

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
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2021, A Year in Review

Well, I have to admit that I did not want to look in the rear view mirror. The year 2021 was in many ways, as challenging as 2020. Many of you, and those you care about, contracted Covid-19 or were exposed to it and experienced quarantine and sometimes isolation from family members. Many of your children missed school and we saw the ripple effect of a lack of family care givers as many day care institutions closed. We shut down the office multiple times throughout the year based on positive cases or exposures.

At the beginning of 2021 we welcomed the vaccine and saw a reduction in positive cases as more people became fully vaccinated by October—when the state mandated the vaccine for health care workers. Thank you to our community partners—The Jackson County Expo for providing PPE gear and Jackson County Public Health for their unending support and assistance with Covid tests and vaccines.

Although late, our “Summer Picnic” recognized award winners and milestone awards for so many! See more about these winners on page 6.

In the last quarter of the year we were grateful for grant funds from DHS that were used to recognize people who work in group homes, supported living, and supported employment.

Things also started looking up when new benefits rolled out. Thank you to Linda Knight and Payne-West for their dedication to creating a better life for Pathway employees. They negotiated new rates, better services, and employees no longer have to pay a health premium! See more info on page 3.

Most importantly, we survived the pandemic because all of YOU continued to teach classes, be the safety net for residents and people who work in the community, and continued serving over 120 customers who expected Pathway to keep their businesses clean and free from a deadly virus. The unwavering dedication and commitment to each other and the folks who rely on you is very humbling. You are, and continue to be, the heroes of the workforce.

Although weary, together we will face 2022 with a positive outlook and continue to be committed to those we serve.

Peace and Happy New Year!



Becky

Becky Simpson
CEO, Pathway Enterprises, Inc.

core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

\$10,000 Moore Family Donation Provides Amazing Opportunities for Community Education Center

By Ali Brown, Director of Policy and Compliance

As 2022 begins, I take this opportunity to reflect on the last year. These past 20 months brought fatigue, worry, change and endless challenges, while also bringing growth, hope and opportunities that may never have materialized without the Covid-19 Pandemic. Our Community Education Center employees worked tirelessly, developing opportunities for students as they continue to be home due to limitations with in-person class sizes. There is an extra layer of challenge when you add working with a very limited budget. We consistently rely on grants, donations, and other funding sources to keep our Community Education Center operational. Unexpected donations will always take a good day to a great day in seconds, and that is exactly what happened on December 3rd, 2021 when we received an unanticipated donation in the mail.

Thanks to the extremely generous Moore Family donation of \$10,000 there will be greater opportunities in 2022 for learners to advance their skills, knowledge and connection with others.

Thank you Moore Family, from the bottom of our hearts, for the considerable donation and continued support for people who experience disabilities to live great lives!

Contract Services Update

By Rick Simpson, Director

The holiday season has been a blur as we have added new accounts and readied ourselves for the 2022 startups. Employees have received bonuses and raises in response to the changing labor market, and in recognition of how much we value each member of our incredibly diverse teams. I am so happy to see living wages in place and hear the positive comments folks have shared regarding their commitment to Pathway. In December we were able to have a small gathering to celebrate our milestone awards as well as recognize an exceptional new leader in the department. It was a rare celebration that was warm, inviting, and ended with lingering staff catching up with one another. It reminded me of the power of connections and how much we have lost with this pandemic, and of the cohesion of our teams and the strong bonds that tie them together. I am honored to be a part of this organization and blessed to be in a team of incredible people. I look forward to 2022 and hope we will all be able to celebrate collectively. Happy New Year!

Perfect 6 Awards

OCTOBER

Brenda A.
Michael S.
Jenessa D.
Lester S.
Linda S.
Michelle S.
Nallely C.
Bradley K.
Chelsea T.

Anna H.
Skye T.
James E.
Angela Y.
David C.
Mary B.
Kyle J.
Kelli L.
Crista C.

NOVEMBER

Brenda A.
Michael S.
Bradley K.
Chelsea T.
Anna H.
Angela Y.
Carolelyn B.
Angelo F.
Zach M.

Ashley S.
Ana I.
Laura C.
Kellie C.
Micah J.

