

## CEO Farewell

After 16 years as Pathway's CEO, Becky Simpson will retire on June 28, 2024. In her tenure as Pathway's leader, she guided them through the "Storm, Form, Norm" process of purchasing and moving people into new homes in 2009-10, moving administrative, DSA, and Employment teams to Medford from their long time home base of Ashland in 2012, and enhanced Employment First/Supported Employment by creating a path for high school students to enter the workforce. In 2014 she entered into a partnership with The Housing Authority of Jackson County to secure 13 apartments, an office, and two classrooms in a newly constructed 50 unit apartment building. Pathway teaches over 400 students a year at this complex, and continues to support individuals living in these apartments and in their own homes through the Supported Living program. In 2019 Becky and her leadership team made the decision to start Residential and Supported Living services in Bend, followed by Redmond. Contract services expanded throughout Jackson, then Klamath, Josephine, and Deschutes counties.

Within these 16 years, Pathway increased the number of people served who have Intellectual and Developmental Disabilities from 65 to 100+ (in addition to 400 students). Pathway also provides employment opportunities to over 60 people with other disabilities who may have barriers to typical employment. Over this time period, staff increased from 65 in 2008 to the current census of 180, and revenues from \$2.1 Million to over \$16 Million.

Becky served on multiple boards, committees, and clubs, including the State Rehabilitation Council (SRC), Oregon Council on Developmental Disabilities, Oregon Resource Association (ORA), D.I.R.T., Central Point Chamber of Commerce, and Central Point Rotary. Awards throughout her Pathway career include ranking in the top 100 Best Non Profits to Work for in Oregon each year from 2014-2023, Oregon Resource Association Leadership Excellence Award 2017, Central Point Chamber Citizen of the Year 2017, and the Central Point Chamber Large Employer of the Year 2024.

Throughout her career she embraced opportunities to promote awareness of people with disabilities and creating a standard of treating each other with dignity and respect; regardless of ability.

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## 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.

*“The social impact of our work is imperative to how the world views people who may look and learn differently than ourselves. As guardians, or ambassadors, it is our responsibility to teach, to model, and to create paths so that people with different abilities can ‘Live their Best Life’. It has been a joy to be a part of so many individuals’ lives, and to learn how to be a better human being because they let me hang out with them. There has been no greater honor than to hold someone’s hand who is dying, stand beside someone while they married the love of their life, celebrating when people are able to leave the hospital, and 100 other ways people have shared their lives with me.”*

*“I am also very grateful to have worked with amazing staff, a dedicated leadership team, and a board of directors who trusted my decisions and supported our work.” - Becky Simpson*



As Becky’s chapter comes to an end, Pathway is excited to announce the Incoming CEO is long-time Pathway Director, Crystal Golding. Crystal moved from her home in Alaska and joined Pathway in 2009 as a Residential Director. Since then, Crystal has been instrumental in creating systems to ensure Pathway’s services create opportunities for people with disabilities to thrive. She has supervised Managers, Nursing, Quality Assurance, and Behavioral Professionals. She streamlined scheduling and documentation processes, and advocated for, and on behalf of, individuals who chose Pathway services. Crystal is looking forward to Pathway’s future and continuing to dedicate her life work to people with disabilities and their families.



Ali Brown serves as Pathway’s COO (Chief Operating Officer), responsible for continuing policy and compliance in addition to providing Crystal with operational guidance through the transition. She ensures all departments work toward achieving agency goals. Ali has worked for Pathway since 2010, first as a Job Coach, then an Employment Manager, and as a Director since 2015. Ali guided the Community Center to flourish as one of the most successful community resources for people with disabilities. She grew our partnerships with local high schools and continues to be a visionary for students with disabilities who want to continue learning or are finding a career path. Through the pandemic Ali recognized the need for policy and compliance oversight, as well as regulatory and contractual compliance. She supports all departments, and ensures Pathway is aligned with Oregon’s rules and regulations, grant requirements, and much more.



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

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## Contract Services

*By Rick Simpson, Contract Operations Director*

The last couple of months have been filled with snowy days, difficult logistics, and waves of flu and covid. We are anticipating spring and the sunshine it will bring. Once again, our teams dealt with a wide variety of issues and managed to overcome every obstacle. I appreciate the dedication and outstanding effort that is made on a daily basis.

Klamath Falls expanded their reach into Lake County with the addition of a DHS facility in Lakeview. This was not a planned event but a request from DHS. The work is located an hour and a half beyond Klamath Falls making it the most rural location we serve.

Bend continues steady growth as the County and State add facilities. Paul Beaupre and team are doing excellent work adding new business and keeping current customers satisfied. There are so many opportunities in that area that I believe it is capable of incredible growth over the next five years. Staffing will be (and is currently) our biggest issue in that county.

