

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

Reflection

By Ali Brown, Policy and Compliance Director and Becky Simpson, CEO

It's hard to believe that 2023 is upon us. I'm not sure about you, but for most of us, 2022 felt like a roller coaster! After being in a pandemic for two years, we felt like we were often figuring things out for the very first time. The year brought new strains of the virus, new boosters, new precautions, and new rules. It was an ever-changing environment. These constant changes generated the endless reminder that we as humans, and professionals, have to be adaptable.

We think about the people who receive support and how adaptable they have become in the past few years. The tenacity, advocacy, strength and drive it takes for someone to push through the hard times is remarkable. Take this encouraging reminder that we can all do hard things! To be adaptable is being fully accustomed to your environment and adjusting your approach, feelings, thoughts and your emotions to that environment. That's powerful.

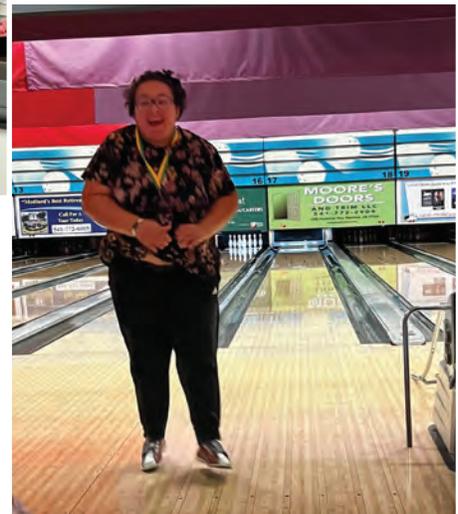
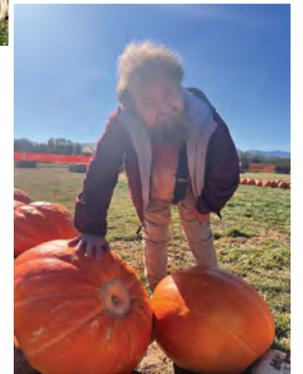
As we look back we recognize two things; as employees we were figuring out the challenges of Covid-19 and operating a sustainable business, while Individuals served were figuring out how to navigate this "new" way of living, and how to continue to do the things that bring them happiness and enjoyment.

Please enjoy this montage of photos (continued on next page) which highlights the amazing experiences individuals enjoyed throughout the year. Play hard and keep smiling!



core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude



Contract Services

Goodbye 2022! Another Holiday Season full of joy, flu, Covid, and emergency cleanings! Once again, our amazing teams of janitors made it a smooth(ish) and successful season of keeping germs at bay and customers happy.

Introducing our newest addition, Nicole Janes. Nicole worked in Contracts from 2010–2019, took some time away for a while, and has now returned as our Contracts Operations Manager. She hit the ground running by supporting employees and customers through an unending stream of requests. We are thankful for the assistance she offers, since she is familiar with buildings, employees, and customers. She is also conversationally fluent in Sign Language and Spanish, helping communicate with over 80 employees. Be sure to welcome Nicole back to the Contracts Department!

Moving on up...to Central Point! Operations are moving from the Rossanley warehouse to the City of Central Point's old Public Works facility (pictured). The compound is an impressive 1.9 acres of secured parking and storage, 2800 square feet of office space, and 3400 square feet of garage space. It is a centralized location that will allow operations to continue to expand as new opportunities present themselves, offers a lot of parking for Pathway vehicles, as well as space for Pathway's Maintenance team to work on vehicles, store tools, paint, and work on projects.

Ruben Rodrigues and the crew in Klamath Falls are doing a great job, with nothing but positive reports

from customers and employees alike. Ruben oversees operations, including regular and emergency cleaning, and keeping his customers happy. Ruben is looking forward to the challenge of getting Klamath County's new cleaning contract started in July 2023.



Bend operations are holding their own. It has been a rough winter for sickness, turnover, and icy conditions. Paul Beaupre and crew have done an outstanding job keeping schedules on track, delivering high quality services, and often times running with a staffing deficit. I am so proud of all they have accomplished...the future is very bright in Bend!

Jackson County teams have been busy as well! The painting crew kept busy with Pathway homes, administration, and a large City of Medford project. The Floors and Janitorial crews are

just as busy, managing the ever-changing schedules to meet the needs of 150+ customers!

It's a crazy world we live in and it is so nice to know that Pathway remains an unchanged, caring and compassionate organization. Together we all make this boat float.

My thanks to everyone out there sporting our logo. We could not do these great things without you!

Happy New Year!

Rick Simpson

Contract Operations Director

The Bonusly database program was implemented in December and is now widely used by residential and admin staff. It is a recognition and rewards program that is designed to enrich company culture, and strengthen engagement and collaboration amongst employees by identifying and distributing "points" that correlate to Pathway's Core Values. In turn, those points are collected and redeemed for gift cards at local businesses.

