

Pathway Enterprises, Inc.

Board of Directors

RESOLUTION

Pathway Enterprises, Inc. Board of Directors does hereby wish to recognize Pathway Enterprises, Inc. employees for their unwavering commitment, resilience, and strength as they work tirelessly to confront the challenges emanating from the COVID-19 pandemic.

WHEREAS, it is the purpose of Pathway Enterprises, Inc. to provide education, training, housing, employment, and other related support services to those individuals who may be developmentally disabled, elderly, or otherwise needing support to live, work, and recreate in a community environment.

WHEREAS, individuals with disabilities may have certain underlying medical conditions, and may, hence, be at increased risk of severe illness if contracting COVID-19.

WHEREAS, Pathway Enterprises, Inc. operates community homes in Jackson and Deschutes counties where we provide individuals who receive services with safe, comfortable, and secure housing.

WHEREAS, Pathway Enterprises, Inc. provides supported living services that ensure residents are able to live in their own homes, gain control of their lives, and become active community members.

WHEREAS, Pathway Enterprises, Inc. provides job coaching and on-the-job training to ensure the success of individuals employed by various businesses throughout Oregon.

WHEREAS, the Contracts Division helps ensure the health and safety of our communities by providing commercial cleaning services, including cleaning, sanitizing, and disinfecting related to COVID-19.

WHEREAS, we are fortunate that you are here, supporting each other and the individuals who receive services, demonstrating strength, compassion, and resourcefulness through every step of this global pandemic, navigating each challenge with perseverance.

WHEREAS, the success of Pathway Enterprises, Inc. reflects the passion that each of you have to serve and help those in need.

IT IS NOW, THEREFORE, RESOLVED that members of the Board of Directors, individually and collectively, express their deepest gratitude and sincere appreciation to the employees of Pathway Enterprises, Inc. for their work, dedication, leadership, and compassion in the midst of the COVID-19 pandemic.

UNANIMOUSLY adopted this 24th day of March 2021.

Sandra H. Crews, Chair

Kristine Allison, Vice Chair

Toni Hernandez

Megan Sandlin, Secretary

Wayne Brown

Jennifer Horton

C. J. Shipley

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

Supported Employment, A year into the pandemic

By Ali Brown, Director

It is still hard to believe it has been a year since the COVID-19 pandemic began. I remember how quickly everyone had to adapt; getting daily, sometimes hourly updates about the virus and the changes that were happening in our world. For some, they went to work one day and were informed the next that they were being laid off due to the virus. Like most, we rely on our routines for predictability and consistency in our day. Unknowns can make us feel uncomfortable, not in control and confused. I remember being so impressed watching people we support and employees acclimate to the change, stay positive and accept the unknown. I watched our Pathway team band together to ensure we maintained consistency, support and comfort for everyone.

Within those first few weeks our employment team was busy talking to individuals, teams and employers, coordinating unemployment benefits for people who were laid off, identifying how schedules and job duties would change, learning new protocols, addressing the mask mandate, the list goes on.

As I reflect on that time, I'm so proud of our team and supported employees for pushing through the hard times. I know this past year was challenging, and I'm constantly impressed by those that choose to wake up and seize the day.



core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

Contract Services Update

By Rick Simpson, Director

Service operations in Jackson, Josephine, Klamath, and Deschutes counties are incredibly busy! Our workforce has been providing COVID cleaning and sanitizing to support mass vaccination events, responding to active outbreaks, and expanding services.

I am very proud of the dedication and commitment our team members have shown. Our reputation is second to none and this has played a huge role in the new work coming our way. You can expect to see Pathway teams in the City of Bend, Medford Parks, and Grants Pass OSP. To aid in managing our growth I recently completed a management information system. This system allows me to report on statistics relevant to our business operations. Here are some interesting statistics about Pathway Contracts:

- Operations require 123,558 annual hours. This is equivalent to roughly 62 full time workers.
- We clean/sanitize 93 showers
- We clean/sanitize 1,943 sinks, toilets and urinals
- We clean/sanitize 1,527,256 square feet of office space
- We clean/sanitize 40 public park restrooms
- We service 140 commercial facilities. The largest building is 88,000 square feet with the average size of 10,909 square feet. That's a lot of vacuuming and emptying trash!

