

## Direct Support Professional Week September 10-16, 2023

By Ali Brown, Policy and Compliance Director

Direct Support Professional (DSP) Recognition Week is an annual, nationally recognized week-long celebration where we get to honor outstanding DSPs, and pay tribute to the amazing work they do to support individuals with intellectual and developmental disabilities live their best lives.

Pathway currently employs 65 DSPs and Job Coaches. These incredible humans are the backbone of the organization and are responsible for providing the necessary day to day supports to ensure individuals needs are met, and they are provided opportunities to live, work and be involved in their communities.

This year Program Managers demonstrated their appreciation for DSPs and Job Coaches with personalized gifts and goodies. They also received a special DSP shirt, and had the opportunity to nominate their peers for special Pathway awards.

Here are the awards and winners:

Aaron Chisem from East Hills (Newbie Award): Someone who has worked for Pathway for less than 1 year and shown themselves to exemplify Pathway's Core Values.

Drea Pomeroy from Boes and Kelly Langdon from Hezekiah (Team Player Award): Someone who recognizes that for everyone to succeed the team must be strong, and does their part to make it happen.

Angelo Florez from Larkspur (Outside the Box Award): Someone who uses creative thinking practices to help solve problems and come up with solutions.

Eric Long from Employment and Christy Cannon from Redmond (Rainbow Award): Someone who always sees the positive side of things.

Amber Oppegaard from Employment (Veteran Award): Someone who has been with Pathway over 5 years and consistently exemplifies Pathway's Core Values.

Congratulations to the award winners, and thank you to all DSPs and Job Coaches for your continued hard work, advocacy, and dedication to enhancing the lives of people who experience a disability.



## 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.*



## Contract Services

*By Rick Simpson, Contract Operations Director*

Our Service teams had a great summer! We had a ton of work to do and managed to find all the people, tools, and resources we needed to get things done. The Bend crew settled into their new facility and are feeling like they finally have space for their vehicles and equipment. The Klamath Falls crew kept things rolling without any issues. Jackson County has been busy with organizing the new shop in Central Point and managing workloads.

Klamath Falls Supervisor Ruben Rodriguez was chosen as the Contracts Outstanding Leader of the Year, and Chris Clayton and the City of Central Point were awarded the Business Partner of the Year. Both awards were given to people who stood out and have done amazing things for Pathway and people with disabilities.

Filming efforts are in the last edits with our Oregon Forward documentary, and our online training programs will gain a new momentum with Braelyn Edwards. Braelyn joined our Contracts Admin group and brings energy and a depth of experience to support the mission.

Many thanks to all of the hard working folks out there representing Pathway in our four counties of operation.



*Central Point City Manager, Chris Clayton; Director of Contract Services, Rick Simpson; and CEO Becky Simpson presenting Chris and the City of Central Point with the Business Partner of the Year Award at the City Council Meeting. Rick thanked Chris for his dedication and commitment to people with disabilities and Pathway's contracted services.*

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Medford, Oregon 97504

[www.pathway-inc.org](http://www.pathway-inc.org)

facebook: PathwayEnterprises  
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## 100 Best Non Profits 2023

By Becky Simpson, CEO

The Non Profit Association of Oregon and Oregon Business Magazine partner each year to analyze staff responses to surveys about the characteristics of the nonprofit they work for. The sponsors provide us with Satisfaction Ratings and Employee Comments that help guide Benefits and Compensation, Career Development, Mission and Goals, Management and Communication, Work Environment, and Sustainable Practices.

Over 65 respondents (employees) rated Pathway an average score of 84.6 out of a possible 100 point scale. We will receive our official ranking by the end of October. Historically we rank in the top 20, and three separate years we ranked in the top 10.

Our top ratings this year include the following: Paid Time off and Benefits, On the Job Training, Pride and the Progress of our Mission, Open and Clear Communication and Treatment by Supervisor/ Management, Flexibility (balancing family and work). The highest ratings overall are Work Environment and Mission and Goals.