December statistics show that Pathway has an 89% participation rate with 95 users having access to the program and a total of 1,555 points given to teammates! The most often used hashtags are Professionalism and Teamwork!

This is a fun and encouraging way to recognize and reward employees while advancing our Core Values.

Community Education Center

By Robin Reames, Community Education Center Coordinator

As we prepare for Winter session at the Community Center, we reflect back on 2022 and are grateful for all that we have accomplished. We saw a 30% increase in students taking classes this year. This growth allowed us to teach more courses, and hire an additional teacher! We are happy we found a place to garden, thanks to Rogue Valley Christian Church, and our gardening students just finished harvesting vegetables and planted garlic for the coming year. We've had amazing guest speakers in our classroom, from fire experts, police detectives, artists, sign language translators, and transportation experts. Photography students entered their pictures in the fair this year and also made a 2023 calendar with their photos. Students took field trips to the bowling alley for Group Recreation, to CraterWorks to cook in an industrial kitchen, and use the laser cutter for art projects.

As we look to 2023, we hope to expand our course offerings, and to connect more students to the community center. We are thankful that 2022 brought more community and learning for all of our students!



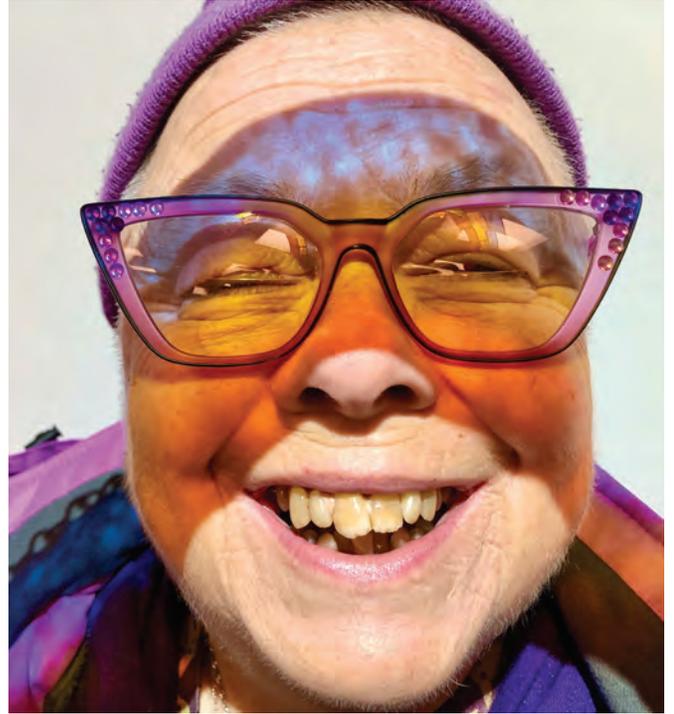
Moore Family Donation

On December 13, 2022, Noel and Lovella Moore were honored for their generous 2022 contribution to the Pathway Community Education Center program. Mr. and Mrs. Moore attended a ceremony where Pathway students were able to share their gratitude, hopes and dreams for the future of the Community Center.

As we enter a new year, the Community Education Center is so thankful for the support we have received over the years from Mr. and Mrs. Moore!



These photos were an assignment using shadows and color in natural and artificial light from our Photography class at the Community Education Center.



What's Happening in Bend!

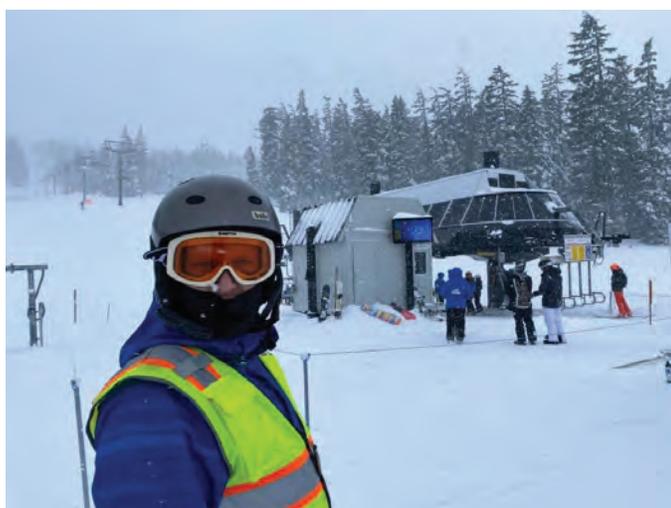
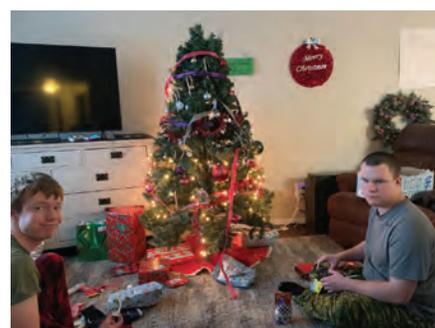
By Susie Walton, Director Bend Services

This fall and winter have been packed with activities and accomplishments including the Bend Veteran's Day Parade where Braden and Wendy represented Pathway on the Bend Parks and Rec float. The fall also brought football games and homecoming festivities—Sean was named the Redmond High School Homecoming King!