The scheduling logistics of the services are incredibly difficult and quality control even harder. I am so impressed at our incredible teams and the “can do” attitude they exhibit every day!

Additionally, On March 8th the Jackson County Public Health facility experienced a broken water pipe which flooded the facility. Pathway personnel were there within an hour to begin the massive clean up effort. The water was up to 4 feet deep inside of some offices, see pictures below.

Pathway will play a role in beating the pandemic and will emerge from this crisis stronger than ever. I am honored and proud to be associated with these incredible individuals who work day and night to ensure our communities are safe.



Greetings from Ridgeway

Here's what the folks at Ridgeway have been up to lately:

Nikki celebrated her birthday this month with staff and housemates. She opened presents, especially enjoying a wiggle jiggle cat. It made her laugh. Happy Birthday, Nikki!

Joan got musical when staff brought out her keyboard. She played her own original song while staff clapped along.

Jason has been enjoying his home's hot tub this winter. Staff have to be prepared to help him quickly as he nearly always tries to jump in! He likes to splash in the water, play with sensory toys, and just relax.

Becky loves relaxing in the hot tub as well. She's been taking advantage of it frequently through these cold winter months. She also likes to help out her household. She took recycling to Rogue Disposal, tossing the various items in the correct bins. Thanks, Becky!

Royal plays his guitar, bringing music to his housemates and staff. He prefers to sing Christmas songs while he strums his guitar; however, he'll sing other songs, showing his love for music and singing.



Job Development Update

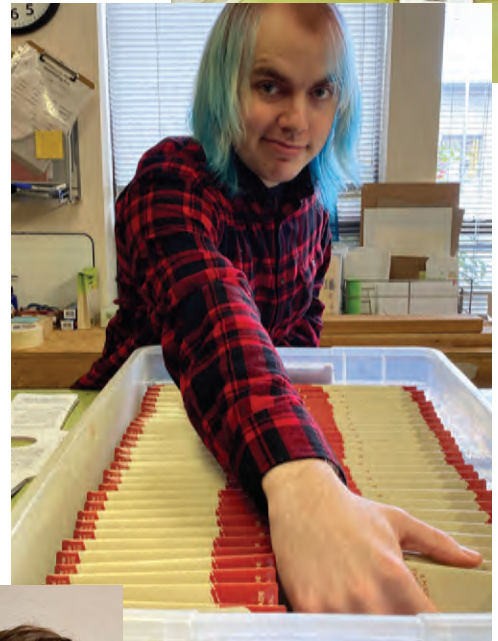
By Kimberly Larsen, Job Developer

Things are moving around here! Mid-March, Lucas began his paid work experience at Natural Earth Paint in Ashland. This is a new pilot project that focuses on a person gaining valuable experience while getting paid through alternate funds. The goal at the end of the 12 weeks is that Lucas will be hired on as permanent employee! So far Lucas is doing an awesome job packing the paint pigments and assisting with making art kits for shipment. Way to go Lucas!

Meanwhile, Kelly will begin a paid work experience in April at Maché in Central Point. Maché is a small business that focuses on making all-natural yoga storage tubes and accessories. Kelly will be helping out in the warehouse doing various job tasks that include wiping down freshly cut tubes, packaging screw kits, and so much more! We are excited to see how these opportunities work out for both Lucas and Kelly.

Employment opportunities have increased and we are developing partnerships with Target, Albertson's, The Springs at Anna Maria and The Winchester Inn. We look forward to a modified future of employment for those we support with new positions and possibilities.