Employee comments include:

“We hire the best people who support our mission”,

“Pathway is dedicated to supporting people with disabilities and making employees feel valued and supported”,

“Good working conditions, great salary and benefits, generous time off, and an environment of learning and growing together”,

“I am grateful for my supervisor, who helps me reach my potential”,

“I am proud to say I am a Pathway employee”.

When asked what employees would like improved, they responded with:

“Health Insurance change has been difficult”,

“I would like to see more cultural diversity”,

“More connecting opportunities”,

“Better communication”.

Thank you to all the respondents for their honest feedback and providing the Leadership Team with the opportunity to reinforce positive comments, and improving topics that need addressed.



### Get Social!

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## Community Education Center

By Robin Reames,  
Community Education Center Coordinator

We are rolling into Fall at the Community Center. We have lots of exciting news to share! We recently secured a 2023/24 contract to teach a class with Ashland Inspire House through Ashland school district. We will teach cooking, art, and social skills during this upcoming school year. We also obtained a grant to hire a full-time person to help with language barriers in our classroom. We are looking for a person who is proficient in ESL/ASL and can work with our students and families to help bridge the communication barriers that exist for ESL families, PDHH, and non-verbal learners. The grant hopes to serve 30 families with communication barriers over this one-year grant.

Last, but not least, our music class recently wrote a song, “You Don’t See Me”. The song has picked up traction and has been featured on the ORA website, and nationally by the NADSP. The song will be used as the opener to the Oregon Special Education Conference in Eugene during the first week in October, and featured during National DSP week! Kudos and thanks go out to our talented musicians, and Karl Wulff, our guest musician, Maddi Reames, for putting the video together, and our music instructor, Guyla Williamson, for her vision of this wonderful song and video! Watch it here: <https://fb.watch/nf5WIMDJ3B/>

Fall session began September 25 and runs through December 15. We are adding new classes, including Community Service, where students learn how to volunteer to help their world become better; Space Science, where students study the stars, planets and travel to the planetarium; and Drama, where students will write and perform their own play. Please contact Robin Reames for more information on our Fall classes!



## What's Happening in Bend!

*By Susie Walton, Director Bend Services*

Hello from Bend!

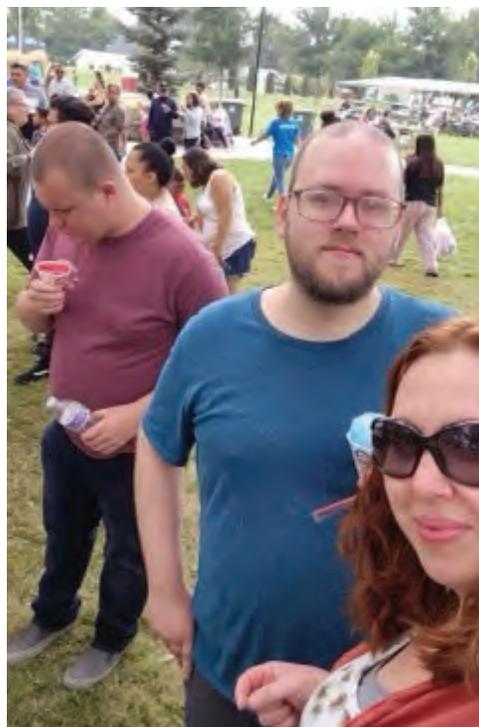
Summer was super busy here. The days were filled with BBQs and trips to the lake, river, and Portland.

We held our second Annual Picnic in Bend. We had a good turn out, with some great giveaways and raffles. The raffles raised over \$300 for Bend Services. This money will be used to support trips and various fun activities for the residents.

Both houses saw much needed improvements this summer. Redmond had carpet pulled and laminate floors installed, and Hezekiah house got a much needed tree trimming.

Bend services are expanding with a new three-bedroom home in Redmond. We hope to have it operational by November.

We are happy fall is here and are looking forward to cooler weather. Remember if you are in Bend, come see us!



