

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.



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Medford, Oregon 97504

www.pathway-inc.org

facebook: PathwayEnterprises
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Summer is Here!

By Becky Simpson, CEO

Many of you are enjoying picnics and hikes at the beach, parks, and lakes to cool off and enjoy the outdoors. Our classrooms are ramping up for their next session, which will be packed with amazing curriculum! We celebrated graduations and birthdays, visited relatives, and remodeled some homes. What a busy spring!

Some of my recent thoughts have been around the individuals we support and the length of time individuals have entrusted Pathway staff to be a big part of their lives. In the early 1980's the State of Oregon mandated that people be offered fair and reasonable housing outside of the Fairview Institution in Salem. Eager family members and many entrepreneurial business folks started foster and group homes throughout the state. This is how Pathway began services in 1985. By 1986 Pathway rented a few homes and started providing services. Joan, Becky, and John were some of the first residents who moved to the Rogue Valley, and they continue to live their best lives in beautiful homes with dedicated and caring staff.

Providing services as we age, is an interesting reality. Many Pathway staff have been providing services (residential and custodial) for years, and many have been here decades. Leslie Henderson Rush, a longtime employee, has dedicated 33.5 years of her life to residents and students. As Leslie and I can both attest, residents and staff alike acquire gray hair, laugh lines, achy joints, and a memory that is a little spotty at times.

It is a joy and an honor to age with people you grow to love.

I'm looking forward to our "Decades" Summer Bash, and hope to see you all there!



core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude



Pathway Picnic

Decades
2023

THURSDAY, AUGUST 17TH, 2023
1PM-4PM

JACKSON CTY EXPO
PADGHAM BUILDING



JOIN US FOR FOOD,
BOUNCE HOUSE,
RAFFLES AND MORE!



VD 2023

Contract Services

By Rick Simpson, Contract Operations Director

Another busy Spring as we round the corner to Summer! So much has happened since March is it difficult to remember it all. The main highlights include:

Bend operations has a new home! The new location has tripled their space and added a large storage yard for vehicles and equipment. The old facilities were bursting at the seams and this move could not have come any later as operations continue to grow in Deschutes County!

Production of the new short film highlighting the impact of Contracts' Operations is 50% complete and we hope to have it to viewers by the Fall. The film will help people at all levels understand what we do and why we do it. I am very excited to see the end product of this effort.

The employee training web site is completed and employees are being enrolled. Every person will be viewing the 14 video training series to learn how to provide services professionally and consistently. This education approach solidifies our status as a training organization and should greatly improve quality, safety, and employee morale.

I am proud of the amazing work being done in Deschutes, Jackson, Josephine, and Klamath County. We are blessed with incredible leaders and dedicated staff! I want to thank all of you for doing such and incredible job!

She's Shaping the Future

By Ali Brown, Policy and Compliance Director

Every year the Oregon Resource Association (ORA) holds an awards banquet to acknowledge and celebrate some of the most remarkable humans in Oregon. There are a variety of awards given out including leadership excellence, employer and employee of the year and the extra mile, to name a few. This April, I had the honor and privilege to present ORA's Shaping the Future award to our very own Community Education Center Coordinator, Robin Reames. Robin has been in this position for the last 3½ years working fearlessly to make the Community Education Center a special place for people to learn and flourish in their everyday lives. During the depths of the pandemic, she was constantly navigating the updates and changes in regulations, while always keeping the WHY of the Community Education Center at the forefront of her mind.

To quote her nomination "Robin has an extraordinary heart, passion and drive for supporting people with Intellectual and Developmental Disabilities to live their best lives. She goes above and beyond her regular responsibilities to ensure people are healthy, safe, happy and achieving their goals. Robin always answers her phone and responds quickly to emails so people aren't left waiting for answers.

During her time at Pathway, she has increased the number of students enrolled in classes by 30%. She is dedicated to ensuring that people with I/DD have the same opportunities as everyone else to learn, grow and thrive in their communities."

Congratulations Robin, you absolutely earned this award!



Community Education Center

By Robin Reames,
Community Education Center Coordinator

Spring session brought over 150 students for the session! We welcomed 14 new students and had some wonderful guest speakers including Detective Abbott; Sam Matheny, Fire Marshall; guest musician, Karl Wulff; and Laura Kerschner, guest craft expert.

