

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

In August we welcomed everyone to our summer picnic and awards ceremony. Summer of 2019 was our last in-person event and we definitely enjoyed the camaraderie of seeing our friends! In spite of Covid, fires, and staffing shortages, staff continued to show up and do the work. You cleaned buildings, supported folks in their homes, taught classes, and made accommodations that helped everyone feel a little more comfortable during quarantines and lock-downs. I want to personally thank all of you who stayed with Pathway the past three years and give you my sincere gratitude for your dedication to the people we support and the customers we serve. In the past three years our class sizes grew, we added new business partners, added our Redmond home, and now have additional janitorial work in Jackson, Klamath, and Deschutes Counties. Thank you again, for using your creativity to keep people engaged and encouraging each other to make the best of each day.

We celebrated 37 years of Pathway services with awards, give-aways, raffles, food, and snow cones to beat the heat! See page 5 for a list of award winners.

Bend picnic was just as fun, with a great time at Pioneer Park and many fun give-aways including t-shirts, ipad, and a mountain bike!

Many of us are already looking forward to next year's picnics! Many thanks to the Picnic Committee, led by Kim Larsen for coordinating food, prizes, and decorations!



Becky

Becky Simpson
CEO, Pathway Enterprises, Inc.

core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

Contract Services Update

By Rick Simpson, Director

What a busy Summer! We staffed the Jackson and Josephine County Fairs, opened up a bunch of new contracts in Bend, took over Park cleaning in Grants Pass, and expanded operations in Klamath Falls. It was a little rough as folks took well deserved vacation time, the heat cooked our Parks folks, and finding new help was a bit of a challenge. Thank goodness for our dedicated employees who kept things running! As we move into Fall people are coming back to their offices and workloads are increasing. Covid is having less of an impact on the workplace and hopefully will be less of a nuisance in our lives. My thanks to all of the Contract Team Members who went above and beyond to keep things running!



Phil and Danny from Contract Services Department, Parks Division

Pathway Makes “100 Best Nonprofits to Work for in Oregon” List Ninth 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.

Stay tuned, rankings will be announced late October. Thank you to everyone that participated in the survey and for making Pathway one of the best places to work!



Perfect 6 Awards

JUNE

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

JULY

Jessica L.
Skye T.
James E.
Eliju J.
Jomaris V.
Crista C.
Kylie C.

AUGUST

Nallely C.
Katherine S.
Brad K.
Kyle J.
Kelly L.
Jessica L.

Community Education Center Updates

By Robin Reames, Community Education Center Coordinator

Exciting news at the Community Center! We have recently hired a new instructor, Guyla Williamson, to teach Textiles/Fiber Art, International Cooking, and Group Recreation. Guyla is a professional artist and experienced cook, who had a feature in a local home improvement program in Hawaii. We are thrilled to have her join the Pathway teacher team!

Fall session classes recently started. We have added three additional classes, for a total of 15 classes taught each week. Currently, we have 130+ students on our roster.

We are also teaching in the Crater High School transition program this trimester, and hope to be in the Ashland High School transition program at some point this year.

In classes we are fall planting at the garden, learning to sew, embroidery, felt, and craft in Textiles, working on a pottery section at Talent Maker City in Art, re-introducing a Relationships Roadmap class, and crafting our 2023 Photography calendar.

The Community Center continues to change and grow, and we are excited about the future!



What's Happening in Bend!

By Susie Walton, Director Bend Services

Happy Fall Ya'LL!

What a busy summer we had in Bend. This summer brought new experiences, seeing/meeting old/new friends, river time, lake time and BBQ's. Through it all, family and friends gathered often to celebrate all that was good and fun.

The road trip to the Portland Zoo fulfilled many "firsts" for some: first time to be in a submarine, first to visit a zoo, first vacation. It was a great day and everyone is ready to return in the Fall. One person was able to go on their first vacation ever and visit the Oregon coast for the first time!