## Supported Living

*By Ashley Pine, Program Manager for Supported Living and Employment Services  
and Khristian Andresen, Director of Supported Living and Employment Services*

In honor of DSP week and the wonderful team of Supported Living DSP's, we want to recognize the impact that they have on people's lives. The following are quotes about the DSP's and the support they provide.

"I enjoy going on fun outings and they really help me when I need help grocery shopping. They are very nice in helping me with things like cleaning and doing all that stuff." -Allie

"They take me the places I need to go. Plus, they're really cool to chat with." -Peter

"I really appreciate how Kyle has been able to communicate with my son. Kyle figures out what he wants. It helps me a lot knowing when I have a little free time and Kyle is always right on time." - Donna (parent of an individual who receives services)

"I love staff supporting me. It has helped my life so much. They are great with me. My favorite thing about staff is going places with them. It has helped my life with them talking to me about stranger danger, my cat, and giving me advice about my cat. I feel like I can talk to them about things that have happened in the past and now. Anytime I can talk about how great the staff are I am happy to. I tell them every support how great they are and I am thankful." -Danielle

"I like having staff. They are always kind. They make my life easier." - Dallas

"The staff is great and they are very helpful and always willing to help even if they don't support me directly. Things I like about the staff are they are easy to talk to and get along with. They support me by finding things in stores and help me with menu planning and dishes." - Cathy

"I like when they help me clean and take me out for shopping and my mom's cooking." - Mimi

Thank you to all DSP's everywhere. The work you do is so important and so appreciated!



*Supported Living DSPs Kyle and Mary at the RIP City celebration at Pear Blossom Park supporting individuals who are huge basketball fans.*

## Job Development and Supported Employment

By Kimberly Larsen, Job Developer

Fall is here and bringing cooler temps to the Rogue Valley, but Job Development and Employment are hotter than ever! Lucas will begin his new custodian position with the Ashland YMCA in early October, while Vickie hit the kitchen at the beginning of September preparing snacks for the kiddos. And let's not forget Danny at the Central Point 7-Eleven keeping all things organized and tidy as well as Hayden taking care of the furry pets at R and R Pet Resort.

Meanwhile, we have referrals on deck preparing for their new job in the community. In addition we are working on possible partnerships with Rogue Credit Union, MOD Pizza, and many more. Now it's time to hit the ground runnin' and help individuals find employment!



Danny at 7-Eleven

## October is National Disability Employment Awareness Month

Observed each October, National Disability Employment Awareness Month (NDEAM) celebrates the contributions of America's workers with disabilities past and present and showcases supportive, inclusive employment policies and practices that benefit employers and employees. ODEP has chosen "Advancing Access and Equity" as the theme for NDEAM 2023.

#NDEAM | #RehabAct50  
dol.gov/odep

**ADVANCING  
ACCESS  
& EQUITY**

National Disability Employment  
Awareness Month

Celebrating 50 years of the Rehabilitation Act of 1973

OFFICE OF DISABILITY EMPLOYMENT POLICY  
UNITED STATES DEPARTMENT OF LABOR

RehabilitationAct  
50

## Picnic Awards

Congratulations to the following Award Winners:

### 2023 Special Awards

*Health and Wellness Award*

Katherine Sears

*Winston Robbins Award*

Sara Johnson

*Outstanding Leadership Award*

Carolelyn Buttram

*Outstanding Leadership Award*

Derek Montes

*Outstanding Leadership Contracts Division*

Ruben Rodriguez

*Business Partner of the Year*

Chris Clayton / City of Central Point

### Milestones

*5 years*

Dale Bentley

Daniel Bernal

Frank Carreon

Steven Howell

Eliju Jefferson

Bradley Kokay

Erik Pearson

Jason Stump

Sandra Stump

Chelsea Tiedy

Veronica Van Pelt

*10 years*

Emily Dean

Royal Jacobsen

Tabitha Reel

Paul Woodworth

*15 years*

Becky Simpson

Rick Simpson



# HAPPY BIRTHDAY!

## October

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Debra T.	10/03
Lance Y.	10/06
Amber O.	10/07
Derek M.	10/08
Jennifer M.	10/09
Katelynn M.	10/12
Joel M.	10/15
David C.	10/18
Angela E.	10/21
Maria M.	10/20
Angela Y.	10/20
Abigayle H.	10/23
Nigel P.	10/27
Phillip H.	10/29
Denise R.	10/31

