

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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A Dream Come True

By Susie Walton, Director Bend Services

Four years ago, we made the decision to add a Bend branch to Pathway's residential services. Ten individuals have call Pathway home and are thriving! This last year, we made the decision to add Supportive Living Services. The dream started with parents who reached out to say they have an idea and wondered if Pathway was interested in supporting them and their son's dream. Andrew and his parents wanted to purchase a home and have Andrew and a few friends live in the home, kind of like a dorm setting. We agreed to provide Supported Living Services and these parents moved forward with purchasing and remodeling a home for Andrew. Andrew moved in on February 1. On move in day, Andrew was lucky enough to be surrounded by his grandparents. His grandparent purchased a book for Andrew "Make Your Bed". When his grandparents presented this book to Andrew he became very emotional. When Andrew went back to his room to complete the packing, Andrew jumped in the air and yelled "I am going to live on my own, yahoo!"

Andrew now has two other roommates. They are all finding their way in the world and living a more independent lives and more freedom. They are learning cooking skills, sharing skills, budgeting and shopping. They at times, share meals and activities. There is talk of "game night" and they are all very excited about what this could look like. As with many young adults, they are very active and social! Together or separate, these young adults are blazing a trail of independence in making their good lives great!



core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

Contract Services

By Rick Simpson, Contract Operations Director

2023 is off to a great start for all our contract services departments. Jackson County operations moved to a new 1.9-acre compound in Central Point, and Bend operations signed a new lease on a vastly expanded facility that will host secured outdoor, office, and meeting spaces. We anticipate increased morale, efficient operations, reduced waste, and increased professionalism.

When I started as the director in 2010, I ran operations from a storage closet in a customer's basement. Thirteen years later I find great satisfaction in seeing our efforts blossom into a more professional organization, with areas dedicated to this ever-growing department.

Klamath Falls and Bend continue to grow! I am currently negotiating more services with Klamath County, and we have a significant start up underway with the Department of Transportation in Bend.

Many thanks to all of the hard-working employees who are working throughout Southern and Central Oregon.

Board of Directors

The Board of Directors is happy to announce that Jessica Pedemonte joined the Pathway Board in March. Jessica comes to Pathway with a wealth of experience as a local attorney. She and her husband, Garren, own Pedemonte Law and are parents to three little ones. She learned of Pathway through a friend, and has also used Pathway contract services to paint her home. She loves Pathway's mission and is eager to learn about all of the different services Pathway offers throughout Jackson, Josephine, Klamath, and Deschutes Counties. Welcome to Pathway, Jessica!



Accounting

Steven Howell has been with Pathway for 4.5 years as our Accounting Manager. During this time, Steven has worked tirelessly to learn and manage Pathway's accounting systems. He is meticulous and holds himself to high standards, ensuring Pathway's financial health is stable, reliable, and the accounting is accurate and timely. We are happy to announce that Steven is now the Director of Finance. Congrats Steven!



Linda Bellenbaum joins the accounting team. She has several years of experience in general bookkeeping in the construction field, and many more in purchasing and inventory management with CDS Publications and Harry & David. Linda lives in Medford with her husband, Ken, and two obstinate pugs. She also has three adult children scattered around Oregon pursuing their own dreams, but they all remain close and enjoy spending time together. Linda also enjoys reading, baking, hiking, camping, and exploring. Welcome to Pathway, Linda!



Community Education Center

By Robin Reames,
Community Education Center Coordinator

Spring Session at the Community Center is almost here! The Spring schedule has 16 class offerings—the most ever! *Fitness, Healthy Snacks, Safety Skills, Gardening, Sign Language, Music, Photography, Literacy, Dance, Art, All About Animals, Cooking, Painting, Bus Riding, Relationships, and Group Games.* We look forward to getting outside more during Spring session.

Art, Painting, and Photography students will begin working on their projects to enter in the Jackson County Fair. Group Games will have several bowling days, mini-golf, and park field days. Art students recently partnered with Talent Maker City to make pottery pieces and had them fired in the TMC kiln. We recently had a local wildlife photographer, Daniel Elster, come speak to our classrooms and show his amazing wildlife photography to the classes. Jen, from Boes House, brought her beautiful gray parrot, Delilah, to our classrooms and photography students took pictures of her.

