

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

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July is Disability Pride Month

The Americans with Disabilities Act (ADA) was signed into law on July 26, 1990, by President George H.W. Bush. The ADA is one of America's most comprehensive pieces of civil rights legislation that prohibits discrimination and guarantees that people with disabilities have the same opportunities as everyone else to participate in the mainstream of American life -- to enjoy employment opportunities, to purchase goods and services, and to participate in State and local government programs and services. Modeled after the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, religion, sex, or national origin – and Section 504 of the Rehabilitation Act of 1973 -- the ADA is an “equal opportunity” law for people with disabilities. (www.ADA.gov)

The first Disability Pride Day was celebrated in Boston in 1990, the same year as the signing of ADA. While not yet recognized on the federal level, Disability Pride is celebrated in many cities across the nation during the month of July as a way to celebrate “disability culture” with the intention to positively influence the way people think about and/or define disability and to end the stigma of disability.

Disability Pride Month is a way for the disabled community to celebrate who they are, and for others to better understand how they can become better allies for the disabled community. The more this pride month is celebrated and made public the closer we come to a more inclusive world. A lot of times the word “pride” is what people read and associate this with the LGBTQ+ community. While this specifically isn't about appropriating the LGBTQ+ community, Disability Pride, much like LGBTQ+ Pride, is all about celebrating and reclaiming our visibility in public because people with disabilities have historically been pushed out of public spaces. (www.speciallygifted.org)

“There is a tremendous need to create a counter-culture that teaches new values and beliefs, and acknowledges the dignity and worth of all human beings. Disability Pride is a direct response to this need.” –Sarah Triano, National Disabled Students Union.

See page 8 for information on the Disability Pride Flag.

core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

Contract Services Update

By Rick Simpson, Director

Spring has been productive, busy, and full of new challenges. We expanded Park Services into Grants Pass and Central Point. We opened our largest facility to date in Klamath Falls (96,000 sq. ft.). We are preparing to add the Bend Police Department and a 10 facility ODOT Campus in Bend. All of this has been a challenge given the difficulty in recruitment and the logistics of obtaining new equipment and vehicles. If it weren't for the loyalty, tenacity, and hard work of our employees none of this would be possible. We work together, we care for each other, and we advocate for those in need.

As we enter a new budget year for 2022-2023 we have been approved to invest in our infrastructure and employees. Some notable items include the development of a web site with an online training system, an investment in additional supervisory and support personnel, and fair wages and benefits for employees.

We continue to grow and expand our services. A sincere thank you to all of the hard-working folks out there doing their best to support their teams, departments, and the mission of Pathway!

Have a fun filled summer!



Perfect 6 Awards

APRIL

Crista C.
David C.
Jessica L.
Kellie C.
Kelsie G.
Kylie C.
Laura C.
Laurie H.
Michael S.
Paula S.

MAY

Brenda A.
Crista C.
Jomaris V.
Katherine S.
Kyle J.
Laurie H.
Micah J.
Michael S.
Nallely C.

JUNE

Daniel C.
James E.
Jessica L.
Kylie C.
Nallely C.



Pathway Picnic

Beach 2022

Tuesday, August 16th, 2022
1p-4p
Jackson Cty Expo
Padgham Building



**JOIN US FOR FOOD, FUN,
AND RAFFLES!**

**KONA
ICE.**

SERVING SNOW CONES!

Community Education Center Updates

By Robin Reames, Community Education Center Coordinator

Spring saw 82 students taking classes at the CEC. We continued to teach a hybrid model, since ODDS limited class size to five students per classroom.

This Spring, Art students went on a field trip to cut laser designs at CraterWorks! Group Recreation took field trips to the bowling alley and Bear Creek Park, and Cooking students made a delicious avocado/coffee/orange juice chocolate pudding! Gardening students planted tomatoes, peppers, peas, pumpkins, and radishes.

Photography students are participating in the Jackson County Fair by entering their photos for the first time ever. If you attend the 2022 JC Fair, stop by the pavilion and check out their amazing pictures!

We have partnered with the dance studio in the Mall to offer a new Dance/Yoga class! Students will learn a variety of dances moves, and spend the second half of the session learning yoga poses and meditation.

Summer session is allowing eight students per classroom, so our roster for summer has 100 students attending, the most ever! We are seeing less students on Zoom, and more people in class, which is great!

For more information on Summer session classes, contact Robin Reames at 541-840-3123.



What's Happening in Bend!

By Susie Walton, Director Bend Services

We recently celebrated Trenton graduating from Bend High School. Staff, housemates, parents, and friends gathered for a celebration and BBQ. Congratulations Trenton!

Individuals from Hezekiah and Redmond are helping in the garden at Redmond. Everyone seems to enjoy the process and taking pride in how their garden looks. We all are looking forward to the bounty.

While the spring was exciting, we are so happy to see summer arrive as that is the time to really start having some fun! A trip to the Portland Zoo is planned for the Fourth of July. A day trip to Twin Lakes, a rafting trip, and a camp trip are in the works as well. We can't wait to soak up the summer sun!

Happy Summer to all and remember if you are ever in the Bend/Redmond area, stop by and say hello!



