## The Great Outdoors around Bend

This summer supported individuals and staff still enjoyed many activities during these times of social distancing. One day they packed a picnic and took inner tubes to a local river park where everyone was able to enjoy the outdoors and a sense of community while still at a social distance.

They’ve also enjoyed hikes and private lessons (archery, paddle boarding, mountain biking, horseback) with proper PPE, as well as day trips to area lakes. As the weather turns cooler, the folks at Hezekiah are starting to enjoy their DIY “theater” room created with a borrowed projector and complete with movie snacks, of course.



## DSP and Job Coach Recognition Week 2020

Pathway celebrated Direct Support Professional and Job Coach (DSP/JC) Recognition Week 2020 the week of September 14, 2020. This was an opportunity to show all the amazing DSP/JCs how much they are appreciated!

The raffle and awards were announced socially-distanced this year via Pathway's private employee Facebook group. Every DSP/JC employed with Pathway automatically received one (1) raffle ticket entry. For every year a DSP/JC has been employed with Pathway, they received additional entries. Crista Cartwright, Tabi Reel and Stephanie Smith each won \$10 Dutch Bro gift cards. Kyle Johnson, Lead Staff with Supported Living, was the winner of a \$50 Visa gift card!

We also gave DSP/JCs the opportunity to nominate their fellow co-workers for some pretty special awards:

The **Rookie Award** goes to a DSP/JC that has been employed for less than one year with Pathway, but has already shown themselves to exemplify Pathway Core Values. In this short amount of time, this person has proven that they are in the right field and are a huge asset to Pathway. This award went to **Kat Campbell**, a DSP at Comice.

The **Outside The Box Award** award goes to an outstanding DSP/JC who consistently uses creative thinking to help problem solve. This award went to **Michael Smith**, a Job Coach in the Employment Department.

The **Veteran Award** is given to a DSP/JC that has been employed three or more years, has a true passion for their job and shows it daily. This award went to **Angie (Smith) Young**, Lead DSP at Keene. She's been with Pathway for over five and a half years now.

New this year, the **Corona Award** goes to someone who has shined during the pandemic. This person has gone above and beyond during these challenging times. This award went to **Car Buttram**, a DSP at Larkspur.

These award winners each received a \$100 Visa gift card. Congratulations all!

As in years past, the Directors also delivered personalized gifts to all DSPs/JCs.



## ORA Works of Heart Award Winner

We are pleased and excited to announce that Amber Oppegard, veteran job coach, was nominated and selected for one of this year's ORA Works of Heart awards! Amber has worked for Pathway for 5 years and has been consistent from day 1. She is flexible, dependable, thinks outside the box, and is someone who is dedicated to improving the lives of people who experience disability. An excerpt from her nomination reads "Once someone learns a task she fades her support to help others acknowledge that they can do the job independently without her help. This is a big part of fostering inclusion and independence in the workplace." Way to go Amber!



## New Employment Manager

We are very excited to welcome Debbie Cordeiro to our management team! Debbie has worked for Pathway for 6 years, most recently as a lead job coach for the supported employment department. Debbie has over 10 years of experience in the developmental disability field and brings a great amount of knowledge and strong ideas to the department. She is looking forward to growing in this position and being a consistent leader and support system for her team. In her free time, she enjoys attending church activities, playing her bass and doing anything with her friends.

## Job Development Corner

*By Kim Larsen, Job Developer*

Job development has been hopping! Within the last 2 months Doug, Sarah, and Peter have started their dream jobs. Doug is a dishwasher at Mountain Mike's Pizza in Medford. He says that he loves his job and enjoys the people he works with. Sarah just celebrated her 3 month anniversary at TJ Maxx. Way to go Sarah!



Sarah started as processor for clothing shipment but recently requested more of a challenge and has moved into sorting and hanging clothes to go out on the sales floor. Peter is getting into the groove at Marshall's sorting all kinds of products for people to buy. He says that he likes working in the back room and enjoys the variety. We have seen employment opportunities increase since entering Oregon's phase two of re-opening and are developing partnerships with Best Buy, Grange Co-Op, and more! We are looking forward to a modified future of employment for those we support with new positions and possibilities.

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

## Community Education Center Happenings

*By Robin Reames, Community Education Center Coordinator*

The Community Center has seen so many changes since the pandemic hit. During summer semester we had an increase of 30% in our class attendance. Participants seem to enjoy taking classes from home and we have been able to serve students who have traditionally not taken in-person classes before. We developed curriculum for new courses including Photography, Social Skills, Sign Language and Stress Management. Many of the courses we adapted to specifically deal with the concerns and uncertainty surrounding the pandemic.