Contact Kimberly Larsen at klarsen@pathway-inc.org if you or someone you know would like to work on Job Development.



*Pictured above:
Lucas at Natural Earth*

*Pictured left:
Jessica at The
Winchester Inn*

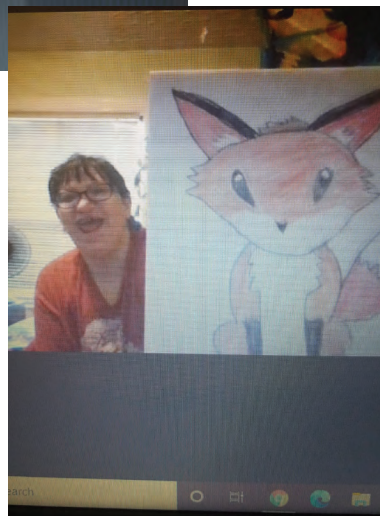
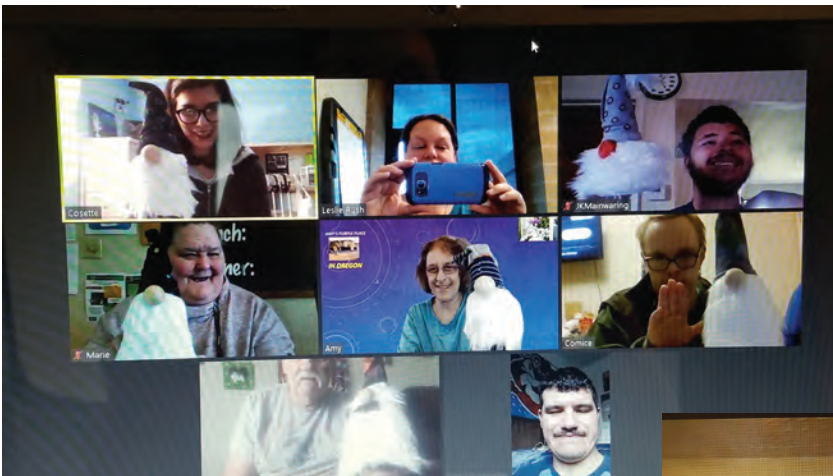
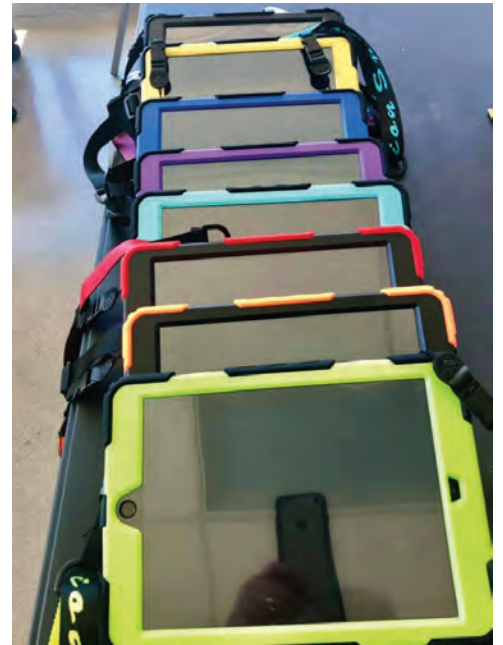
Spring Session at Pathway Community Education Center

By Ali Brown, Director

Spring has sprung at the Community Education Center! We are transitioning into our Spring session, which means more gardening opportunities and a few new classes. Thanks to the generous grant we received from The Carrico Family Foundation we were able to purchase a class set of 8 iPads and apple pencils which will be loaned out and used for our intro to iPad class. Students will learn basic functions, how to navigate and organize your apps, internet safety and more. It's going to be a fun one! We are also offering Science Fridays which will include experiments, virtual tours, and you get your own science journal so you can record and share your observations. It's guaranteed to be good time!