Our Music class wrote the lyrics to a song—including verse, bridge, chorus—and mixed the music with our guest musician.

Animals class had visits from a grey parrot and a hairless guinea pig. Photography class is matting and framing their Photography to enter in the Jackson County Fair. If you are out at the Fair pavilion, be sure to check out our student's work.

Our Fitness class logged over 15 miles in class and celebrated with a Smoothie party. The Community Garden is taking shape. Students have planted peas, squash, garlic, onions, and tomatoes for their summer garden. Painting class is working on a Rogue Valley mural that will be displayed at the Pathway Picnic. We had outings to the bowling alley, parks, a local art gallery, and Dairy Queen on the bus!

We look forward to Summer Session, which runs June 16-Sept 15, 2023!



What's Happening in Bend!

By Susie Walton, Director Bend Services

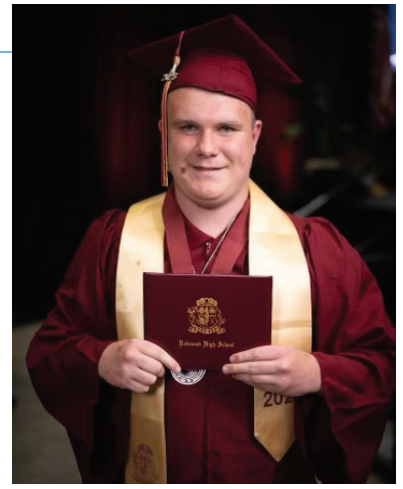
Hello from Bend! We hope that everyone is having a great start to their summer. Here in Bend, we started with a bang.

Redmond House had a High School graduate in the house. The staff gathered to watch Sean walk and get his diploma and afterwards held a party at the house. Redmond house has been busy getting the garden planted. We are looking forward to the bounty.

Hezekiah House is busy figuring out their "Lake Day" and planning the meals and activities. They held a Memorial Day BBQ, where family and friends attended.

Both houses participated in the Autism Walk in Redmond. Pathway had a booth and fun was had by all.

Remember, next time you are in Bend, stop by and see us!



Job Development and Supported Employment

By Kimberly Larsen, Job Developer

Things are heating up in the Job Development scene. As summer fast approaches, Danny has begun his work at 7-11. He is a store associate extraordinaire. Each shift he makes sure that stock is put away, the floor stays clean, and the Slurpee station is ready for your next fix. Vickie is finishing out the school year at Jewett Elementary and will return to her food prep position in the Fall.

Outside of these awesome placements, we have amazing referrals on deck preparing for their new job in the community along with a possible partnership with Applebee's and Goodwill. It's an exciting time and our team is up to the challenge. We hope this season is bigger and better than ever.

Supported Living

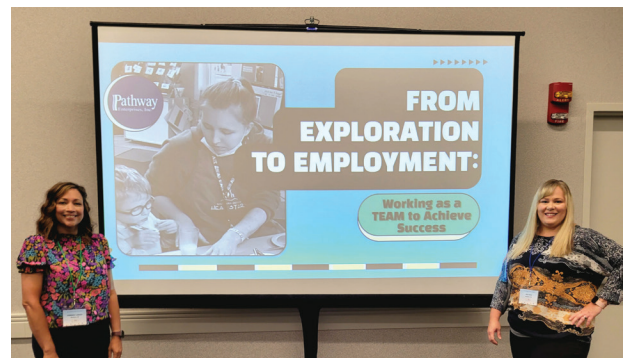
By Ash Pine, Employment and Supported Living Manager

The supported living team loves when we get to celebrate milestones with the individuals we support. This quarter we are excited to share that Allie has achieved the huge life "first" of getting her own apartment! Allie is moving into her own place with her beautiful dog, Leia, and is spending her time personalizing her place and making it home. Allie is excited to have support at her new apartment and have her friends and family over so that she can make them some of her new exciting recipes in her own home. We are so proud to be a part of Allie's life while she endeavors on this new adventure.



National APSE Convention

Pathway's own Kim Larsen and Ash Pine had the pleasure of representing Pathway at the National APSE (Association of People Supporting Employment First) Convention in Columbus, Ohio in June. They presented on employment systems to achieve success for individuals. During their time there they were able to network with other employment professionals from across the country and participate in classes offering new and fresh ideas; to inspire and bring even more growth to the Pathway employment team. This opportunity was an exciting endeavor for Kim and Ash and they came back even more enthusiastic to see what we can do together this year with the employment team at Pathway.