Winter session saw six guest speakers in our classes and ten field trip outings. Spring session will welcome 150+ weekly student contacts, more speakers and outings, and hopefully sunshine and fresh air!



What's Happening in Bend!

By Susie Walton, Director Bend Services

Happy Spring from Bend! Whew, what a winter! And yes, it is still snowing here. But when in Bend, one must get out and enjoy all the winter activities. And on those really cold and snowy days, they hit the soaking tub in downtown Bend! Hezekiah folks are finishing up the last of their ski lessons and enjoying the last days on the mountain.

Redmond house folks have been busy this latter part of winter in their gym in the garage. All have enjoyed the ability to have weights and machines at their disposal. Redmond also has a new member of their house, Sir Walter Gordon the Fish! Yep, it is a Beta fish and the guys are thrilled!

Spring brings thoughts of gardens, picnics, and basking in the sun. We are all ready for those days ahead. Redmond house is working with Neighborhood Impact again this year to put in the garden. Hezekiah house is making plans for their portion of the garden as well.

We have great news to share here in Bend. Megan Hormel, Direct Support Professional, who has been with Bend Services for 6 months, has earned the promotion to Lead DSP. Megan came in and hit the ground running. Making an impact with residents and staff alike. Megan was eager to learn and show self-determination by learning about medications, how to order, MD appointments, etc. We are excited for Megan and looking forward to her future with Pathway.

From everyone in Bend, Happy Spring and come see us!



Getting Creative

By Veronica Van Pelt, Comice Program Manager

Dan “the man” resides at Comice house and he had the pleasure of sharing his creative side at Crater Works Maker Space in Central Point, OR. Dan was gifted a voucher to Crater Worker Maker Space for a yearlong membership earlier this month and he is overjoyed. Dan had the opportunity to learn laser printing and engraving this past weekend. He was able to make a name tag for himself utilizing the skills he learned. He plans to make a sign with mountains, trees, and animals over the next few weeks using the laser printer and engraver. He is looking forward to learning new skills in the wood shop, metal shop and fab shop. Dan says that he is thankful for this opportunity and for everyone who is encouraging his creative side. “Go checkout Crater Works Maker Space.” –Dan

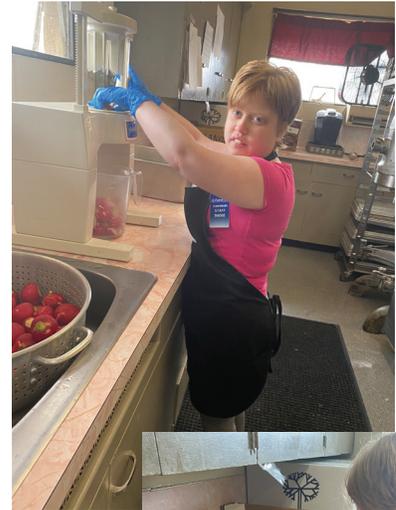


Job Development and Supported Employment

By Kimberly Larsen, Job Developer

Spring is here and the Job Development scene continues to sprout amazing opportunities for individuals who experience disability to find meaningful, inclusive community employment. Just recently, Vickie started her Food Prep position at Jewett Elementary. She enjoys getting out and putting together healthy snacks for kiddos at the school while advancing her food handling knowledge and experience. Meanwhile, Ben is beginning his career at Walmart. He is responsible for Safety sweeps throughout the floor, helping customers, and putting away returned items. Ben would eventually like to move into cashiering and have face to face contact with customers as they end their shopping adventure. His friendly, outgoing personality will lend to this transition success. Also, both Haylee and Hayden are continuing to love their jobs at Lakeland Senior Living and R and R Pet Resort, respectively, working with people and pets!

Outside of these awesome placements, Employment has a full load of referrals that are looking for their forever employer. It's an exciting time and our team is up to the challenge. The future looks promising as we develop new connections in the community including Waterworld of Medford, 7-11, and Albertson's. So many hopeful things to come. Can't wait to see what happens next.



