

As we bid farewell to 2023, let's reflect on the remarkable journey we've collectively experienced over the past year.

Looking back through my calendar I see so much growth within Pathway, including a lot of construction projects! New roofs, improved landscaping, and many new accessible bathrooms in our residential homes. Pathway in Bend moved their Admin and Contracts Departments to a new location that provides adequate office space, training rooms, and a large bay on the ground floor for vehicles and contracts equipment. Bend residential services expanded by adding Supported Living and another home in Redmond! In May our Contracts Director partnered with Nick Alexander Films to create a documentary that highlights the Oregon Forward Program, which is a program that provides meaningful work opportunities for Oregonians living with disabilities. We will send it out very soon! We continued our partnership with the remarkable Ginger Johnson, who created a positive learning environment for managers; ensuring that we continue to develop effective communication and leadership skills. We had record breaking attendance at our summer picnic where we enjoyed the vibes of the Decades, sold gift baskets with proceeds going to support our scholarship fund, and gave many awards to well deserving individuals. The Community Education Center had an amazing year, offering new and exciting classes which filled up every session! We ranked 7th in the 100 Best Non-Profits to work for in Oregon, which is an amazing accomplishment that we couldn't achieve without our incredible employees. DSPs and managers supported individuals to plan fun vacations and day adventures, especially when construction was happening at the houses. Numerous individuals participated in Special Olympics and loved ending each season with some friendly competition! In partnership with the Oregon Resource Association (ORA) we presented strong advocacy during the legislative session, and although we didn't get the outcome we were hoping for, I'm very proud of the efforts put forth by our workforce. We were grateful when the Public Health Emergency ended because it relaxed a lot of the strict guidance we were following, allowing for greater flexibility in day-to-day operations. Lastly, we did experience the loss of two amazing men Steve and Rocky, who passed away this year. Staff and residents mourned their passing by talking fondly of the fun times they had together, and sharing stories about their lifelong achievements. As we round out 2023, let's reflect on the lessons learned, the growth experienced and the resilience shown. May 2024 be marked by continued resilience, innovation, and a shared commitment to creating a brighter, more inclusive future for all.

In closing, I want to acknowledge our Board of Directors, who volunteer their time and energy ensuring that Pathway services continue to meet our mission.

Cheers!



*Becky*

Becky Simpson  
CEO, Pathway Enterprises, Inc.

core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

## 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*

I am pleased to share that all Contract Operations are fully staffed and running smoothly. The calm is reminiscent of 2019 and gives us hope that we are finally moving past the tribulations of the Pandemic. We are all taking advantage of this time to focus on improving customer relations, repairing and replacing equipment, enhancing quality control systems, and boosting our training.

Bend operations continue to steadily grow with new facilities being added in Redmond, and expanded services in Bend and Sisters. A wave of high-quality new hires have joined our workforce and this has lifted the morale of the beleaguered team. The summer was especially difficult with as many as six positions open at one time. I am so appreciative of the tenacity and grit shown by our Bend workforce ensuring we did not fail at meeting our mission.

Klamath Falls has remained stable with some notable turnover as well. The operation is being adjusted to ensure supplies and oversight are delivered in a more effective way. Regular oversight from Medford will be increasing in 2024 as we begin to provide this team with laundry services from our shop in Central Point.

Jackson County operations is steadily improving in all areas. Attention is focused on fleet management and the new GPS tracking systems, implementing quality control efforts, enhancing training systems, and improving team communications.

I am happy to announce that we have completed a six-month filming project that documents the significant impact of Pathway's implementation of the Department of Administrative Services' Oregon Forward Program. The film highlights four of our employees and includes testimonials from all levels of the organization. The film will be used internally for orientation, and state-wide to promote the positive impact of working with people with disabilities.



1600 Sky Park Drive, Ste 101  
Medford, Oregon 97504

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

facebook: PathwayEnterprises  
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*(L) Custodians April Bowen, Cover Team and Alexandria Keck-Reins, North Valley Team; (R) Gail Wilhelmi, Jackson County Team*

## Community Education Center

By Robin Reames,  
Community Education Center Coordinator

The Community Center has been busy this Fall! Gardening class finished harvesting their summer crop and have been working on laying chips and mulch for the winter. Photography students produced a 2024 calendar utilizing their favorite photos of the session. Drama class will have its first production of *Enchanted* this week, with nine fabulous actors and a hand painted set! Bus class took a group of students on Gus the Bus, learning how to ride public transit. Relationships class put on a Christmas Friendship Mixer, where 35 students got to know each other through cooperative games and dance. Fall Fun class visited the pumpkin patch, went bowling twice, and played life-size Jenga with their peers. Community Service class made sack lunches for a homeless shelter, sponsored a sock drive, cleaned up a high school garden, and visited the elderly.

The Community Center has a contract with the Ashland School District Inspire House, teaching cooking, art, and social skills for the 2023/24 calendar year. In 2024 we will also be teaching at the Crater High School Maps+ program. We have surpassed having 160 student contacts per week currently. The Community Center is currently looking for a bilingual translator to work with our Hispanic population in 2024.

