

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.



Employee Spotlight: Virgil Stickney, Custodian

In 2009 Pathway Contracts Director, Rick Simpson, negotiated with Jackson County for several months to reach an agreement for Pathway to provide cleaning services. At the end of the negotiation, the Superintendent of Operations was satisfied with the new contract, but explained that there was one last hurdle that could make or break the agreement. He said, “We have a Day Porter named Virgil Stickney. If you want the contract you have to let him keep his job.” The rest is history.

Virgil worked for the County for 3 or 4 years prior to being hired by Pathway. Through the years he has been the go-to guy for equipment repair and maintenance, as well as continuing his daily Day Porter work, which includes responding to daily emergencies. Virgil goes out of his way to connect with the staff who work in his buildings and the customers he sees regularly. Virgil is known for playing his guitar and singing, as well as incorporating acts of kindness that help others make it through their day.

Virgil is in his early 80's and is a fixture in the county building group we refer to as the “Core”. Every day he makes his rounds, singing, humming, and greeting everyone with a smile. He relates to everyone regardless of age, position, or appearance. Ask a county worker how they feel about him and you will get a resounding “We love him!” When he takes time off his replacements are typically on the receiving end of good-natured harassment, typically demanding to know when he will be back.

Despite not being a county employee he has won Employee of the Month titles. He rubs elbows with judges, lawyers, commissioners, jailers, police officers, people without homes, and citizens trying to find their way around the county buildings.

In 2020 Virgil's wife, Daisy passed away after a lengthy illness. Virgil never skipped a beat, caring for Daisy at home, and caring for the county during the day. Virgil has a youthful spark and a genuine love for people. His kind spirit is an inspiration to many.

Virgil exemplifies Pathway's Core Values and is an incredible example of living a life of service.



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Medford, Oregon 97504

www.pathway-inc.org

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core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude



New Community Services Director

Congratulations to Brittney Hettman on becoming the newest member of our Leadership Team. Brittney will work with Crystal to oversee all Jackson County residential services, including nine community homes, supported living, nursing, and behavioral support.

Brittney has been with Pathway since 2011, starting as a DSP, then promoted to an Assistant Manager, then Manager, and her current position as the Quality Assurance Specialist. She teaches New Employee Orientation and assists with training new managers as well as managing homes when we are in the process of hiring. She also manages our Rep Payee and Social Security services.

Brittney jumped at the opportunity to assist our Bend folks with in person support, as well as on-line and calls as needed.

Brittney has participated in many Pathway activities including Adopt A Street clean up, VeteRUN run for Veterans, and the 4th of July parade. She has also completed the Medford Chamber of Commerce Leadership course, and has been the recipient of Pathway's Leadership Award.

Congratulations Brittney!

Contract Services Update

By Rick Simpson, Director

As the Contracts Department wraps up another Summer I am once again impressed by the amount of work being done by our teams. In July the City of Bend was added to our work schedules in Deschutes County. We staffed the Jackson County Fair with over 500 hours of support. We painted park bathrooms, houses, and public buildings. We sent labor to RCC, the Airport, and SOESD to help them struggle through labor shortages. We expanded services with our current customers as they managed COVID outbreaks. We negotiated a new contract with First Interstate Bank for services at 9 Banks in 4 counties. We have also responded to numerous new business requests that may be prompting growth around the corner.

We are so lucky to have team members who remain flexible, are willing to work overtime, and understand the needs of our customers. When the mandates rolled out for vaccinations these same folks rolled up their sleeves to ensure public safety. Our future is bright because our staff are Rock Stars!

Thank you all for being here in these trying times!



A big thank you to our RN, Adam Birdsell! Adam single-handedly tested over 80 Pathway staff and family members. This effort is in partnership with the Oregon Health Authority and Jackson County Public Health.

Sign up to support Pathway while you shop!



You can also "donate now" online at
www.pathway-inc.org/how-to-donate

Pathway Makes "100 Best Nonprofits to Work for in Oregon" List Eighth 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 ongoing pandemic, awards were announced online this year. **Pathway ranked #21 this year.** Thank you to everyone that participated in the survey and for making Pathway one of the best places to work!



Supported Employment Success Stories

By Kimberly Larsen, Job Developer, and Debbie Cordeiro, Employment Manager

Employment is happening all across the Rogue Valley! Recently, Lucas Y. started working as a Courtesy Clerk at Albertson's in Central Point. He learned the store layout quickly and loves doing 'go backs' with groceries. He looks forward to helping customers and his employer is excited to have him on the team.

Jon A. began a new employment journey working for Quality Fence in Central Point. Jon has experience helping friends with construction and enjoys work that requires physical effort and stamina. You can find Jon sorting fence parts, cleaning inside and outside of the work trucks and helping with loading and unloading items from the trucks. He enjoys his co-workers, he received rave reviews after his first week on the job, and he of course loves that he gets to work outside!