One young man attended a week long summer camp where he was reunited with an old family and friends. We made new friends with the folks at Neighborhood Impact through our garden. Speaking of the garden (wow!) did it ever grow! And the bounty kept both Hezekiah and Redmond houses supplied with veggies.

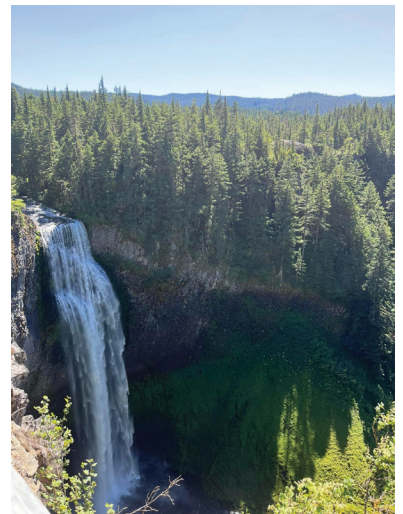
Every week, Hezekiah house spent a day at Twin Lakes, where another first took place: learning to paddle board! Both houses gathered each week to spend some time on and in the river.

Bend Services was able to hold its First Summer Picnic. This was held at Pioneer Park in Bend. We gathered both Contracts and Residential services employees and families for fun, food, games, and prizes. It was very much a family event! Looking forward to many more.

The summer wound down with an end of summer BBQ at Hezekiah house. Residents, family, staff and their families gathered for an old fashion lawn party!

We are all looking forward to fall and the first snow to fly!

From everyone at Bend Services, wishing you a Fall full of fun!



Job Development Updates

By Kimberly Larsen, Job Developer

The last 3 months have flown by! And Employment has been staying busy. First and foremost, Rebeca L. started her career at Dairy Queen in Ashland. This a new partnership and Rebeca is loving every minute of it. She spends her time stocking the bathrooms and lobby and ensuring that all things are clean and ready for the customers. To top it off, it is within walking distance of her home! Second, Kaitlyn began her work at Southern Oregon Specialty Vet Clinic as a General Cleaner. She spends her days cleaning the lobby and bathrooms, restocking areas, and seeing cute animals. For Kaitlyn, this is the perfect chance to earn money while associating with something she loves...animals!

Last, and certainly not least, we presented the Community Employer of the Year to Jason Bariteau at Trader Joe's. Trader Joe's has gone above and beyond to change the face of employment by not only hiring individuals who experience disability, but supporting efforts of Discovery and related services. Thank you to Jason and his crew. You do amazing work!

The future looks promising as we are develop new connections in the community including BBSI, Central Art, Pear Valley Senior Living, as much more.



Picnic Awards

Congratulations to the following Award Winners:

2022 Special Awards

Business Partner of the Year

Kari May, Library Director
Jackson County Library Services

Employer of the Year

Trader Joe's, Medford

Outstanding Leadership

Greta Parks, Jackson County ODDS

Health and Wellness

Linda Knight

Winston Robbins

Linda Cooper and Alex Orr

Contracts Outstanding Leadership

Phil Hausman

Pathway Ambassador

Dennis David

2022 Milestone Awards

5 Years

Rosie Darling
Dennie David
Kyle Johnson
Jennifer Knight
Tanya Savko
Michelle Schulze

10 Years

Lance Young

20 Years

Fred Tibbett

Get Social!

facebook: [@PathwayEnterprises](#) | twitter: [@PathwayOR](#)

instagram: [@pathwayenterprisesinc](#)

Welcome New Faces

Please join us in welcoming Ash, our Employment Manager.

Ash grew up in California and has been an Oregonian for the past 13 years. Ash has worked in the service industry for the past 15 years, specifically in Senior Living and Memory Care. She was an Administrator in the Senior Living industry for the past 11 years. Her passion in life is to help others in discovering and reaching their full potential. She thinks nothing is more magical than the moment someone realizes they CAN.