Promotions and New Faces

Pathway is excited to announce that Jennifer Hayes has been promoted into the Assistant Director position. Jennifer has worked for Pathway for 13 years, and has been a program manager for 10 of those years. She's dependable, reliable, detail oriented, and ensures residents are healthy and happy. We rely on her to help train new managers, ensuring Pathway's culture is consistent throughout the homes.

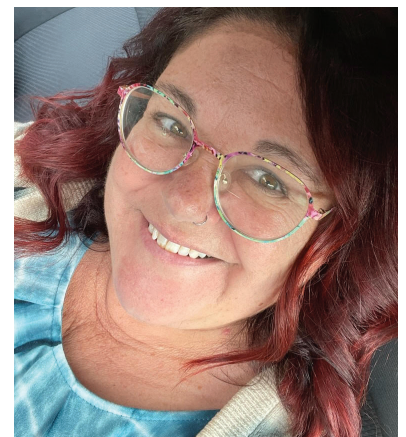
Jennifer accepts change positively and is always working to improve herself. Jennifer communicates well with her staff, the residents, parents and guardians as well as outside representatives. She is a positive role model and a great representative of Pathway Core Values and Mission. Congratulations Jennifer!



Our very own Skye Thorpe was promoted to be the new Boes Program Manager. Skye has been with Pathway for 6.5 years as a DSP at Boes House. She has assisted Jennifer with QA'ing documentation and ensuring everything is running according to licensing standards while working her overnight shift. She's helped train new staff as they come on at Boes House, as well as many employees on People First Language. Congratulations Skye!



Pathway recently hired Cheri Sanford as the new East Hills Program Manager. Cheri has many years of experience in this field. She was a Program Manager at PCL in the past, as well as a Case Manager for many years. Her hobbies include camping, spending time outdoors and volunteering with Josephine County Search and Rescue. Welcome Cheri, we're thrilled to have you on the Pathway Team!



Get Social!

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HAPPY BIRTHDAY!

July

Kellie C.	7/01
Ash P.	7/01
Jonathan A.	7/02
Royal J.	7/02
Lance B.	7/05
Susie W.	7/05
Kyle J.	7/08
Amber O.	7/08
Alex O.	7/10
Linda S.	7/11
Bella L.	7/12
Heather M.	7/14
Joseph C.	7/15
Carla F.	7/15
Christina E.	7/16
Erik W.	7/16
Lacy L.	7/21
Kyle S.	7/27
Leslie R.	7/31

August

Adam B.	8/01
Kaden M.	8/01
Dawn A.	8/02
Christopher E.	8/05
Rebeca N.	8/05
Jennifer K.	8/06
Doug S.	8/08
Brenda A.	8/10
Brenda C.	8/12
Cooper T.	8/12
Nikole C.	8/14
Alessandra S.	8/15
Tamara T.	8/16
Karl W.	8/16
Bradley K.	8/19
Kelsie G.	8/20
Nicholas B.	8/22
Shanin B.	8/22
Jason B.	8/22
Taylor E.	8/22

Danny L.	8/23
April B.	8/24
Michael H.	8/25
Kathy G.	8/26
Donald R.	8/26
Larisa M.	8/30
Tabitha R.	8/30
Edward T.	8/31

September

Jamilah C.	9/03
Levi J.	9/03
Daniel V.	9/03
Brittney H.	9/04
Sean S.	9/04
David F.	9/05
Brad R.	9/05
Rebecca S.	9/05
Ian L.	9/06
Virgil S.	9/08
Callie R.	9/09
Tamera C.	9/10
Travis H.	9/12
Rocky M.	9/13
Nicholas C.	9/14
Angelo F.	9/17
Gustavo H.	9/18
Sara J.	9/18
Jess H.	9/22
Dan M.	9/22
Aaron C.	9/23
Carolelyn B.	9/24
Crista C.	9/25
Rhona G.	9/26
Diane W.	9/27
Araceli F.	9/30



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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*Owner Black Rock Coffee Bar and
Parent*

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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!*

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