We will continue offering some favorites like Cooking, Art, Music and Dance, Sign Language, Photography and Social Skills.

We know many of you have received the COVID-19 vaccine and continue to take the necessary precautions to reduce the spread of the virus, keep it up! We share your eagerness to get back to learning in-person and will be sure to update you when we know more about when we can return as a group. Connect with you soon on Zoom!



Vote for Pathway Community Garden

The Pathway Community Education Center is in the running for a \$5000 grant from Nature's Path. If you haven't yet, please visit www.naturespath.com and search for Pathway to vote! **VOTING ENDS APRIL 7.**

The Gardens for Good grant supports community garden projects to grow organic food and nourish their communities. This year they've expanded their support to give 21 gardens \$5,000 each.

Referral Bonus

In addition to applying on our website, job seekers can also see available positions at Pathway on Oregon's new website: <https://impactoregon.careers/about>

Remember, when you refer someone who is successfully hired to work at Pathway, you are eligible to earn a referral bonus! Contact HR for details.

HAPPY
BIRTHDAY!

April

James E.	4/04
Debbie C.	4/06
Sandra S.	4/06
Michael C.	4/07
Emily D.	4/07
Bill P.	4/08
Michael G.	4/11
Kelly M.	4/13
Dale B.	4/17
Thomas G.	4/17
Mary B.	4/19
Dylan T.	4/21
Tyler S.	4/22
Ryan A.	4/23
Yvonne A.	4/28
Ali B.	4/29
Sarah F.	4/29

May

Taylor M.	5/03
Steven F.	5/04
Dallas H.	5/04
Cherish S.	5/05
Kevin C.	5/05
Michael S.	5/07
Rochelle D.	5/08
Tom M.	5/09
Gail W.	5/09
Daniel B.	5/13
Caitlin S.	5/14
Rosa F.	5/15
Robin R.	5/16
Eliju J.	5/16
Lauren L.	5/18
Crystal G.	5/19
Jeremy M.	5/20
Mark S.	5/21
Christy L.	5/27
Peter H.	5/30
Dawn H.	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
Dennis T.	6/11
Chris J.	6/13
Lani B.	6/14
Aileen J.	6/17
Joan W.	6/17
Adam M.	6/19
Tristan C.	6/21
Donna C.	6/27
Roger W.	6/28
Ana I.	6/30
Michelle R.	6/30

