

In Memoriam

Marie Watson

November 12, 1951 - March 10, 2022

Longtime friend and advocate Marie Watson passed away on March 10, 2022. Marie joined the Pathway family in April 1986 and lived with close friends near the SOU campus in Ashland prior to moving to Medford. Marie tried a few different jobs through the years, including SOESD administrative support, Pathway's Hollyhock Greenhouse, SOU custodian, and shredding documents for Goodwill. She loved bowling, dancing, singing (especially Elvis and Johnny Cash), and wearing her cowgirl hat, boots, and

denim skirt. Marie was a strong advocate for herself and the rights of others with disabilities, and traveled to Salem to talk with legislators. She was a board member and participated in GAPS (Goals and Problem Solving). She often entered paintings and crafts at the Jackson County Fair.

"She was a nice lady. She was always kind and thoughtful. I will miss her." -Roger

"I miss her. She was always nice to us." -Mike

"She was a very nice lady." -Steven

"Marie will be greatly missed by us all. She was such a joy to be around. One of her favorite things to do was to gamble and boy was she lucky, always bringing home the money and she always had a stack of scratch-its with her. Marie lived a long and happy life, enjoying all the things she loved. Marie touched so many lives and will forever be in our hearts." -Veronica



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

With a new year comes new opportunities! We are feeling growth pains all over the State as the next round of new work has come from the City of Bend, Interstate 5 rest areas, new facilities in Klamath Falls, a constant stream of requests for event staffing, and many other sources. I especially want to acknowledge the dedicated work of our coordinators and managers. Without their hard work and coordination nothing would get done. I specifically want to thank:

Tom Mullis: Operations Supervisor

Travis Harney: Operations Supervisor

Ruben Rodriguez: Operations Supervisor

Phil Hausman: Southern Oregon Parks Services Manager

Paul Beaupre: Bend Area Manager

Brooke Newsom: Assistant Director

Devon Simpson: Quality Control and Estimations Specialist

Change has come and continues to throw challenges our way. With the help of these extraordinary people who are backed by dedicated workers we have risen to these challenges and succeeded. We are blessed to be fully staffed and able to take on the mountains of work coming our way. The uncertain future is bright for Pathway's Contracts department and I look forward to finding the limits to our potential.

Contract Services Director, Rick Simpson, presented retiring 10+ year employee, Patrick Verna, with an award and plaque, wishing him well on his next journey in life.



core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

STATE OF OREGON
PROCLAMATION
OFFICE OF THE GOVERNOR

- WHEREAS:** Nationwide over six million people have developmental disabilities, including more than 66,213 adults and children in Oregon; and
- WHEREAS:** Oregonians with and without disabilities live and work side by side across Oregon to form strong, diverse communities; and
- WHEREAS:** Every person, regardless of ability, has valuable strengths, infinite capacity to learn, and the potential to make important contributions to their local communities; and
- WHEREAS:** People with developmental disabilities in Oregon share, with the state's 4.2 million residents, a vision to live good lives full of meaningful relationships, lifelong learning, and access to the many wonderful resources we all share; and
- WHEREAS:** Families of people with developmental disabilities deserve recognition for their commitment to helping their family member achieve that vision for a good life as an independent and contributing member of their community; and
- WHEREAS:** Developmental Disabilities Awareness Month is an appropriate time to recognize Oregon's public policy accomplishments on behalf of persons with disabilities and to also identify the improvements to public policy that are needed to fully include all of Oregon's citizens with developmental disabilities.

NOW,

THEREFORE: I, Kate Brown, Governor of the State of Oregon, hereby proclaim **March 2022** to be

DEVELOPMENTAL DISABILITIES AWARENESS MONTH

in Oregon and encourage all Oregonians to join in this observance.

IN WITNESS WHEREOF, I hereunto set my hand and cause the Great Seal of the State of Oregon to be affixed. Done at the Capitol in the City of Salem in the State of Oregon on this day, February 23, 2022.