Ash is Mommy to two beautiful girls, three cats, and two dogs. Ash loves being outdoors hiking, fishing, kayaking, rafting, birding, and most especially rock hounding. When she is not outside she spends her time reading, crocheting, wire-wrapping jewelry, and being creative. She is a HUGE Pittsburgh Steelers fan. Ash believes in being yourself and finding joy in all of the little things in life. Her obsessions include, but are not limited to: rocks and crystals, Harry Potter, dad jokes, history, photography, and all creatures big and small. She is beyond excited to be part of the Pathway team and to be able to help contribute to this amazing company in a positive way.

Welcome to team Pathway!



Comice House would like to welcome Dan to Pathway! Dan comes to us from Roseburg, Oregon where he lived with his sister for the past two years. He has nine brothers and sisters and is very close with most of them. He enjoys spending time with friends and family. Dan has a passion for wood working, arts, crafts, gardening, basketball, and decorating for holidays. Since Dan moved in on August 28th, he's spent most of his time decorating his bedroom with Halloween decor. Dan has a great sense of humor, and fits in well with all his new housemates. He's looking forward to getting to meet many more people and is planning to participate in several Community Education Classes this fall. Welcome to Pathway Dan, we're so glad to have you!



Ben moved into Redwood House in Central Point at the beginning of August. So far, he seems to be enjoying his time at Redwood and getting to know his housemates. Ben loves video games, being social, going out into the community, attending community events, sketching his favorite anime characters and baking. He's looking forward to getting to know the area around his home better, so that he can experience his community without staff and become more independent. Ben is also eager to start taking classes at Pathway's Community Education Center. Please join us in welcoming Ben to the Pathway Family!



Works of Heart Winner

By Car Buttram, Larkspur Program Manager

We are pleased to announce one of Pathway's own was chosen for the 2022 Oregon Resource Association's Works of Heart Award! Angelo Florez was chosen as a Direct Support Professional that demonstrates their connection to the people Pathway supports, with a devotion and enduring passion for their work. They are believed to be most representative of this valued, committed workforce; who warrants recognition for advocating inclusion in the community, enhancing community participation for the people they serve, instilling leadership among peers and for a strong commitment to the profession of Direct Support.

Angelo is super deserving of this award. Angelo has come a long way in his journey as a DSP. Angelo is really great at promoting independence in the individuals he supports. He advocates for them to speak or do things for themselves and, if they need help, he is there to support them. Angelo is very upbeat and positive, which has helped both those he supports and teammates be upbeat and positive as well. The home Angelo works at had a housemate and friend pass away in 2021. Angelo supported everyone through this grief while also grieving himself. He often still reminisces with those he supports about this individual that passed, which makes them really happy. At the beginning of this year this house went through a staffing crisis and Angelo worked many extra days and nights to make sure all individuals were able to participate on outings and do what they wanted to do, as well as help them to keep to their routines. This house also went through another housemate who was going through a difficult time, and it could be very challenging at times for those involved. Angelo still continued to remain upbeat and positive, often giving his teammates tips to help during those times. This helped his teammates as well as the individuals to stay positive! Sadly this individual moved to a new city and it was hard on everyone as he was very well liked. Angelo helped support everyone through this change. Angelo is hardworking and always brings huge amounts of joy. Angelo's teammates had some things to say about him as well.

"Angelo is very trustworthy and dependable. All of the individuals trust him a lot."

"Angelo is an amazing person to work with. He is incredible with the individuals of the Larkspur house, and is consistently going out of his way to better the lives of the people around him. Angelo is reliable, trustworthy, committed and hardworking. All of the individuals as well as his teammates are proud of him for earning this award as we all know he most definitely deserves it."

