



In Memoriam
Michael John Davis, Jr.
January 26, 1981 - June 4, 2021

Michael was a lover of all things fun. If it consisted of music, laughter, and friends he was all in, every time. Michael was a gentleman and cared deeply for his friends and family. He was the first to tell you if you looked beautiful or handsome that day. Michael was someone who always thought about others when it came to planning for events. When he would go on vacations he would always make a list of things that he would like to get for his housemates even if they said they didn't want anything.

Michael enjoyed hosting parties for any and all occasions. When planning parties he wanted to invite everyone he knew and have them invite all of their friends. To him the more people there were, the better.

Michael was part of many groups in the community and was always willing to volunteer if it meant spending time with his friends. He had participated in volunteer work with the Maslow Project, participated in the Step Up for Down Syndrome Walk, and every year you could find him in the parades supporting Pathway with his housemates. He participated in many sports through Special Olympics Oregon and enjoyed being a part of the awards ceremonies every year. He looked forward to being able to stand up on stage with his teammates and would cheer them on when they received theirs and was all smiles when he received his. He was also at the 1st Saturday dances every week dancing and singing to all of his favorite songs with his friends. He was a social butterfly and loved being in the middle of the crowd making new friends.

Michael was someone that could show you the beauty in life. He was always that person who would make you laugh even on the toughest of days. He was the guy who would give you a high five just because he felt like you needed one. He was the one who knew what was next on the schedule and would be the first to invite you to the next event in the community. He was the friend who would give you a hug if he could see you were down or offer to buy you lunch just because he wanted to spend time with you. If you knew Michael, you knew that all he wanted was to be happy and for everyone around him to be happy.

Michael's favorite place to go was the ocean. Michael's last day here on Earth was spent at the ocean with his friends doing the things he loved the most. A life so beautifully lived deserves to be beautifully remembered so, we will remember Michael in the fun times where he loved to be.

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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Contract Services Update

By Rick Simpson, Director

As restrictions are lifted, so are the Covid cleaning requirements the department has been under for the past year. We are eager to get back to a state of normal. Although work is reducing for Covid, there is an increase in new work in all areas. We have some new exciting contract relationships with:

- City of Bend Facilities
- Access
- City of Jacksonville Parks
- City of Medford Parks
- Deschutes County
- Jackson County Expo

These increases make it possible to move our Covid resources into new jobs, however we are still recruiting to fill all of our positions. As I have said in the past, I could not be prouder of the incredible work and effort our teams have put out to meet the needs of our customers. It was a monumental effort and they made it look seamless to our customers.

If you attend the County Fair this year (July 9th – July 19th), keep an eye out for Pathway shirts as we will be supporting the cleaning for this event. Please be sure to say hello to the event staff if you run across them.

Enjoy the Summer and please stay safe in this extreme heat!

Sign up to support Pathway while you shop!



You can also “donate now” online at

www.pathway-inc.org/how-to-donate

core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

Supported Employment

By Kimberly Larsen, Job Developer

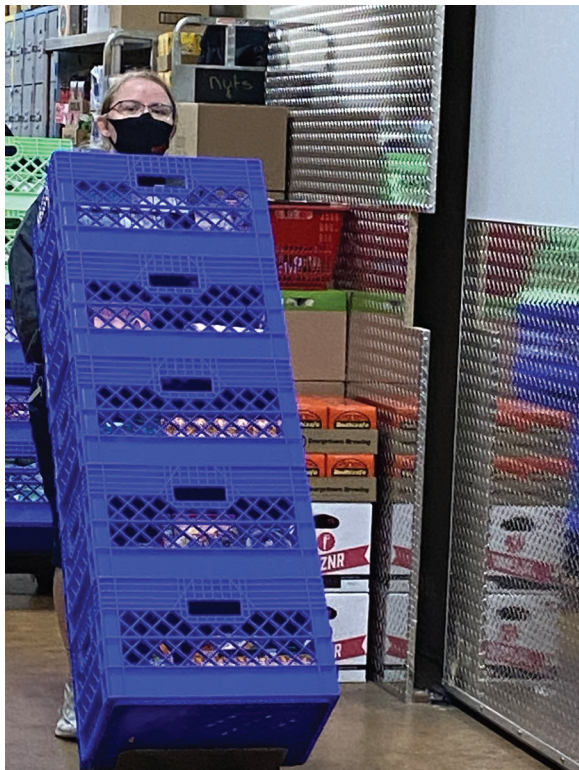
Things are hoppin' in Employment. Janae recently started her new position at Trader Joe's as a Crew Member. She is loving her job and they are loving her! This position was in development for over a year and finally came to fruition. We are so excited for her and this awesome opportunity.