Mache, the maker of yoga and meditation storage accessories, enjoyed Kelly M. so much they hired her on as a permanent employee after her work assessment in July. She's responsible for finalizing parts of the yoga mat storage containers, and also assists with other jobs around the warehouse. So awesome Kelly, way to go!

Celebrations are in order as Jessica K. completed her 90 days of employment at Luna Café in Ashland last month! Jessica is responsible for ensuring a clean and sanitized eating atmosphere, and assists with polishing silverware and wrapping buns for to

go orders. With the help of a job coach who created a visual guide for her she is able to successfully line up the napkin and utensils together for a perfect folded silverware set for the restaurant. We are very proud of her accomplishments in this position!

Our Job Developer in the process of finalizing a placement at Marshall's retail store in Medford, and pursuing a potential job match at Goodwill in Central Point. With more referrals coming in, we are excited to see where the future of inclusive community based employment is headed.

If you, or someone you know is interested in employment and would like to explore Job Development, contact Kimberly Larsen at klarsen@pathway-inc.org.



Carrico Family Foundation Grant

By Robin Reames, Community Education Center Coordinator

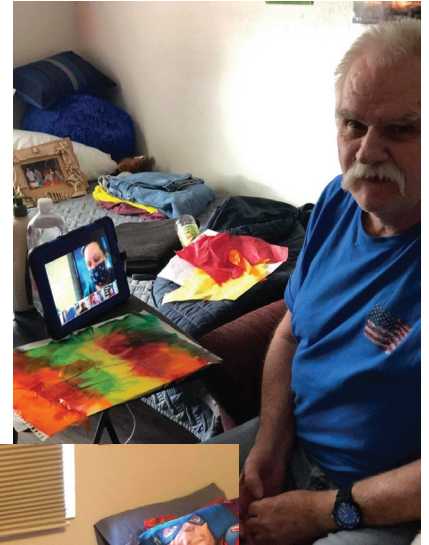
We realized through the Carrico Family Foundation grant that we can continue to remove barriers so that all students can participate in our education classes, no matter their obstacles. Not only are we building a technology base so we can offer classes remotely, we can also expand the types of classes we offer to learners. For example, with this grant we were able to take our cooking students to a Makers' Lab and introduce them to a professional chef and state-of-the-art industrial kitchen. Two different classes were able to have a cook-off at this facility, where their recipes were judged by a panel and a winner was announced at the end. At the same Maker's Lab, Art students were able to use a laser cutter to design and cut out their art work on a computer. This led to deeper conversations about job possibilities and art projects within the community at large. We were able to provide a translator to one of our non-English speaking students and she was able to participate successfully in Sign Language class.

Most importantly, this community of learners stayed connected! With this grant, instead of the pandemic exhausting our program, it helped us expand! We are 20 months into the pandemic, and we are serving nearly 50% more learners! Students are being challenged and engaged in ways that we did not know was possible prior to this grant. As the pandemic has changed, we have shifted the ways we use the technology provided by the grant. This summer, when we were able to see students in-person, we used the technology to offer classes to those who couldn't attend in-person classes. We also used the iPads to take photos in our Photography class and learned to edit and produce a calendar for our company, and use the HD cameras to do science experiments. We added classes to our program including Self Advocacy; where students attended legislative sessions at our State capitol via Zoom, Stress Management; where students did journaling, meditation, and learned ways to cope during the pandemic, and we expanded from offering one cooking class to three cooking classes per week!

We are sincerely grateful to the Carrico Family Foundation for this grant. It came at a time where we could have been forced to make the difficult decision to eliminate the Community Education program because we could not economically see how we could continue to serve students during the pandemic. Instead, we have fostered a community of life-long learners, and broken down the barriers around access to these classes. Thank you, from the bottom of our hearts, for this generous donation and commitment to enhancing the lives of people who experience disability.

Carrico

FAMILY FOUNDATION



Direct Support Professional and Job Coach Recognition Week

By Ali Brown, Director of Employment and Education Services

Every year, one week in September is devoted to highlighting the amazing and dedicated Direct Support Professionals (DSPs) and Job Coaches in our workforce. DSPs and Job Coaches are the backbone of our organization and are the key players that ensure the health and safety of people who experience intellectual and developmental disabilities.

This year, DSP and Job Coach week was September 12-18, 2021. Managers were tasked with celebrating their teams with personalized gifts and fun activities, and Directors created the exclusive 2021 t-shirt, which is only given to people who are employed during DSP week, along with Amazon gift cards.

Leading up to this week, nominations were accepted for Pathway's DSP week awards. Below are this year's winners.