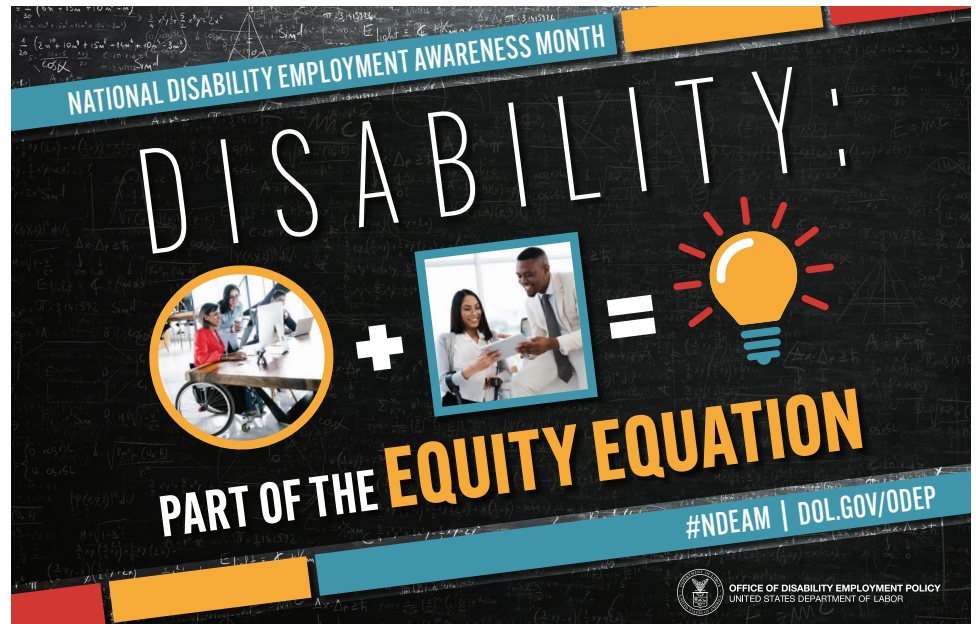
Congratulations Angelo--we are all super proud of you!

Works of Heart



October is National Disability Employment Awareness Month

In recognition of the important role people with disabilities play in a diverse and inclusive American workforce, the theme for National Disability Employment Awareness Month (NDEAM) 2022 is “**Disability: Part of the Equity Equation.**” Observed annually in October, NDEAM celebrates the contributions of America’s workers with disabilities past and present and showcases supportive, inclusive employment policies and practices.



HAPPY BIRTHDAY!

October

Debra T.	10/03
Lance Y.	10/06
Amber O.	10/07
Chelsea S.	10/08
Derek M.	10/08
Jennifer M.	10/09
Oskar K.	10/14
Joel M.	10/15
David C.	10/18
Maria M.	10/20
Angela Y.	10/20
Angela E.	10/21
Kaitlyn H.	10/22
Laura C.	10/26
Nigel P.	10/27
Julianna M.	10/28
Phillip H.	10/29
Denise R.	10/31

November

Eric L.	11/02
Ruben R.	11/03
Lester S.	11/04
Nallely C.	11/04
Naomi T.	11/04
Danielle T.	11/06
Howard D.	11/06
Margaret H.	11/06
Sarah B.	11/06
Frank C.	11/07
Linda K.	11/09
Chelsea T.	11/10
Kaori F.	11/12
Lillia S.	11/12
Braden B.	11/18
David M.	11/19
DeNathan P.	11/19
Jabe B.	11/20
Megan H.	11/20
Sean C.	11/20
John M.	11/23
Karol L.	11/24
Michelle V.	11/24
Jenn H.	11/26
Derek M.	11/26
Veronica V.	11/27
Amanda H.	11/28
Skye T.	11/30

December

Erik P.	12/01
Norman C.	12/03
Zach M.	12/04
Rosalie D.	12/09
Wendy P.	12/12
David B.	12/16
Myrtle B.	12/16
Jason S.	12/18
Matt O.	12/18
Daniel R.	12/19
Victoria O.	12/21
Jason H.	12/23
Paul W.	12/26
Jessica L.	12/31
Jessica O.	12/31

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



BOARD OF DIRECTORS

Sandra H. Crews, Chair
Educator; retired

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

Toni Hernandez, Treasurer
*Owner Black Rock Coffee Bar and
Parent*

Jennifer Horton, Secretary
*Administrative Manager, Siskiyou
Cascade Resources*

Josh Abbott
Central Point Police Department

Wayne Brown
Retired Business Owner and Parent

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

 **Fred Meyer**
community rewards
Where shopping & giving unite