Job Development Updates

By Kimberly Larsen, Job Developer

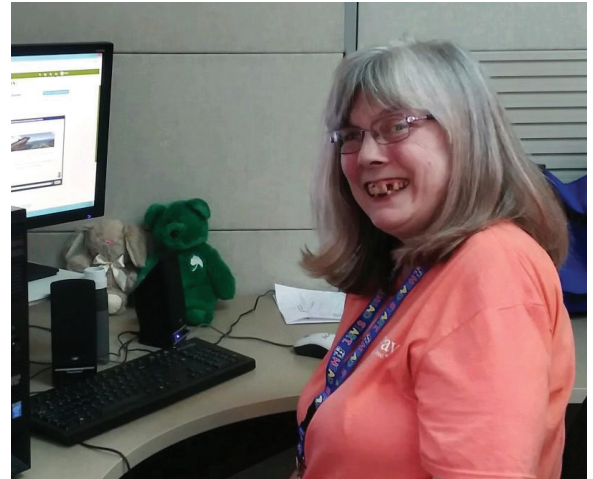
And away we go! Employment has been busy since the last newsletter. We have had the opportunity to partner with Headstart to employ three individuals at three different Headstart locations. Kelly was hired to work as an Office Assistant at the administrative office. She will be responsible for laminating and creating training packets. Kelly loves her job and is excited that she has her own Headstart badge.

While Kelly holds the fort down at the main office, Allie works with the children at the Headstart location in Ashland. She has all kinds of learning adventures with the children and helps her team members set-up activities, both indoor and out, as well as lunch time tables. Headstart enjoys having Allie on their team and are looking forward to her coming back in the fall.

Meanwhile, down the highway, Sarah works at the Headstart location in South Medford. She enjoys interacting with the children during play time and several other activities during her three hour shift. Sarah enjoys her job and comments that her favorite part of the day is play time.

In addition, to our Headstart success, we have had Austin start his dream job at Dick's Sporting Goods. His job varies day to day. But most often, you can see him on the floor putting away product, working at the cash register, or just being a cool guy.

We look forward to many more collaborations in the future, including the Dairy Queen in Ashland! Stay tuned for more success!



Get Social!

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instagram: [@pathwayenterprisesinc](#)

Supported Living Spotlight

By Bree Mills, Supported Living Program Manager

This has been a very exciting year for Cathy! In January she returned from a cruise on the Grand Princess Ocean Liner which travels down the Pacific Coastline. While onboard Cathy had an overabundance of entertainment to choose from and enjoy, some of the which included swimming, viewing live shows and movies, fine dining, classes, clubs and numerous other activities.

The next trip that Cathy embarked this year was to Arizona to visit her long-time boyfriend Dallas. This was a great trip for Cathy as well! She was packed and ready to go several days prior to the trip and had even gone out and gotten several treats to bring with her along the way. Cathy had a great time relaxing and spending time with Dallas. She got to visit with his family, do a little shopping and taste the local cuisine too!

Cathy's most recent trip was just this June when she and staff took a daytrip to Smith River on the California coast where Cathy visited the Lucky Seven Casino and resort. On the way they stopped for lunch in Cave Junction and then proceeded on their journey to Smith River. Cathy spent some time playing the slots at the casino and sightseeing. She also got to visit the Pelican State Beach. All in all, 2022 has been quite the adventure!



Larkspur Update

Michelle moved into Larkspur in April and was met with open arms! She enjoys taking classes with her friends at the Community Education Center and watching game shows with her roommates. Michelle spends time with her family and friends going to restaurants, parks, and the library. Welcome to the Larkspur Pathway family Michelle!



Disability Pride Flag

The Black Field: This field represents the disabled people who have lost their lives due to not only their illness, but also negligence, suicide, and eugenics.

The Lightning Bolt: The shape of the lightning bolt represents the non-lateral lives that many disabled people live, often having to adapt themselves or their physical routes to get around an inaccessible society.

The Colors: Each color on this flag represents a different aspect of disability or impairment:

Blue: Mental illness

Yellow: Cognitive and intellectual disabilities

Green: Sensory perception disabilities

Red: Physical disabilities



Source: www.speciallygifted.org

**HAPPY
BIRTHDAY!**

July

Kellie C.	7/01
Nancy R.	7/01
Jonathan A.	7/02
Royal J.	7/02
Lance B.	7/05
Susie W.	7/05
Kyle J.	7/08
Amber O.	7/08
Brenden R.	7/08
Alex O.	7/10
Linda S.	7/11
Ana L.	7/12
Carla F.	7/15
Christina E.	7/16
Erik W.	7/16
Lacy L.	7/21
Jonathan C.	7/25
Keely D.	7/26
Kyle S.	7/27
Leslie R.	7/31

August

Adam B.	8/01
Kaden M.	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
Cooper T.	8/12
Alessandra S.	8/15
Tamara T.	8/16
Stacy S.	8/17
Bradley K.	8/19
Kelsie G.	8/20
Shanin B.	8/22
Jason B.	8/22
Nicholas B.	8/22
Taylor E.	8/22
Danny L.	8/23
April B.	8/24
Kathy G.	8/26
Donald R.	8/26
Larisa M.	8/30
Tabitha R.	8/30
Ed T.	8/31

September

Mimi C.	9/03
Daniel V.	9/03
Brittney H.	9/04
Sean S.	9/04
Joanna W.	9/04
David F.	9/05
Brad R.	9/05
Becky S.	9/05
Ian L.	9/06
Virgil S.	9/08
Callie R.	9/09
Tamera C.	9/10
Travis H.	9/12
Tiesha E.	9/13
Rocky M.	9/13
Dean O.	9/14
Angelo F.	9/17
Gustavo H.	9/18
Sara J.	9/18
John K.	9/18
Carolelyn B.	9/24
Crista C.	9/25
Rhona G.	9/26
Diane W.	9/27

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/Masa Medical Transport Membership**
- **Short & Long Term Disability**
- **Life Insurance**
- **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
(including legal & financial counseling)*

1-800-316-2796

www.mutualofomaha.com/eap



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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!

Sign up to support Pathway while you shop!

For more info or to donate online, visit
www.pathway-inc.org/how-to-donate

Welcome to
amazon smile