Michael Smith - "Above and Beyond Award" This award is an opportunity to acknowledge the hard work of someone who consistently goes above and beyond their job description. This can be either in how they help out their fellow team members or in how they support individuals. They are someone who makes sure ISP goals are not just met, but exceeded.

Car Buttram - "Rainbow Award" This award is given to a DSP/job coach who always sees the positive side of things. This person tries to always have a smile on their face and no matter the situation they see the rainbow despite the clouds.

Chelsea Tiedy - "Team Player Award" This award is presented to an individual who is a team player. They step in to help without even being asked. They are willing to pitch in whenever needed and help cover shifts. This is someone who sees that for everyone to succeed the team must be strong and does their part to make that happen.

Juliann Dunlap - "Outside the Box Award" This award is presented to the DSP/Job Coach who has used creative thinking to help solve problems. They may have come up with a way to turn a 'no' into a 'yes' for an individual. Or maybe they are consistently good at problem solving and looking for ways to make great lives better.

Caitlin Symonds - "Newbie Award" This award is presented to an individual who has been with Pathway less than a year and has shown themselves to exemplify Pathways core values. This is a DSP/Job Coach who in a short amount of time has proven that they are in the right field and are an asset to the company.

Brenda Ackison - "Veteran Award" This award is presented to an employee who has been with Pathway over 3 years. This is someone who consistently exemplifies Pathway core values. This DSP/Job Coach has a true passion for their job and shows it daily.

Thank you to all the Direct Support Professionals and Job Coaches who work hard every day to make great lives better. We couldn't do what we do without you!



October is National Disability Employment Awareness Month

By Ali Brown, Director of Employment and Education Services

Every October, the U.S. Department of Labor and the Office of Disability Employment Policy recognizes National Disability Employment Awareness Month (NDEAM). NDEAM is recognized to celebrate and honor the diverse contributions people with disabilities offer to America's workplaces and economy. According to the NDEAM website, the theme for 2021 is "America's Recovery: Powered by Inclusion, which reflects the importance of ensuring that people with disabilities have full access to employment and community involvement during the national recovery from the COVID-19 pandemic."

In connection with the theme, throughout this pandemic, Pathway has made it a priority to continue supporting people who want to work, find work. Businesses everywhere had to create jobs to comply with safety measures that would protect their workers and the community from the Covid-19 virus. This provided people who were just getting out into the work world more opportunities to find entry level jobs where they could have routine and consistency. Our janitorial contracts department was in high demand when existing contractors needed day porters with increased sanitizing and cleaning services in their buildings. This safeguarded employment for current employees, and opened up additional opportunities for people who experience a disability. Through this roller coaster of a pandemic, Pathway has continued to fulfill our mission of being committed to helping people who experience disability work in their communities.

As I reflect on the overall importance of what this month represents, I'm reminded of the hundreds of people I've encountered over the last 10 years who have shared their employment journeys with me. Hearing stories about how society used to believe the only jobs people with developmental disabilities could do was cleaning, because that's all they were capable of, is heartbreaking. To now, being a part of the transformation and exploring opportunities in all employment capacities is incredible. The gold that is found when you take the time to get to know someone, biases aside, and find out their strengths, gifts and abilities is invaluable.

This month we will acknowledge businesses in the Rogue Valley who have hired people with intellectual and developmental disabilities. We express our appreciation for your efforts in improving diversity, and supporting inclusion in the workplace.



Hello from Bend and Deschutes County!

By Susie Walton, Director

Happy Fall Ya'll from Bend!

As summer comes to a close, so does the smoke! Most of the summer Bend has been in and out of a shroud of smoke and blistering hot temperatures.

Individuals and staff took refuge inside on most days, occupying themselves with games, arts and crafts or work. Some were adventurous and went on hikes or swims in the Deschutes River.

Late August, both Hezekiah House and Redmond House loaded up and went to the coast for a day. They spent the day walking the beach, visiting the aquarium and eating good food. It was a long day, but enjoyed the trip.

Fall means the return of school and Friday night football! This year we have one individual in his senior year of high school and two individuals enrolled in the Bend/LaPine Transition Programs. One individual will work as a manager on the Bend High School Football Team. Go Lava Bears!

Everyone here is welcoming the clear skies and cooler temperatures and PRAYING FOR SNOW!

The contracts department in Bend has experienced a lot of growth over the summer. In July we brought on five new facilities with the City of Bend, along with a Day Porter Services for Deschutes County.

Our new Area Manager, Paul Beaupre, fully immersed himself in the operations and is getting to know the buildings and the janitors. His summer has been busy!

We are very busy getting the grounds around the outsides of buildings picked up and windows cleaned before the snow starts flying! Our crew is becoming very familiar with the Unger Pole!