It was an exciting and wonder-filled holiday season. Redmond and Hezekiah Houses came together to celebrate Thanksgiving and Christmas. Staff, residents and family gathered for a Christmas party that was full of laughter and heartfelt tidings. Through their efforts, Program Manager, Amanda, and her staff were able to secure many presents for each person we support, valuing \$3,000. Everyone received something off their wish list as well as gifts that were personal and meaningful. I am grateful and proud to work with people who embody Pathway Core Values in all that they do.

Winter is bringing lots of snow to Bend. Everyone is loving playing in and enjoying the great outdoors! Several folks are taking skiing or snowboarding lessons or have signed up at the local fitness center for swimming and gym access.

From all of us in Bend, we wish each of you the best year yet!



Job Development and Supported Employment

By Kimberly Larsen, Job Developer

The New Year is here and Employment is bustling with individuals who are working, working, working! Check-out Hayden, who began at R and R Pet Resort over a month ago. She is over the moon to not only hang-out with cool pets, but supports them each shift by doing a variety of tasks including laundry, washing the dog bowls, and so much more!

Meanwhile, Kaitlyn is rockin' it at Southern Oregon Specialty Veterinary Clinic in Central Point. She has become part of the team in just three short months. Kaitlyn provides assistance with all things cleaning and re-stocking. Thank you Kaitlyn!

We are looking at new adventures with Lakeland Assisted/Senior Living in Eagle Point, Family Fun Center, and possibly the Central Point School District. So keep your eyes peeled for updates in the next newsletter.



By Ash Pine, Employment Manager

As part of our Pathway picnic, awards are given to people who have been a role model for a particular category. Alex is the glowing example of the Winston Robbins Award. This award is presented to an individual Pathway supports who has demonstrated self-determination to pursue and achieve personal growth. Alex has been working at Marshalls for over a year and is a huge asset to their company and team. Alex has worked hard to be successful in mastering his job and has gone above and beyond in achieving this. Alex is rocking it at Marshall's. Way to go Alex!

Photo: Alex and his Coach, Derek



Get Social!

facebook: [@PathwayEnterprises](#) | twitter: [@PathwayOR](#)

instagram: [@pathwayenterprisesinc](#)

Please join us in welcoming Ana Ibarra-Garay to the management team. She has worked for Pathway for 12 years in different departments, including being a supervisor and a job coach in the Contracts division and as a DSP at Keene for the past year. During this time she built positive and trusting relationships with Keene Home residents and staff. She is excited to be given this opportunity.

Congratulations Ana!



Please join us in welcoming Katherine Sears to the management team. Katherine has an extensive background in developing her own business outside of Pathway as a Personal Fitness Trainer, she's worked at Comice house for about a year and is looking forward to this new role. Katherine will be a great asset to Stoneham house and the management team.

Congratulations Katherine!



HAPPY BIRTHDAY!

January

Tammy C.	1/01
April W.	1/02
Linda C.	1/03
Alivia F.	1/04
Katie L.	1/06
Stephanie S.	1/08
Khristian A.	1/21
Tony D.	1/21
Jonathon C.	1/23
Justin C.	1/23
Rebecca R.	1/25
Forrest A.	1/26
Guyla W.	1/28
Kimberly L.	1/31

February

Orion W.	2/02
Sierra N.	2/03
Tanya S.	2/03
Brendan B.	2/06
Janae E.	2/08
Sandy B.	2/09
Robert F.	2/09
Steven H.	2/09
Dennis D.	2/11
Cindylee P.	2/12
Teodula G.	2/17
David R.	2/19
Tyler H.	2/19
Daniel H.	2/28
Kelleen L.	2/28

March

Nicole S.	3/03
Lacy W.	3/03
Michael K.	3/04
Sandra W.	3/05
Lucas Y.	3/10
Steven C.	3/12
Drea P.	3/12
Linda C.	3/16
James K.	3/16
Michelle S.	3/22
Jeffrey L.	3/24
Catherine C.	3/27
Alesia C.	3/28
Nathanial A.	3/29
Kylie C.	3/30
George W.	3/31

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

C.J. Shipley, Vice Chair
*PayneWest Insurance, Sales Executive/
Commercial Ins.*

Toni Hernandez, Treasurer
*Owner Black Rock Coffee Bar and
Parent*

Jennifer Horton, Secretary
*Administrative Manager, Siskiyou
Cascade Resources*

Josh Abbott
Central Point Police Department

Wayne Brown
Retired Business Owner and Parent

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!

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

Welcome to
amazon smile