Meanwhile, LM started at Mountain Mike's Pizza as a Kitchen Helper. If you have ordered a salad recently from them, she probably made it! In addition to making salads, she helps with folding boxes, preparing dough, and filling dressing cups.

On the other side of town, David began his new career at Cinemark Tinseltown. He's fulfilling a dream of working in the field of cinema, and is doing a great job keeping the theaters sanitized, clean and ready for use. Thank you David, keep up the hard work.

And speaking of clean, Jessica is cleaning-up and taking names at the Luna Café inside the Ashland Hills & Suites. A new carved position at the primary eatery within the Hotel, Jessica not only wraps baked items, rolls silverware, and polishes glasses, but she cleans the outdoor tables and surrounding areas for all those who want to enjoy a quick bite in the beautiful town of Ashland, OR.

We are finishing-up our second paid Work Experience for Kelly at Mache in Central Point, OR. This opportunity has given Kelly the chance to grow her skills and get paid at the same time! Pathway and Vocational Rehabilitation developed this as a pilot project for a paid work experience opportunity. This is the first in the entire state of Oregon! We are looking forward to a modified future of employment for those we support with new positions and possibilities as the doors open to inclusion across the Rogue Valley. If you or someone you know would like to work on Job Development, contact Kimberly Larsen at klarsen@pathway-inc.org.



Janae at Trader Joe's

Community Education Center Spring Update

By Robin Reames, Community Education Center Coordinator

Our Community Education Center continues to grow and shift in response to the current pandemic guidelines.

In Spring 2021, we saw the most students attend class in Pathway history! The majority of students continued to take classes via Zoom, although we were able to offer two days of gardening class at our Community Garden. Those students planted, watered, and tended to the community garden. They made bird houses, garden stepping stones, and toured two local gardens during Spring session. Students are looking forward to harvesting the tomatoes, peas, beans, potatoes, peppers, cucumbers, squash, and flowers during our summer session.

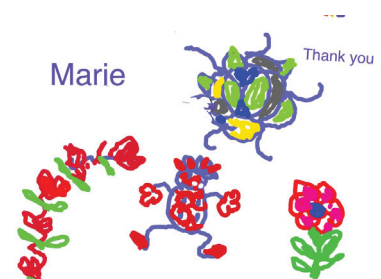
We continue to benefit and expand our offerings thanks to The Carrico Family Foundation grant that was awarded to us last year. We have been able to purchase a variety of necessary items for our program, including laptops, iPads, headphones, HD cameras, and Apple pencils. This technology has allowed us to stay connected through the pandemic and provide necessary outlets for students at home. In iPad class students have learned how to draw and design cards, access jigsaw puzzles and color applications, safely search for information on the internet, make music playlists, utilize the calendar and clock functions, and set up their home screens.

Cooking classes had an awesome cook-off at Crater Works in their state-of-the-art industrial kitchen. Students made their best pizza recipes and judges chose the winners!

We had first-time success offering a Science class to students which covered Geology, Astronomy, and Ecology. Sign Language class continues to grow in student numbers and is one of our most popular classes. Some classes had 15 students in them!

Spring session also saw us connecting with both Ashland and Crater High School transition programs, where we taught Budgeting and Money Matters to students. We look forward to continuing our partnerships with school districts in the Fall.

As we head into Summer session, we are excited to announce that we can now offer in-person group instruction! We will offer Bus riding class, Sign Language, Gardening, Music and Dance at the Mall Dance studio, Art, Photography, multiple cooking classes, iPad, and Social Skills. The summer session schedule is already full for in-person students; however, you can still join us via Zoom for a hybrid learning model. Our goal is to continue to meet the needs of students where they are—whether at home, in-person at the community center, or out in the community.