## November

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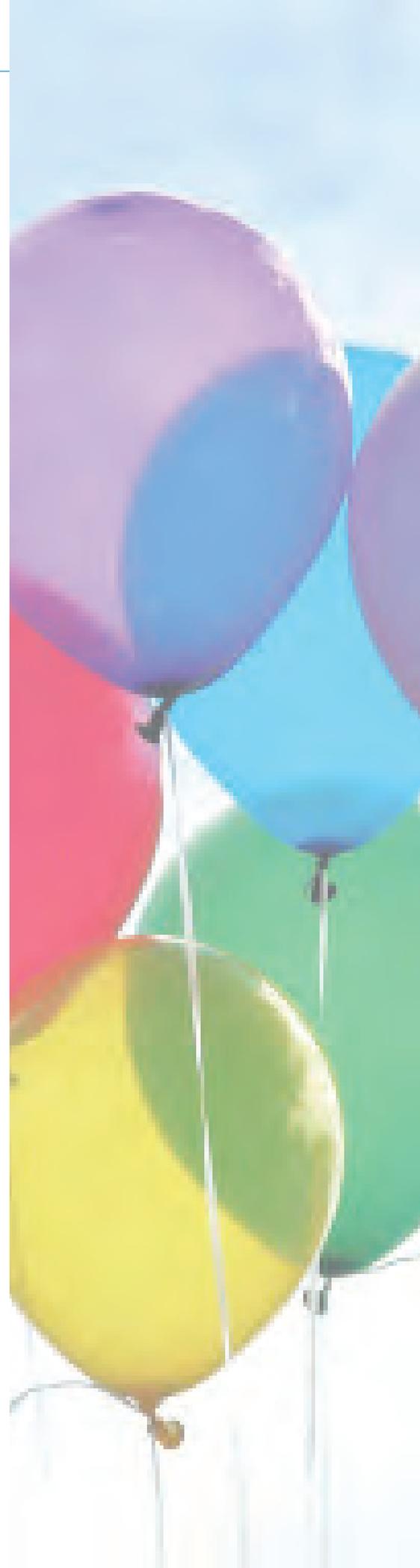
Eric L.	11/02
Ruben R.	11/03
Nallely D.	11/04
Lester S.	11/04
Naomi T.	11/04
Sarah B.	11/06
Margaret H.	11/06
Danielle T.	11/06
Frank C.	11/07
Linda K.	11/09
Chelsea T.	11/10
Kaori F.	11/12
Braden B.	11/18
Linda B.	11/18
David M.	11/19
DeNathan P.	11/19
Jabe B.	11/20
Sean C.	11/20
Megan H.	11/20
Jasmine R.	11/20
Brad E.	11/23
John M.	11/23
Vanessa L.	11/24

Madena C.	11/25
Jenn H.	11/26
Derek M.	11/26
Veronica V.	11/27
Amanda H.	11/28
Skye C.	11/30

## December

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Erik P.	12/01
Norman C.	12/03
Zachariah M.	12/04
Luis A.	12/09
Rosalie D.	12/09
Wendy P.	12/12
David B.	12/16
Myrtle B.	12/16
Matt O.	12/18
Jason S.	12/18
Paul W.	12/26
Daniel B.	12/27
Christy C.	12/28
Jessica L.	12/31
Jessica O.	12/31



## 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](http://www.mutualofomaha.com/eap)**



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### ***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](http://www.pathway-inc.org/how-to-donate)**

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