National Conference

Congratulations to Kimberly Larsen, Job Developer and Training/Marketing Manager and Ash Pine, Employment Manager, for being selected to present at the Annual Association of People Supporting Employment First (APSE) conference in Columbus, Ohio in June. Their presentation will focus on Diversity, Equity, and Inclusion in relation to the team building processes of Discovery, Job Placement, and Coaching. It is an honor for Pathway to be chosen, and an exciting opportunity for Ash and Kim!

Diversity, Equity, and Inclusion Training

Thank you to Kim Larsen and Car Buttram for developing and facilitating Pathway's new Diversity, Equity, and Inclusion training! The learning objectives include Understanding the Foundations of DEI, Reflecting on your personal privilege and biases, and How to advocate for change.

Get Social!

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instagram: [@pathwayenterprisesinc](#)

Supported Living

By Khristian Andresen, Director of Employment and Supported Living Services

Exciting things have been going on in our Supported Living department. Two friends have reconnected to spend quality time together doing what they love. Taylor and Logan have been friends since high school. They have recently started a weekly trip to the local ice skating rink, to be able to relax, and have some fun.

Sarah first started supports with our Job Developer an Employment team about a year ago. She started working and then wanted to take the next step towards her independence. Her next goal was to find her own apartment. Through hard work and Pathway's partnership with the Housing Authority of Jackson County, she was able to achieve her goal. She moved into the Concord at the beginning of March and is enjoying her new found independence.

We are excited to announce that Ash Pine will be the new Supported Living Manager. Ash has worked for Pathway since September of 2022 as the Employment Manager. She will oversee both departments. She is excited to learn and grow within Pathway. She is dedicated to providing the best support to all things Supported Living and Employment. Welcome to the Supported Living Team!



Sarah enjoying living in her new apartment.

Letter of Recognition

Sharon Wojda, CFO and Assistant City Manager of Bend, sent us a letter that extended gratitude for Kayleen and Thomas, who gave immediate medical attention to a community member who was having severe chest pains. They initiated the medical response, relayed important information to dispatch, and stayed with the gentleman until medics arrived. "Kayleen and Thomas provided exemplary customer service and communication that far exceeded their scope of duties and possibly saved the gentleman's life." -Sharon Wojda



Pictured L to R: Dustin Mitsch, City of Bend Facilities; Thomas Andreatta, Pathway Supervisor; Kayleen Salchenberg, Pathway Cleaner; Paul Kransky, Deputy Chief, Bend Police Department

4 Tips to Boost Nutrition and Fitness This Spring

(BPT) - With warmer weather just around the corner, it's the perfect time for you and your family to spring into action and really hone in on overall nutrition and wellness. Not sure where to start? Registered Dietitian and Nutritionist Dawn Jackson Blatner shares easy ways to elevate your family's goals! From fun physical activities you can do together, to healthy habits you can implement today, you won't believe how these simple tips will impact positive change in your family!

1. Make the most of longer days and get active

As spring extends daylight hours, it's easier for families to get outside and get moving, which allows you to enjoy even more quality time together! Blatner suggests adding a family bike ride, a neighborhood walk or an outdoor game to your after-dinner routine to promote physical activity. Need new ideas to encourage outdoor play with youngsters? Try creating a backyard obstacle course, relay race or nature scavenger hunt.

2. Prep for better sleep with pre-bedtime habits

Springtime, especially with Daylight Saving Time, can wreak havoc on your regular sleep schedule. If you plan ahead, however, good nighttime habits can improve relaxation, so the whole family can get a better night's sleep. You can encourage prep for rest by shutting down electronics an hour before bedtime and keeping phones and other devices out of kids' bedrooms. This can help everyone to wind down and fall asleep faster at night, while lessening screen time.

3. Spring clean and organize your kitchen

The spring is a great time of year to de-clutter and sanitize your household, as a thorough cleaning can help reduce the levels of allergens, bacteria and viruses that could be present in your home. Blatner recommends starting with the most frequently used rooms first, like the kitchen.

By cleaning out and reorganizing your fridge and pantry, you can choose to put wholesome ingredients like fresh fruits and veggies, nuts, beans, oats, avocado and eggs at eye level. When meal-prepping for the school week ahead, you'll tend to grab these foods more often and guarantee your kids will be getting in their nutrition.