Jackson and Josephine counties continue to operate efficiently and effectively. I have been working this area for 16 years and I have never had a better team. I appreciate the camaraderie, cooperation, professionalism, and honesty that Phil, Devon, Brooke, Nate, and Travis bring to the table. We are fortunate to have dedicated leaders who ensure positive and productive customer service.

## Meet Pathway's Bilingual Facilitator!



Laura Dublinsky recently joined Pathway's Community Education Center team, and will be providing Spanish translation and interpretation services to students who attend classes. We are so excited she's here, and are looking forward to expanding our services to the Spanish speaking community, and others who may experience language/communication barriers.

Laura was born and raised in Buenos Aires, Argentina, and moved to Southern Oregon in August 2020. She has been supporting children and adults who experienced I/DD (and their families) for over 15 years.

She has a B.A. in Therapeutic Recreation and an endorsement in Therapeutic Companion.

Laura enjoys building bridges between communities and individuals from diverse contexts and backgrounds, breaking down cultural and language barriers, focusing on similarities, and learning from and embracing differences.

She is excited to join Pathway's Community Education Center in her mission to translate and facilitate communication between individuals, their families and the community.

Laura is married to her wonderful husband, Alex. When she is not working you can find her admiring and enjoying nature, spending time with friends and family, reading a good book and planning her next adventure.

## Community Education Center

By Robin Reames,  
Community Education Center Coordinator

Winter Session at the Community Education Center has been busy! Music students have partnered with Rockafairy in the Mall as an avenue to try out musical instruments, write songs, and perform. This summer, students will utilize Rockafairy to put on a summer musical production. Gardening class has started their 2024 garden planting. Our Fitness class is exploring a variety of yoga practices. Photography students completed a Shutterfly project and are preparing to enter their photos in the Jackson County Fair. Classes have had many guest speakers, from a local wildlife photographer, Creative Art guest teacher, RVTD instructor, and a visit from a four-legged guest in Animal Science. Pathway teachers presented at the Crater High School SPED consortium in January. One of our teachers also presented at the ARC Self Advocacy night. A group of students from Crater High School came to tour the Concord and the Community Center in March. Crater High School is partnering with the Community Center to take post-secondary classes with the help of the Crater Foundation.

Spring session looks to be epic! Spring session classes filled up in just three days! Instructors will teach in both Ashland and Crater High School programs. We will continue to teach over 15 classes at the Community Education Center. We have recently hired a bilingual translator thanks to a state grant, to help English language learners remove barriers to class access.

We are looking forward to sunny Spring weather and the opportunity to get outside to learn!



## A Heartfelt Farewell and a Warm Welcome!

*By Jennifer Hayes, Residential Director*

It is with great sadness that we announce our esteemed Behavior Professional, Tanya Savko is leaving Pathway after 6 years of providing exceptional care and support to our community. She will be pursuing her passion of becoming a licensed counselor, and will continue to enhance the lives of people who experience disabilities and beyond. Tanya, we wish you all the best in your future endeavors, you will be greatly missed!

As we progress forward, Pathway is delighted to welcome our new Behavior Professional Jean Whalen! Jean comes to us with many years of experience working with children and adults, and is excited for the opportunity to learn and grow in this role. A few things we know about Jean are; her favorite color is yellow, she loves to make travel plans, and in honor of a family tradition, she uses her middle initial E when signing her full name. Please join us in welcoming Jean to the Pathway team!



## Supported Living and Employment

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

Over the past few months, we have had quite a bit going on at Supported Living! Kyle took part in the Night to Shine dance and had a groovy time. He enjoyed the music and the refreshments. He plans on attending again next year. Mimi and her team took home 3rd place at the Special Olympics Basketball tournament. Her favorite part about the tournament is that she gets to play basketball with her friends. Lastly, David had a dream to become a “cat Dad.” His dream came true a few weeks ago. David went to C.A.T.S. weekly for a few months and played with all of the kitties there. He formed a connection with an orange girl named Bibkin. David and Bibkin are very happy and are enjoying getting to know each other.



Employment would like to welcome Justin to the Supported Employment Team. Justin has been working at the Ashland Albertsons for almost 5 years. He has recently been asked to take on new job duties and has added a Job Coach to his team to assist in achieving his goal of learning new tasks and taking on more responsibility. Welcome Justin!

## What's Happening in Bend!

*By Susie Walton, Director of Community Services, Bend*

Spring has sprung! It is finally looking and acting like spring here in Bend: morning snow, followed by afternoon hail and by the evening the sun pops out!

Big changes happened in Bend since January. Megan Hormel, a lead worker, was promoted to Program Manager over the Lava and Redmond homes. Megan has jumped right in with her new duties and responsibilities as the Program Manager. Join me in congratulating Megan!