DECEMBER

Michael S.
Bradley K.

Chelsea T.
Angela Y.
Ana I.
Lester S.
James E.
Carla F.
Kelsie G.
Stephanie S.
Kyle C.

New Employee Benefits for 2022

We have all come through a difficult year and I know we would love to hear some good news, right? Our Benefits renewal for 2022 is some great news!

All employees working 30+ hours per week are eligible for the following:

- Fully paid Medical, Dental, Vision and Prescription insurance for employees AND children
- 50% premiums paid for spouse coverage
- Fully paid Life Insurance, Short Term and Long Term Disability Insurance
- Fully paid Mercy Flights membership for Jackson and Josephine County employees and Masa Medical Transport Solutions membership for Deschutes County employees
- Eligibility for Flexible Spending Accounts and 401K with a 5% match
- 10 Paid holidays (if they fall within your regularly scheduled work days)
- Employee Assistance Access with a larger network than before—up to 6 free visits with a counselor
- HRA of \$4,000 to cover the majority of the \$5,000 deductible cost

Wow, what an amazing place to work! And don't forget about our referral bonus (contact HR for details). We're currently hiring, so spread the word.

JOIN OUR TEAM!

Now Hiring

DIRECT SUPPORT PROFESSIONALS

A variety of schedules are available including day/swing shifts and possibly 48 hour shifts with 4 days off! We offer competitive hourly pay starting at \$16.25/hour or more based on experience, with performance-based increases and bonuses, paid training, paid holidays, and an excellent benefits package!



Pathway
Enterprises, Inc.

1600 Sky Park Drive, Suite 101
Medford, OR 97504
541-973-2728
<https://www.pathway-inc.org/>

Pathway Enterprises is full of dedicated, smart, hard working people assisting and serving people with disabilities

Up To \$1,000 Hiring Bonus See Other Side

Advertise with Valpak of Southern Oregon, 800-889-1145

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Open more great neighborhood deals at valpak.com! 3613008847

Get Social!

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

instagram: **@pathwayenterprisesinc**

The Domino Effect

Open positions often cause a domino effect, and that can impact many different departments. This time was no different! Here are the changes that occurred within the last few months. Congratulations to the following staff who were chosen for their leadership and commitment to people with disabilities:

Brittney Hettman, Director of Residential Services

Khristian Andresen, Director of Supported Living and Employment Services

Allison Holm, QA Specialist

Carr Buttram, Program Manager, Larkspur Home

Bree Mills, Program Manager, Supported Living

Kimberly Larsen, Marketing and Training Manager, and Job Developer

Ali Brown, Director of Policy and Compliance

Community Education Center Updates

By Leslie Rush, Community Education Center Instructor

The Community Education Center (CEC) has completed another successful session of classes. Art class had a guest artist, Laura, who showed us how to make Halloween wreaths. Science class did experiments and made paper airplanes and helicopters while learning all about air. The photography students produced a 2022 calendar using the photos they took in class and offered them for sale as a small fundraising event for the CEC.

The latest Winter session began after Christmas and runs from 12/27/21 to 3/18/22. We are excited to welcome students back to in-person classes, as well as continuing to offer the virtual Zoom model. We will have up to five students attending each class in-person this session. We continue to follow guidance from the Office of Developmental Disabilities (ODDS) about group sizes, sanitization procedures, distancing, and all other protocols to keep people healthy and safe.

We have some new classes including; Group Recreation, International Cooking, Animals and Bugs, Safety Skills, Music and Monologues, as well as some old favorites like Art and Crafts, Photography, Social Skills and Sign Language.

We are also excited to announce that we will be starting up gardening in February. The community garden we have been using closed this fall forcing us to look for new options. We will be starting a new partnership with ACCESS to utilize their community garden space, and they are giving us the opportunity to volunteer and give back to our community through their food pantries.

If you, or anyone you know is interested in taking classes please contact CEC Coordinator Robin Reames at rrreames@pathway-inc.org for more information and to register. We hope to connect with you in 2022!