4. Amp up your family's nutrition with fun recipes

Make it a family goal to try a new recipe each week, with a focus on incorporating nutrient-packed ingredients. Whether it's breakfast, lunch, dinner or snack time, make sure you're choosing wholesome ingredients like Eggland's Best eggs, which have more than six times the Vitamin D and double the Omega-3s and Vitamin B12 compared to ordinary eggs. (See recipe on next page.)



Kick off the spring season right!

Eggland's Best has teamed up with the YMCA to encourage families to improve their overall nutrition and wellness routine. From now until May 5th, enter the "Recipe for a Healthy Family" Sweepstakes daily for a chance to win the Grand Prize of \$5,000, a \$250 grocery store gift card and more! Visit EBFamilySweeps.com for Official Rules and how to enter.

Oatmeal Snack Bars

Prep time: 5 minutes; Cook time: 25 minutes; Yield: 16 bars

Ingredients

- * 2 Large Eggland's Best eggs
- * 1 mashed ripe banana (about 1/2 cup)
- * 1/4 cup maple syrup
- * 1 teaspoon vanilla extract
- * 2 cups rolled oats
- * 1/2 cup almond flour (or whole wheat flour)
- * 1/4 cup mini dark chocolate chips
- * 1 teaspoon baking powder
- * 1/2 teaspoon sea salt
- * 1/2 teaspoon cinnamon

Preparation

1. Preheat oven to 350 degrees F.
2. In bowl, whisk Eggland's Best eggs, mashed banana, maple syrup and vanilla.
3. In another bowl, mix together oats, flour, chocolate chips, baking powder, salt and cinnamon.
4. Add egg mixture (wet ingredients) to the oat mixture (dry ingredients) and stir.
5. Spread batter into an 8x8 baking pan lined with parchment paper.
6. Bake for about 25 minutes, or until set in middle and golden around edges.
7. Let cool and cut into 16 squares.

**HAPPY
BIRTHDAY!**

April

Melissa S.	4/02
Selig A.	4/04
James E.	4/04
Trisheal M.	4/04
Sandra S.	4/06
Jomaris V.	4/06
Kelly L.	4/09
Thomas A.	4/12
Kelly M.	4/13
Dale B.	4/17
Anna D.	4/17
Daniel C.	4/18
Mary B.	4/19
Ryan A.	4/23
Cory C.	4/24
Stephanie O.	4/25
Ali B.	4/29
Sarah F.	4/29

May

Dallas H.	5/04
Joshua R.	5/04
Kevin C.	5/05
Chrish S.	5/05
Emily G.	5/06
Kimberly K.	5/07
Ulises R.	5/07
Michael S.	5/07
Brooke H.	5/08
Thomas M.	5/09
Gail W.	5/09
Jillian R.	5/11
Joshua S.	5/11
Daniel B.	5/13
Theresa D.	5/14
Micah J.	5/14
Alan B.	5/15
Rosalva C.	5/15
Hannibal B.	5/16
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
Dawn H.	5/31
Carol M.	5/31

June

Griselda C.	6/04
Latisha N.	6/05
Ryan S.	6/06
Kevin W.	6/07
Chris J.	6/13
AJ J.	6/17
Joan W.	6/17
Maribel F.	6/19
Adam M.	6/19
Rebecca M.	6/20
Tristan C.	6/21
Juan D.	6/24
Austin K.	6/24
Benjamin M.	6/26
Roger W.	6/28
LauraLynn F.	6/29
Ana I.	6/30
Michelle R.	6/30

DON'T FORGET TO TAKE ADVANTAGE OF ALL OF THESE GREAT BENEFITS!

In addition to **Group Medical and Dental** benefits and **Paid Time Off**, eligible Pathway Employees are offered a variety of additional benefits 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
- 50% Off Membership at the Medford YMCA
- 401(k) Retirement Plan
- Dependent Care/Medical Care FSA
- Tuition Reimbursement

SEE YOUR EMPLOYEE HANDBOOK, BENEFITS BOOKLET, 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

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Educator, retired

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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

Jessica Pedemonte
Attorney, Pedemonte Law

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