Kate Brown, Governor

Shemia Fagan, Secretary of State

Community Education Center Updates

By Robin Reames, Community Education Center Coordinator

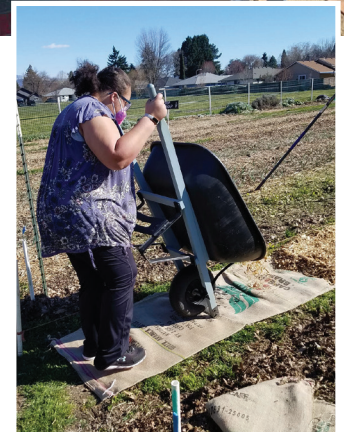
The Community Education Center is rolling into Spring! Gardening Class started February 24th, thanks to Leslie securing us a spot with Access Food Garden. Our students are working with a master gardener, planting crops that will be used in the Access Food pantry this year. Students are thrilled to be at a new, larger garden, learning from our garden expert, Ken.

The CEC is currently in talks with Central Point school district to have a presence at their new Rogue Primary school, which would allow us some secondary garden space, and a place for CEC classes in the Central Point community. If this spot comes to fruition, a second community education classroom space would be available in about a year.

We continue to have new students joining classes! Currently we have ten students who take classes at the Pathway Community Center because of our connection in the high school communities.

As we roll into Spring, we can now have five students in-person, and most courses can also be accessed via Zoom. We have had good success with a new International Cooking class, that explores recipes from different countries; Group Recreation, which teaches students how to play cooperative games and teaches them teamwork and collaboration, and we are back riding the RVTB buses, learning to navigate the public transportation system.

It's not too late to sign up for Spring classes! Contact Robin Reames at (541) 840-3123.



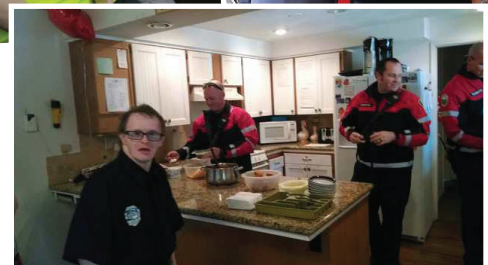
On the Move

Steve came to Pathway in May 1989. He lived in Ashland and enjoyed all the wonderful things that Ashland offered--hiking, eating good food, and of course visiting "his Boys" at the local Fire Station.

Steve has made many friends throughout the years through his work at the Medford Airport, his love of WWF wrestling, and his respect for First Responders and Airline Pilots.

Steve moved to Medford when Pathway purchased the Larkspur Home. His roommates and friends are very sad that he is leaving Pathway, and plan to remain in contact with him after his move.

We love you Steve and we will miss you so much!



What's Happening in Bend!

By Susie Walton, Director Bend Services

Winter is on her last leg here in Bend, which means Spring Fever and Spring Snow sport activities!

Bend has lots of exciting things in the works. Congratulations to Amanda Hutt, who has worked for Pathway for the past two years, and recently accepted the Program Manager position for both Redmond and Hezekiah homes. Amanda jumped in with both feet and is making positive changes that enhance the daily lives of both staff and residents.

Hezekiah residents recently spent a much needed day out in the sun and snow, by heading to Wanoga Park for some sledding! Lots of fun and laughs for sure.

Redmond residents are looking forward to Spring Break and Graduation. The guys are busy making plans for their break from school, and planning parties.

Bend Services is excited to announce a partnership with Neighborhood Impact of Central Oregon. This organization supports many different aspects of community living. They help children prepare for kindergarten, they have distributed over 6 million pounds of food, and they support new home buyers. Pathway is joining forces with them to add a Community Garden at the Redmond House. The garden will promote interacting with neighbors who will have access to the food. Pathway staff and residents will volunteer in their Food Bank operations, assisting with packing food to go. Everyone is very excited about the possibilities this partnership will bring. GO TEAM PATHWAY!

Those of us in Bend hope everyone stays healthy and safe!



Get Social!

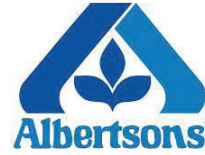
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Job Development Updates

By Kimberly Larsen, Job Developer

Spring has sprung for Employment! We are staying steady as we look to three individuals beginning their careers at Head Start. There is Sarah at the South Medford Center, Allie in Ashland, and Shaydie at the Alan Berlin Center. All are in a specialized Center Assistant role that includes everything from sanitizing counters to playing with the kiddos. This has been a dream come true for each of them and they are looking forward to the inclusive community that Head Start can provide. Way to go ladies! In addition to this amazing opportunity, Joshua is wrapping up his paperwork to begin his job at Albertson's in Central Point. He will be a part of the team as a Courtesy Clerk extraordinaire. He too has been waiting with baited breath to find community employment in his interest areas and can't wait to get those carts rollin. Future placements are occurring at Dick's Sporting Goods and the GoodWorks program at Goodwill. Stay tuned to see what happens next.