Supported Employment Update

By Kimberly Larsen, Job Developer



What a joyous season it is for Employment! Another member of the Marshall's dream team was added in October. Alex began his seasonal employment working in the stockroom and putting items away on the sales floor. He has done so well that in December he was offered the opportunity to stay on permanently as part of the Marshalls staff. Way to go Alex!

Andrew is sporting the red shirt and khakis for his job at Target. He currently works in the fitting room doing all sorts of tasks including helping customers find their look, sorting and putting away clothes from customers, cleaning, and much more. Awesome job Andrew!

Last but not least, Jon completed his 90 days of employment at Quality Fence in Central Point. Not only has he done an amazing job doing what he was hired for, but he is now working with team members to install fencing at offsite locations.



Future placements are in the works at Head Start, Barnes and Noble, as well as Trader Joe's. Stay tuned to see what happens next in inclusive community employment. If you, or someone you know is looking to go to work contact Kimberly Larsen at klarsen@pathway-inc.org to discuss next steps. We are looking forward to a new year with new opportunities!

HAPPY BIRTHDAY!

January

Tammy C.	1/1
April W.	1/2
Linda C.	1/3
Sarah B.	1/4
Jeffrey H.	1/4
Barbara C.	1/6
Marshall G.	1/6
Katie L.	1/6
Michael D.	1/7
Stephanie S.	1/8
Brad F.	1/9
KCLynn H.	1/9
Maria N.	1/10
Daniel M.	1/14
Valerie A.	1/16
Ashley S.	1/16
Haylee R.	1/17
Thomas M.	1/18
Khristian A.	1/21
Jasveck B.	1/21

Tony D. 1/21

Jonathon C.	1/23
Justin C.	1/23
Rebecca R.	1/25
Forrest A.	1/26
Enrique S.	1/29
Tammy L.	1/30
Kimberly L.	1/31

February

Angela O.	2/2
Orion W.	2/2
Jasmine J.	2/3
Tanya S.	2/3
Lance G.	2/4
Madelon M.	2/4
David .	2/5
Brendan B.	2/6
Jalante A.	2/7
Cori G.	2/7
Janae E.	2/8

Steven H. 2/9

Kandy S.	2/10
Christian A.	2/11
Dennis D.	2/11
Aundrea B.	2/12
Tiffany G.	2/13
Luke M.	2/13
Teodula G.	2/17
Tyler H.	2/19
Allison H.	2/19
David R.	2/19
Matthew B.	2/20
Kayla S.	2/21
Soquoia G.	2/25
Vanessa C.	2/28
Daniel H.	2/28
Kelleen L.	2/28
Dorian R.	2/28
Paula S.	2/28

March

Melissa T.	3/1
Nicole S.	3/3
Rebekah H.	3/4
Michael K.	3/4
Michael M.	3/4
Angela C.	3/5
Anna B.	3/6
Bailey L.	3/6
Fred T.	3/8
Lucas Y.	3/10
Steven C.	3/12
Amber B.	3/13
James K.	3/16
Michelle S.	3/22
Jeffrey L.	3/24
Catherine C.	3/27
Alesia C.	3/28
Nathaniel A.	3/29
Kylie C.	3/30

2021 Awards

Business Partner of the Year

City of Medford Parks, Recreation, and Facilities. Thank you for your supportive and collaborative relationship with our Contracts Dept. Here is to another great year!

Community Partner of the Year

Tanea Browning, CraterWorks. Through collaboration using the commercial kitchen for CEC classes and more, CraterWorks has shown community inclusion at the highest level.

Employer of the Year

Brad Rietmann and his team at **Quality Fence** work tirelessly each day to make fences happen. And after a brief introduction, he was sold on having Jon work at the yard and become a part of the Quality Fence team. Jon has been employed with Quality Fence for over three months and is already a part of the company softball team! To say he loves his job is an understatement. Thank you Brad and Quality Fence for making inclusive community employment a reality for Jon.

Outstanding Leadership Award

Zach Malone leads by example everyday supporting awesome individuals to have a fulfilling and inclusive life in the community. Hats off to you Zach!