We have also managed to work FUN into our courses! In Social Skills, we play games such as Pictionary, Scattergories, scavenger hunt, Jeopardy, and Bingo. In Music and Dance, we learned about the structure of song lyrics. With this information our class wrote lyrics to a song, and we had a guest musician put those lyrics into music that was professionally mastered in a studio! Gardening class has maintained and harvested our community garden, and we have had field trips to Del Rio Vineyards, Ashland Nature Park, and Rusted Fence Farm. Art and Cooking classes are held in the individual's home via Zoom, and these two classes continue to be our most popular!

We recently were approved to have a limited number of students in our Community Center classroom, practicing social distancing guidelines. This allows us to serve individuals who do best with in-person instruction, and still allows us to serve those that feel most comfortable taking classes from home.

The Community Center is continuing our partnership with Crater High School's Transition Program. We are very excited for the opportunity to teach a virtual cooking class to these students and add some variety to their distance learning school year!

**The most exciting news is that we received a Grant from the Carrico Family Foundation for \$12,000!** We are currently planning how to best use these funds to expand and adapt our Community Education Center to serve all students, both from home and in-person!

We look forward to this Fall season, learning to adapt, with grace, to these challenging times!



## Supported Employment

By Ali Brown, Director

Job coaches have been busy these past few months continuing to navigate the world of COVID-19 while supporting individuals to return to the workplace and start new employment endeavors. Here is a little spotlight on each coach highlighting their commitment to integrated employment!

Amber Oppegaard jumped in to support the shredding team to return to work under new guidance and regulations. She set up their new office and is helping everyone to maintain a safe and organized work environment. She has also been supporting John with learning new routines and responsibilities at his courier position due to COVID-19 risks.

Kelli Lindenberg is doing an amazing job supporting an individual at his first job as a janitor at AlSCO. She is helping him understand his responsibilities at the job site, teaching and training work tasks, and helping him achieve AlSCO's expectations of cleanliness and positive working relationships.

Kelli is also supporting Taylor to learn step by step detail cleaning in her job at Daly's so she can continue to be a successful employee.

Michael Smith is doing awesome supporting folks in their new community jobs at Marshall's, TJ Maxx and Mountain Mike's Pizza. In addition to these new locations he is continuing to maintain solid quality work at his typical sites.

Kellie Childs has been super flexible and dependable, stepping in to help wherever she is needed and doing a great job with meeting job expectations at each site. Kellie has successfully supported a young man in his retail job at Home Goods who recently surpassed his first 90 days on the job.

Debbie Cordeiro stepped in to the management role at the end of August and continues to provide coverage at different job sites while we hire and grow our job coaching team.

# HAPPY BIRTHDAY!

### October

Zachary H.	10/05
Lance Y.	10/06
Amber O.	10/07
Travis G.	10/08
Kohl S.	10/12
Joel M.	10/15
Homer W.	10/15
David C.	10/18
Emily P.	10/19
Maria M.	10/20
Angela S.	10/20
Angela E.	10/21
Laura C.	10/26
Nigel P.	10/27
Denise R.	10/31

### November

Dwayne S.	11/01
Lester S.	11/04
Naomi T.	11/04
Howard D.	11/06
Margaret H.	11/06
Dani T.	11/06
Frank C.	11/07
Linda K.	11/09
Chelsea T.	11/10
Kaitlyn C.	11/11
Kaori F.	11/12
Marie W.	11/12
Jacob M.	11/14
Owen P.	11/18
David M.	11/19
Jabe B.	11/20
Noah H.	11/22
Brad E.	11/23
John M.	11/23
Karol L.	11/24
Michelle V.	11/24
Jennifer H.	11/26
Veronica V.	11/27
Amanda H.	11/28
Hunter M.	11/30
Skye T.	11/30

### December

Erik P.	12/01
McKenna E.	12/03
Zachariah M.	12/04
Rosalie D.	12/09
Christy H.	12/11
Rebekah A.	12/14
Myrtle B.	12/16
Jason S.	12/18
Paul S.	12/19
Michael W.	12/19
Jason H.	12/23
Paul W.	12/26
Tony J.	12/27
Arlan H.	12/30

## Contract Services Update

*By Rick Simpson, Director*

What a summer it was for the Contracts Department! I am in awe of the incredible staff who work tirelessly every day and night to ensure our customers are happy and who go the extra mile to take care of one another. It was a difficult adjustment to cleaning during COVID-19 while expanding our business, but not nearly as difficult as coping with the Alameda Fire. Our work families suffered personal loss, had to rescue others, and we all coped with the fear and anxiety that ensued. Like most of you, I was shaken by the ferocity of the fire. My family and I packed our bags and hoped the fire would not come for our home. It was a trying and difficult time. Even as the smoke filled the valley our staff continued to support First Responders, monitor custodial services at the refugee camp at the fairgrounds, and continue to support the Veteran's Administration Domiciliary to control a COVID-19 outbreak. Co-workers who lost everything put off their grieving and continued to perform their jobs. It was humbling to witness the dedication and commitment so many people displayed throughout the crisis. I could not be more thankful or feel more proud of our collective work family.