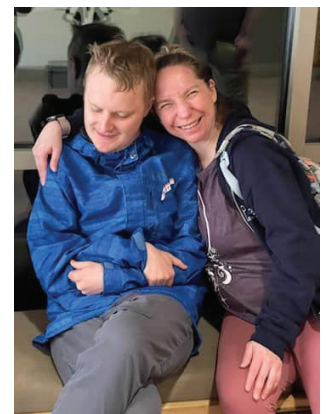
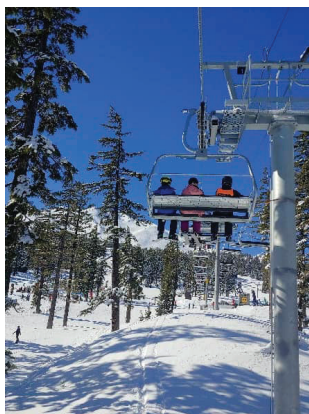
Springtime is garden time and this is exactly what is happening at the Redmond House. The guys are getting ahead of the game this year, but making a greenhouse and producing their own starts. They are getting the garden beds turned over and ready to grow. They have also really stepped up their cooking game this winter, each taking a night to cook for the others as well as sharing the duties in the kitchen and cooking together. They guys also go to the gym and workout as well as taking advantage of the spring weather and getting out on their bikes. Go Redmond Guys!

The folks at Hezekiah have been busy wrapping up ski season. It's sad to see it come to an end but we know it will return again. The house did something totally cool this winter and started a meal prep system. Each week they assist in grocery shopping. The dry goods go in a bin and the cold items are stored in the refrigerator. When it is their night to cook, they get the items needed from their bin and the refrigerator. This allows them more independence in meal prep and teaches how to prepare and shop for a week. I'm very proud of them.

Supportive Living in Bend is not without change. Amanda, Program Manager for Hezekiah and formally Redmond, has taken over duties as Program Manager for the SL program. Amanda has spent the last couple of months getting to know everyone. Residents of Norton House are ready for the Spring Break and a break from school. Each have their own plans and are ready to relax.

Amanda, along with several community partners, developed Happening Hub—a social event that meets on a regular basis for games, fun activities and social connections. It has been well received by the Bend community and is growing with each event. Thanks Amanda for being a part of something so needed!

I hope everyone has a fantastic spring. Remember if you are ever in Bend, “Come see us!”



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# HAPPY BIRTHDAY!

## April

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James E.	4/04
Selig A.	4/04
Jomaris V.	4/06
Sandra S.	4/06
Kelly L.	4/09
Thomas A.	4/12
Kelly M.	4/13
Anna D.	4/17
Dale B.	4/17
Daniel C.	4/18
Deanna P.	4/20
Renee H.	4/20
Emiley R.	4/23
Ryan A.	4/23
Cory C.	4/24
Taffy G.	4/27
Ali B.	4/29
Sarah F.	4/29
Mitchell A.	4/30

## May

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Dallas H.	5/04
Jean W.	5/04
Kevin C.	5/05
Jordyn J.	5/05
Cherish S.	5/05
Emily G.	5/06
Kimberly K.	5/07
Michael S.	5/07
Gail W.	5/09
Daniel B.	5/13
Micah J.	5/14
Theresa D.	5/14
Alan B.	5/15
Rosalva C.	5/15
Hannibal B.	5/16
Eliju J.	5/16
Robin R.	5/16
Crystal G.	5/19
Jason H.	5/20
Mark S.	5/21

Perry L.	5/22
Laurie H.	5/26
Logan C.	5/27
Trenton S.	5/27
Peter H.	5/30
Carol M.	5/31
Dawn H.	5/31
Juan T.	5/31

## June

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Car B.	6/03
Luisa V.	6/03
Griselda C.	6/04
Latisha N.	6/05
Ryan S.	6/06
Kevin W.	6/07
Chris J.	6/13
Emily W.	6/14
Mariah H.	6/15
AJ Johnson	6/17
Joan W.	6/17
Daniel F.	6/18
Adam M.	6/19
Riley L.	6/19
Rebecca M.	6/20
Tristan C.	6/21
Austin K.	6/24
Juan D.	6/24
Benjamin M.	6/26
Roger W.	6/28
LauraLynn F.	6/29
Ana I.	6/30
Cheri S.	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
- 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
- Wellness Reimbursement

SEE YOUR EMPLOYEE HANDBOOK, BENEFITS BOOKLET, OR HUMAN RESOURCES FOR MORE INFO!

**\*\*Employee Assistance Plan\*\***  
*Free counseling and resources  
(including legal & financial counseling)*

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Wayne Brown, Honorary member  
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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!*

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