Want to give a shout out to our Medford guys for coming over and spending 10 days with us, helping to complete periodics. A big thank you to Dale, Travis and Josh. We could not have completed these jobs without you!

As we head into fall, we are buttoning up things and preparing for the winter. Once the snow starts all activities will go in doors.

Until next time, stay safe!



Revitalizing the Cadre

Pathway is excited to announce a connecting and training opportunity for DSPs and Job Coaches! The Cadre will be a place where Pathway DSPs and Job Coaches can bring new ideas and connect with each other. It will be an opportunity for your voice to be heard! We know that by working together we can build better teams, better supports, better ideas, and ultimately create a team of staff who use each other to lean on, learn from, and who provide quality support services!

Topics include, but are not limited to, The Importance of Teamwork, Communication Styles, Burnout, Ethics, and Self-Care.

The Cadre will be held once every quarter and available to all DSPs and Job Coaches who have been here less than a year. Lead DSPs / Lead Job Coaches will attend at least two sessions a year, and be given the opportunity to facilitate. This will give newer DSPs / Job Coaches a chance to hear feedback from veteran staff and also give Lead DSPs / Job Coaches an opportunity to build their leadership skills.

Join us and be ready to boost your support circle! Let's grow together! #pathwayrocks

Works of Heart Winners

We are pleased to announce that three of Pathway's own were chosen for the 2021 Oregon Resource Association's Works of Heart Award! Eliju Jefferson, Carolelyn Buttram, & Stephanie Smith were all chosen as Direct Support Professionals that demonstrate 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. Congratulations to Eliju, Car, and Stephanie!

**Works of
Heart**

**HAPPY
BIRTHDAY!**

October

Debra T.	10/03
Lance Y.	10/06
Amber O.	10/07
Travis G.	10/08
Tammy M.	10/11
Oskar K.	10/14
Joel M.	10/15
David C.	10/18
Maria M.	10/20
Angela Y.	10/20
Angela E.	10/21
Juliann D.	10/24
Sarah R.	10/24
Laura C.	10/26
Nigel P.	10/27
Denise R.	10/31

November

Eric L.	11/02
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Mark R.	11/03
Ruben R.	11/03
Nallely C.	11/04
Lester S.	11/04
Naomi T.	11/04
Howard D.	11/06
Charity H.	11/06
Margaret H.	11/06
Dani T.	11/06
Frank C.	11/07
Chelsea T.	11/10
Kaori F.	11/12
Marie W.	11/12
Jacob M.	11/14
Braden B.	11/18
Owen P.	11/18
David M.	11/19
Jabe B.	11/20
Brad E.	11/23
John M.	11/23
Linda K.	11/24

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
Zachariah M.	12/04
Roalie D.	12/09
Rebekah A.	12/14
Myrtle B.	12/16
Jason S.	12/18
Jason H.	12/23
Paul W.	12/26
Tony J.	12/27
Arlan H.	12/30
Diego P.	12/30

Thank You Outgoing Board Members

Pathway Board of Directors are a volunteer board who dedicate time and energy to support Pathway's Mission, Vision and Core Values. We say good-bye to two wonderful board members.



Thank you to Central Point Chief of Police, Kristine Allison, for dedicating eight years to Pathway's Board of Directors. Chief Allison has a family member who works for Pathway thus creating a natural connection between business, family, and disabilities. Chief Allison has continuously supported the direction of Pathway's mission, vision, and core values. She was a board member since 2013 and held the Vice Chair position from 2018-2021. Although we wish her well, we will miss her a lot!

Focus on what you have
instead of what you don't have.
On what's right in your world
instead of what's wrong.
On where you're going instead
of what you've been through.



Thank you to Megan Sandlin, for dedicating eight years to Pathway's Board of Directors. Megan always contributed wonderful insight from her perspective as a Special Education Teacher. Megan was a board member since 2013 and held the Secretary position from 2018-2021. Thank you for your dedicated time and energy!

2021 Milestones

5 Years

Khristian Andresen
Carolelyn Buttram
Tammy Carreon
Alesia Curtis
Brad Early
Tom Gunderson
Allison Holm

Danny Lammers

Karol Laney
Kim Larsen
Killeen Lindenberg
Abraham Medina
Skye Thorpe
Michelle VanDomelen

10 Years

Brian Hettman
Brittney Hettman
Gail Wilhelmi

15 Years

Tom Mullis

Perfect 6 Awards

JULY

Lester S.
Angelo F.
Bradley K.
Alesia C.
James E.
Angela Y.
Crista C.

AUGUST

Bradley K.
James E.
Michelle S.
Ashley S.
Chelsea T.

SEPTEMBER

Lester S.
Tom G.
David C.
Eliju J.
Kim A.
Mary B.
Kyle J.
Jomaris V.

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

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**