Hello from Bend and Deschutes County!

By Susie Walton, Director

Summer is off to a bang here in Central Oregon. As Bend starts to open up more, this means a lot more cleaning for our contracts department. Pathway entered into a new contract with the City of Bend starting with five buildings and the downtown parking garage. By January 1, 2022, we will phase in an additional 12 buildings to the routine.

With new growth comes new employees. Paul and Nick moved over from the Medford Contracts to join us here in Bend. They are a great addition to our team!

There are lots of adventures and fun to be had in our residential programs here in Central Oregon as well. Braden and his dad, Michael, recently enjoyed a refreshing hike at the lake. Christian and Cooper are settling in at the new Redmond House and bonded over a game of bowling. There was a one-point difference!

As always, stay cool and stay safe.



Perfect 6 Awards

APRIL

Angelo F.
Brian H.
Amber O.
Michelle S.
Ashley S.
Chelsea T.
James E.
David C.
Eliju J.
Jacob M.

Amanda H.
Jullian D.

MAY

Angelo F.
Chelsea T.
James E.
David C.
Jacob M.
Brenda A.
Lester S.

Carolelyn B.
Christian A.
Callie R.
Crista C.
Angela Y.
Kyle J.
Victoria S.

JUNE

Brenda A.
Lester S.

Christian A.
Eliju J.
Rebekah A.
Jenessa D.
Tom G.
Zach M.
Dawn B.
Jeremy M.
Skye T.
Mary B.

HEAT EXHAUSTION		OR	HEAT STROKE	
Faint or dizzy			Throbbing headache	
Excessive sweating			No sweating	
Cool, pale, clammy skin			Body temperature above 103° Red, hot, dry skin	
Nausea or vomiting			Nausea or vomiting	
Rapid, weak pulse			Rapid, strong pulse	
Muscle cramps			May lose consciousness	
<ul style="list-style-type: none"> Get to a cooler, air conditioned place Drink water if fully conscious Take a cool shower or use cold compresses 		<p>CALL 9-1-1</p> <ul style="list-style-type: none"> Take immediate action to cool the person until help arrives 		

Weather.gov/socialmedia
Weather.gov/heat

@SacramentoOES
SacramentoReady.org

Referral and New Hire Bonuses

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

Current employees are eligible to receive the following bonuses when their referral hits these milestones:

Date of Hire = \$200

30 Day = \$200

90 Day = \$400

1 Year = \$800

3 Years = \$1,000

New hires are now eligible to receive the following bonuses when they hit these milestones:

30 days = \$100

60 days = \$150

6 months = \$250

1 year = \$500

Contact HR for additional details.

HAPPY BIRTHDAY!

July

Kellie C.	7/01
Nancy R.	7/01
Jonathan A.	7/02
Royal J.	7/02
Lovelle A.	7/04
Dennis K.	7/04
Susie W.	7/05
Corrinne D.	7/05
Kyle J.	7/08
Amber O.	7/08
Linda S.	7/11
Victoria S.	7/15
Erik W.	7/16
Lacy L.	7/21
Kimberly A.	7/24
Jonathan C.	7/25
Keely D.	7/26
Kyle S.	7/27
Leslie R.	7/31

August

Adam B.	8/01
Dawn A.	8/02
Kathleen B.	8/02
Christopher E.	8/05
McKenzie H.	8/06
Jennifer K.	8/06
Jennie D.	8/07
Doug S.	8/08
Brenda A.	8/10
Brenda C.	8/12
Destany R.	8/15
Alessandra S.	8/15
Tamara T.	8/16
Brian H.	8/19
Bradley K.	8/19
Kelsie G.	8/20
Shanin B.	8/22
Jason B.	8/22
Taylor E.	8/22
Danny L.	8/23
Jurney M.	8/26
Abraham 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
Sean S.	9/04
Joanna W.	9/04
Tami B.	9/05
DJ F.	9/05
Brad R.	9/05
Rebecca S.	9/05
Faith B.	9/06
Virgil S.	9/08
Callie R.	9/09
Tamera C.	9/10
Travis H.	9/12
Rocky M.	9/13
Angelo F.	9/17
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 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

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

Wayne Brown
Retired Business Owner and Parent

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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!

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