Health and Wellness Award

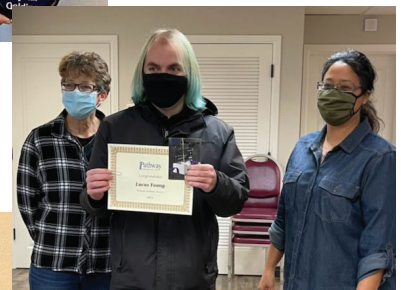
Crystal Golding committed to her own personal health journey in 2021 via diet change and consistent exercise, making it a part of her every day life. And now she is 130lbs lighter! Congrats!

Winston Robbins Award

Congratulations to **Lucas Young**! Lucas is kind, fun to work with, and is a reliable employee at Albertson's grocery store.

Contracts Division Outstanding Leadership Award

JaLante Applewhite is known for going above and beyond in his work duties and with fellow employees and customers. Thank you for all you do and congrats!



Holiday time in Bend

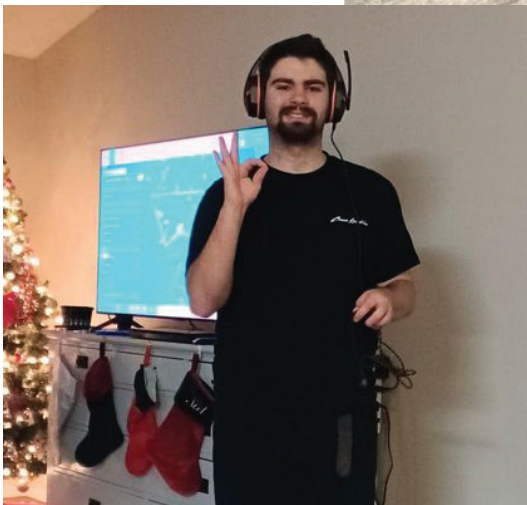


Bend Christmas
parade

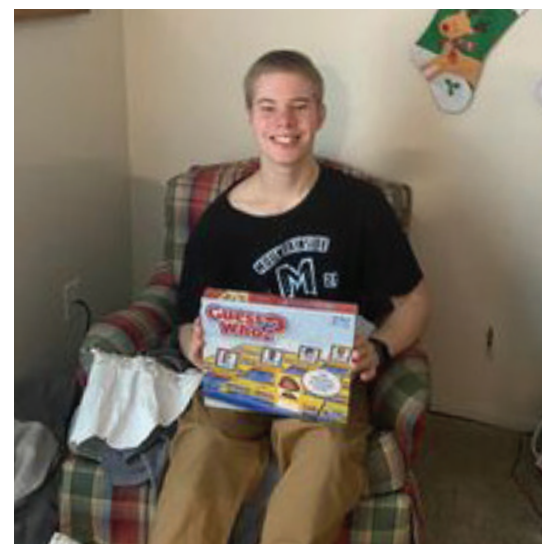


DeNathen
opening gifts

Trenton on
Christams Day



Davniel & Braden enjoying the snow

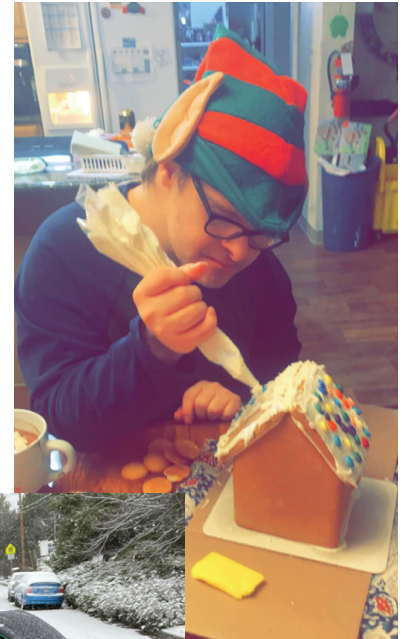


Oskar on Christmas Day

Holiday time in the Rogue Valley



Sean decorating
a gingerbread
house



Brenda and Erik
enjoying the
snow

White Christmas
at Comice!



Mr. & Mrs. Claus
Ho Ho Ho



Merry Grinchmas

Merry
&
Bright



Tammy looking
at the lights

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 & 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

Josh Abbott
Central Point Police Department

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!

Sign up to support Pathway while you shop!

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

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