Pathway Employee Serves on State Disabilities Commission



Initially formed in 1983 and re-formed in 2005 after a brief hiatus, the Oregon Disabilities Commission (ODC) is a Governor-appointed commission housed in the Department of Human Services. The commission is composed of 15 members broadly representative of major public and private agencies who are experienced in or have demonstrated particular interest in the needs of individuals with disabilities. A majority of the members are individuals with disabilities. The ODC acts as a coordinating link between and among public and private organizations serving individuals with disabilities. Its mission is to secure economic, social, legal and political justice for individuals with disabilities through systems change.

Pathway employee, Joanna Wilson, has been serving on the ODC since August 2019 and was recently appointed to its Executive Committee. Joanna is Deaf and has been advocating for people who are Deaf or Hard of Hearing and Deaf-Blind people for 35 years. Joanna asks others not to use the term "hearing impaired," but

rather use Person First language to describe people who are Deaf or Hard of Hearing. She is proud to be a Pathway employee and has also been involved with the Disability Service Advisory Council in Medford for many years.

For more information on the ODC, visit www.oregon.gov/dhs/seniors-disabilities/advisory/odc.

Perfect 6 Awards

JANUARY

Jenessa D.
Lester S.
Linda S.
Angela Y.
Ana I.
Jomaris V.

Charity H.
Kyle C.

FEBRUARY

Daniel C.
Lester S.
Angela Y.

Ana I.
Kyle C.
Angelo F.
Amber O.
Kelsie G.
Callie R.
David C.

Kyle J.
Tammy M.

MARCH

Jenessa D.
Lester S.

Callie R.
Chris E.
James E.
David C.

Welcome New Program Managers

Directors Crystal Golding and Brittney Hettman are very excited to announce two new managers in Jackson County!

Christina Eldrige is the new manger of Ridgeway house in Central Point. Chris has been working at Ridgeway as a DSP for almost a year. Prior to her employment with Pathway, Chris spent time working as a DSP, Dietary Aide and a Director of Medical Records. She also spent a little over a year in a Pre-Nursing program.

Zach Malone is the new manager of East Hills house in Medford. Zach has over 11 years of experience in this field, most of which has been with individuals who experience challenging behaviors. He worked in Wyoming for four years with individuals that needed exclusive staffing, he's worked at PCL as well as a couple different houses within Pathway. He's been at East Hills since 2019 and knows the guys living there well.

Please join us in congratulating Chris and Zach in their new roles!

HAPPY BIRTHDAY!

April

James E.	4/04
Debbie C.	4/06
Sandra S.	4/06
Jomaris V.	4/06
Bill P.	4/08
Michael G.	4/11
Kelly M.	4/13
Peyton B.	4/16
Anna H.	4/17
Dale B.	4/17
Daniel C.	4/18
Mary B.	4/19
Tyler S.	4/22
Ryan A.	4/23
Ali B.	4/29
Sarah F.	4/29

May

Steven F.	5/04
Dallas H.	5/04
Kevin C.	5/05
Cherish S.	5/05
Ulises R.	5/07
Michael S.	5/07
Gail W.	5/09
Thomas M.	5/09
Daniel B.	5/13
Theresa D.	5/14
Micah J.	5/14
Rosalva C.	5/15
Eliju J.	5/16
Robin R.	5/16
Katherine S.	5/17
Crystal G.	5/19
Mark S.	5/21
Laurie H.	5/26
Logan C.	5/27
Trenton S.	5/27
Peter H.	5/30
Carol M.	5/31
Dawn H.	5/31

June

Brittney G.	6/02
Mark J.	6/04
Griselda C.	6/04
Patrick V.	6/04
Ryan S.	6/06
Kevin W.	6/07
Chris J.	6/13
Joan W.	6/17
Aileen J.	6/17
Adam M.	6/19
Tristan C.	6/21
Donna C.	6/27
Roger W.	6/28
Michelle R.	6/30
Ana I.	6/30

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

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!

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For more info or to donate online, visit
www.pathway-inc.org/how-to-donate

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