I especially wish to thank Tom Mullis, Brooke Newsom, and our wonderful CEO, Becky Simpson,

for their courage and leadership during that time. They were inspirational!

Aside from the trauma, I am happy to report that the new contract we started in July for the Ashland Parks is a huge success. We clean all of the Park restrooms and empty all of the park trash cans 7 days per week. Phil Hausman, Lance Young, Kevin Carlson, and Scot Love did an incredible job throughout the Parks peak season. I want to thank each of them for their efforts in delivering an incredible service to the people of the Rogue Valley.

All of our operations from Bend, to Klamath Falls, to Cave Junction, to Ashland, show the pride of Pathway and the amazing dedication of our work families. Thank you all for the amazing work you do, I feel blessed to be a part of this amazing department!

**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

### JUNE

Brenda A.  
Angela O.  
Tom G.  
Amber O.  
Sara K.  
Eliju J.  
Kyle J.

### JULY

Tom G.  
Zach M.  
Bradley K.  
Chelsea T.  
David C.  
Stephanie S.  
Amanda H.  
Rebekah H.  
Tori S.

### AUGUST

Tom G.  
Chelsea T.  
Rebekah H.  
Sara K.  
Eliju J.  
Jeremy M.  
Callie R.

## 2020 National Disability Employment Awareness Month Theme: Increasing Access and Opportunity

### INCREASING ACCESS AND OPPORTUNITY

Celebrating 30 years of the  
Americans with Disabilities Act

30<sup>th</sup> ADA ANNIVERSARY 75<sup>th</sup> NDEAM ANNIVERSARY

National Disability Employment Awareness Month  
#ADA30 | #NDEAM75 | dol.gov/odep



WASHINGTON, DC – The U.S. Department of Labor announced that “Increasing Access and Opportunity” is the 2020 theme for October’s annual observance of National Disability Employment Awareness Month (NDEAM).

This year is the nation’s 75th observance of NDEAM, which is administered by the Department’s Office of Disability Employment Policy (ODEP). The observance culminates the Department’s commemoration of the 30th anniversary of the Americans with Disabilities Act (ADA).

“Ensuring that America’s workplaces continue to include and accommodate people with disabilities will be an important part of our economic rebound,” said U.S. Secretary of Labor Eugene Scalia. “Looking ahead, the Department will remain focused on the policies that led to a strong economy and record-low unemployment rates for persons with disabilities prior to the pandemic. A vigorous economic rebound and job growth will, alongside the Americans with Disabilities Act, increase access and opportunity for Americans with disabilities.”

“People with disabilities are experienced problem solvers with a proven ability to adapt,” said Office of Disability Employment Policy Deputy Assistant Secretary, Jennifer Sheehy. “Now more than ever, flexibility is important for both workers and employers. National Disability Employment Awareness Month celebrates the ingenuity people with disabilities bring to America’s workplaces.”

Each October, NDEAM celebrates America’s workers with disabilities and reminds employers of the importance of inclusive hiring practices. In 1945, Congress declared the first week of October “National Employ the Physically Handicapped Week.” In 1962, the word “physically” was dropped to include individuals with all types of disabilities. Congress expanded the week to a month in 1988, and changed the commemoration to National Disability Employment Awareness Month.

With its 2001 establishment, ODEP assumed responsibility for NDEAM. The agency’s efforts include selection of NDEAM’s annual theme, announced earlier in the year to enable organizations nationwide to plan their own observances. Employers of any size, in any industry – as well as community organizations, advocacy groups and schools – are encouraged to participate.

For more information about NDEAM, including ideas for how your organization can participate, visit [www.dol.gov/ndeam](http://www.dol.gov/ndeam). The website also features the 2020 NDEAM poster (above), highlighting ADA’s 30th anniversary.

The mission of the Department of Labor is to foster, promote and develop the welfare of the wage earners, job seekers and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.

**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**



**BOARD OF DIRECTORS**

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*Educator, retired*

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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!*

***Get Social!***

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