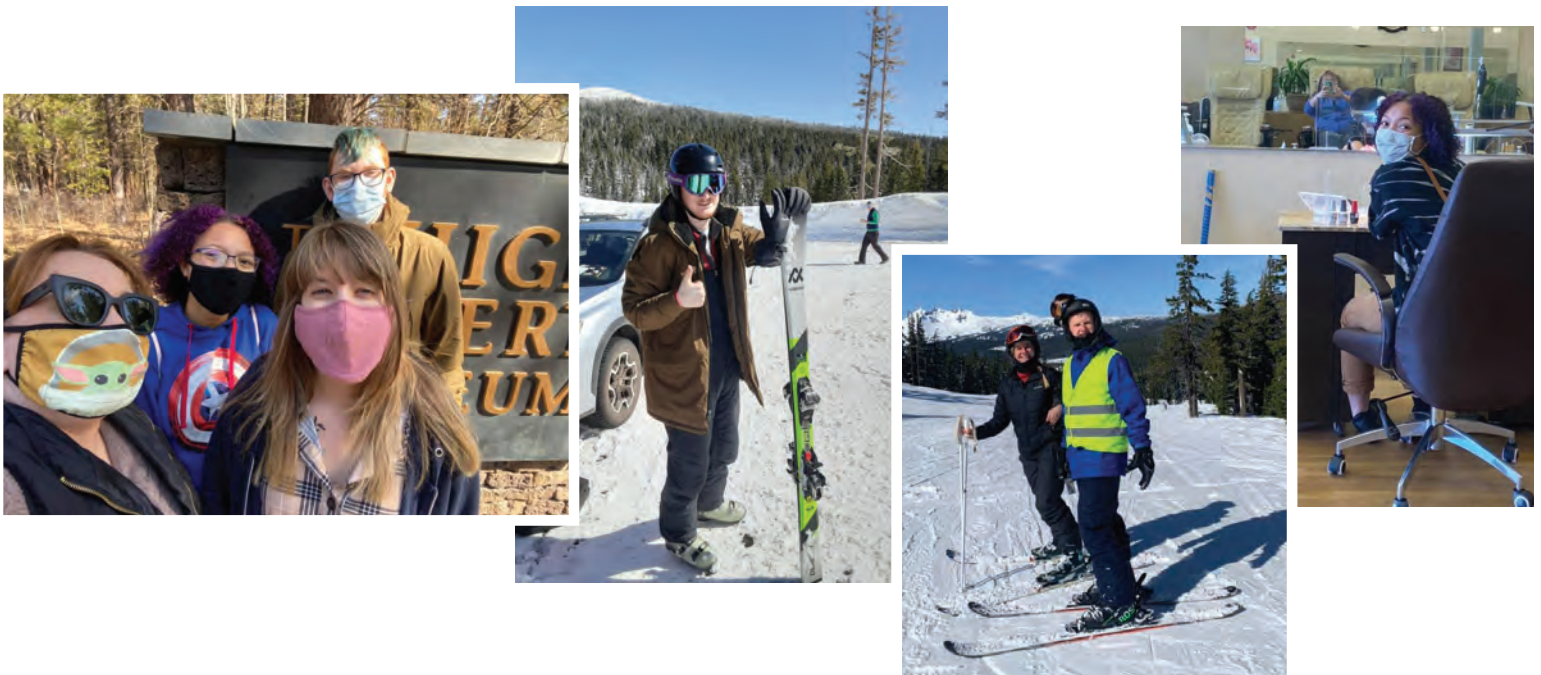
Hello from Bend and Deschutes County!

By Susie Walton, Director

It has been a very busy start to 2021. We purchased a new group home in Redmond and are feverishly working on some renovations, with the hope of opening the home in late April. This means lots of moving parts to prepare, hiring and training staff, securing residents and furnishing the home. Speaking of furnishing the home, I want to give a large shout out to Crystal and Becky for making the trip over to assist with starting the furnishing process! Woot Woot!

Meanwhile, Hezekiah House continues to be as busy as always. The new year brought opportunity for ski lesson and outdoor activities. Staff are busy trying to keep up with the residents and all the activities and outside programs each are involved.

If you are looking for a day trip, Bend is a great place in the spring and summer. Lots to do and see.



Perfect 6 Awards

DECEMBER

Brenda A.
Chelsea T.
James E.
Lester S.
Montserrat R.
Owen P.
Stephanie S.
Tom G.

JANUARY

Alesia C.
Amber O.
Angela O.
Angela Y.
Ashley S.
Callie R.
Chelsea T.
Daniel M.
David C.
James E.
Jenessa D.

Lester S.
Michelle S.
Zach M.

FEBRUARY

Amber O.
Angela Y.
Bradley K.
Brian H.
Callie R.
Carolelyn B.
Crista C.

David C.
Dawn B.
Eliju J.
Jacob M.
James E.
Jenessa D.
Kim A.
Mary B.
Michelle S.
Zach M.

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

Sandra H. Crews, Chair
Educator, retired

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

Megan Sandlin, Secretary
*Special Education Teacher,
Phoenix/Talent High School*

Wayne Brown
Retired Business Owner and Parent

Toni Hernandez
*Owner Black Rock Coffee Bar and
Parent*

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!

Get Social!

facebook: **@PathwayEnterprises** | twitter: **@PathwayOR**

instagram: **@pathwayenterprisesinc**