As we close out 2023, we are grateful for the support of our parents, houses, and the greater Pathway Community. Look out 2024!



## Students Nailed the Encanto Performance!

*By Ali Brown, Policy and Compliance Director*

The Community Education Center offered a Drama and Music class last session that ended with an incredible performance of their very own sequel to Encanto! The first class began with students choosing between Snow White, Lion King and Encanto, followed by deciding if they were going to create a prequel or sequel to the story. They decided on a sequel to Encanto, and spent the next three classes writing the story. Throughout the session they learned about writing a script, how to set up each scene, how to read lines and how to find their mark on the stage. They also focused on learning about props, how to act with their movements, and what a “stage voice” is and why it is so important. They learned basic stage etiquette, including not turning their backs to the audience and being quiet and respectful when others



are performing. Lastly, they had the opportunity to watch a “masters” class about putting together a play. After meeting one time a week for 12 weeks, they were finally ready for the show! Invites went out to family members, friends, providers, case managers, etc. It was a packed house! Guyla Williamson, the lead instructor for the class did an incredible job transforming the classroom into a Columbian village, our other instructor Leslie Rush played the part of Pedro, and our Coordinator Robin Reames assisted with the lighting. There were seven student actors who all did an amazing job demonstrating their acting and storytelling skills throughout the performance. Thank you to everyone involved for your hard work, dedication and commitment to making this experience one to remember!

## Personnel News

*By Brittney Hettman, Director of Community Services*

We’re happy to announce that we’ve selected Ash Pine as the new Quality Support Specialist. Ash has been with Pathway since August 2022 and in that short period of time she’s learned not only Supported Employment, but also Supported Living. Prior to Pathway she has extensive experience in the field running programs which included maintaining regulations, overseeing financials, budgeting, staffing, training, quality assurance, and licensing. Please join me in congratulating Ash on her new position!

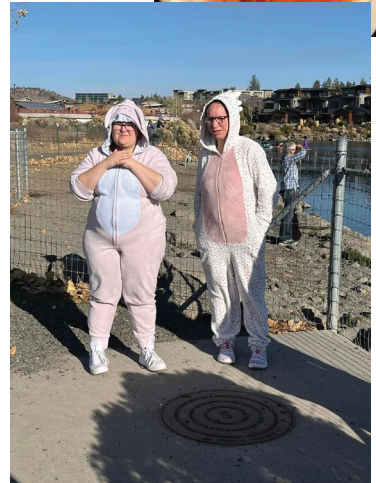
We had previously announced that Jennifer Hayes was promoted to Assistant Director from Boes House Manager. In her short amount of time as assistant director, she has done an awesome job of supporting managers and reconfiguring how detailed reports are done at sites each month. We’re super excited to announce that Jennifer will be promoted into the Residential Director position effective January 1, 2024. Congratulations Jennifer!

### Get Social!

facebook: [@PathwayEnterprises](#) | twitter: [@PathwayOR](#)  
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# What's Happening in Bend!

*The Bend/ Redmond folks enjoying their fall and winter activities!*



## Supported Living

*By Khristian Andresen, Director of Supported Living and Employment Services*

Supported Living staff spent the day preparing for the first annual Friendsgiving celebration. Staff cooked turkey, stuffing, rolls, mashed potatoes, green bean casserole, gravy, and of course, pumpkin pie! Then transported the feast over to the Concord and served it to several Supported Living participants. The celebration was a way of giving thanks to the friendships they share with each other, and the gratitude that staff has for the people they get to learn and grow with. Thank you to all staff who cooked, baked, served, decorated, and took plates to people who were unable to attend. The celebration was a success!



*Photos clockwise from top left: Tabitha, Ash, Mary; Ryan and his family; Danielle, Mimi, Keely, Deanna, Sarah, Ashton*

# HAPPY BIRTHDAY!

## January

Tammy C.	1/01
April W.	1/02
Linda C.	1/03
Katie L.	1/06
Charis B.	1/11
Haylee R.	1/17
Khristian A.	1/21
Tony D.	1/21
Jonathon C.	1/23
Justin C.	1/23
Rebecca R.	1/25
Forrest A.	1/26
Guyula W.	1/28
Maura C.	1/29
Samuel S.	1/29

## February

Orion W.	2/02
Sierra N.	2/03
Tanya S.	2/03
Janae E.	2/08
Sandy B.	2/09
Robert F.	2/09
Steven H.	2/09
Abigail M.	2/10
Dennis D.	2/11
Cindylee P.	2/12
Micah H.	2/16
Teodula G.	2/17
David R.	2/19
Tyler H.	2/19
Richard M.	2/20
Alyssa Z.	2/23
Daniel H.	2/28
Kelleen L.	2/28

## March

Nicole S.	3/03
Michael K.	3/04
Sandra W.	3/05
Brayden C.	3/08
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
Nathaniel 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 **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**  
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*Administrative Manager, Siskiyou  
Cascade Resources*

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*Central Point Police Department*

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

