

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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CEO Year in Review

It's hard to believe I stepped into the role of CEO just one year ago on July 1st, 2024. Reflecting on this past year, I'm amazed by what our incredible teams have accomplished. I'm truly grateful for the opportunities we've had to learn, grow, and lead together.

Like many navigating a significant career transition, I experienced a wide range of emotions stepping into this role: excitement, discomfort, eagerness, and plenty of overthinking. All of that while leading a company of 170 employees who looked to me for guidance and support. It was a lot to take in. Fortunately, I've been surrounded by incredible teams, both personally and professionally, who have supported me every step of the way. For that, I am deeply thankful. As someone who grew up in a small Village in Alaska, I wholeheartedly believe in the saying, "It takes a Village."

I want to take a moment to highlight some of the remarkable things Pathway has achieved over the last year:

- After years of contracting IT services, we welcomed our first in-house IT Manager. This decision has proven to be an investment that has exceeded our expectations.
- Through a grant from the American Rescue Plan Act (ARPA) and the Office of Developmental Disability Services (ODDS), we hired a bilingual translator for our Community Education Center. For 10 months she helped us better connect with and serve the Spanish-speaking I/DD community. While we weren't able to sustain the position after the grant ended, we are incredibly grateful for the time we had working alongside Laura and for the valuable insights we gained about language access within disability services.
- We completed a much-needed website redesign focused on improving functionality, accessibility, and overall user experience. Go check it out! pathway-inc.org.
- We expanded our Board of Directors, bringing in different perspectives to strengthen our governance and leadership.

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core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

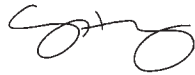
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- We identified a cost saving opportunity through T-Mobile Business and are transitioning to a cloud-based phone system designed to improve connectivity and accessibility for both our teams and the people we serve.
- We recently purchased a warehouse in Central Point to support our growing Contracts team. The space is currently under construction and slated for completion in late August. We're thrilled to finally have a place to truly call our own.

As I look ahead, I'm filled with optimism and determination. This past year has shown me the power of collaboration, the resilience of our teams, and the importance of staying true to our mission. I'm excited for what the future holds and remain deeply committed to building inclusive, supportive communities for all.



Sincerely,



Crystal Golding
CEO, Pathway Enterprises, Inc.



Do you pay for a gym membership, supplements, workout clothing, sneakers, hiking boots, or any other items for your wellness? You could be eligible for reimbursement of up to \$50 per month for it! Submit your receipts to your supervisor by the 5th of each month, and Pathway will reimburse you 50% of your costs, up to \$50 per month. That's up to \$600 a year to help pay for things you're already paying for! Please contact Linda Knight or Crystal Golding if you have any questions regarding this benefit.

Get Social!

facebook: [@PathwayEnterprises](#) | twitter: [@PathwayOR](#)

instagram: [@pathwayenterprisesinc](#)

Contract Services

By Rick Simpson, Contract Operations Director

Spring has sprung and across Oregon everything is in bloom. This is the season of window washing, pressure washing, painting, lawn mowing, and tree pruning. Our crews are currently painting the exterior of Ashland Public Works buildings, the interior of Medford City facilities, pressure washing parking garages, and mowing down fields of grass. Spring is always a welcome change despite the itchy eyes and sneezing.

We are excited to announce that Southern Oregon Operations has a new home! With the blessing of our Board of Directors and CEO Crystal Golding, we purchased a one-acre shop located at 5520 Table Rock Road. The facility consists of a large parking lot and a shop with offices. We are obtaining permits currently to complete a remodel project that will result in a new office consisting of four offices, three restrooms, a large conference room, a laundry room, and two kitchenettes. We will have storage, parking, shop space for vehicles, and a power grid for future electrification of our fleet vehicles. I am hoping we can be moved in by September 1, 2025. This is a monumental accomplishment as the first forever home for Southern Oregon Operations!

The Deschutes County Library District cleaning contract starts in July. This customer has 230,000 square feet in eight locations. In addition, both the City of Bend, and Deschutes County are increasing their services. It is a big challenge that the Bend team is ready to tackle!

Overall, operations have remained stable and our workers continue to do a stellar job. Customers are happy and buildings are looking great. My thanks go out to all of the hard-working team members doing the work to keep our reputation as one of the best providers in the state. My thanks to one and all for the incredible job!

Pictured – Members of the Deschutes County Cleaning Team!



Celebrating Pathway's 40th Anniversary

By Crystal Golding, CEO

On May 3rd, Pathway proudly celebrated 40 incredible years in business! It's amazing to think that we've been making a meaningful impact in the lives of people with disabilities since 1985.

To kick off the celebration, we brought the fun all week long with themed spirit days! People showed off their best pajamas, western wear, tie-dye outfits, crazy hairstyles, and wrapped the week up with a totally rad 80's day.

We also hosted a live, daily "Spin the Wheel" on our employee-only Facebook page. Every Pathway employee was entered for a chance to win one of 40 exciting prizes, including \$50-\$100 gift cards, 8 hours of PTO, and a grand prize of \$400 in cash!

Ali and I had a blast running the giveaways, and we hope you all had just as much fun participating. If you're not yet on our employee-only Facebook page, we'd love for you to join us! If you need help finding it, reach out to your supervisor, we're happy to assist. It's a great space for sharing updates, announcements, and of course, having some fun together.

We're keeping the celebration going at our annual summer picnic, happening Thursday, September 11th at the Jackson County Expo. We can't wait to see many of your faces there!



Community Education Center

By Robin Reames,
Community Education Center Coordinator

The Community Education Center was so excited to host 120 people for the theater performance of *Outside In* at the Phoenix Grange on June 13th. Sixteen theater students practiced 23 weeks in preparation for the play, written and directed by Guyla Williamson. Students learned a variety of theater skills including active listening, connecting with the audience, non-verbal acting, creativity, leadership, and most importantly, team work! The CEC theater program will continue to bring new and exciting plays in 2026.

Summer session begins next week. The CEC has some new class offerings including Literacy/Reading, Textiles, and a Summer Snacks class. Our Art students have been having a wonderful time at our partnership with Talent Maker City.

Beginning July 10th, the CEC will have a new program manager, Gayle Johnson (please see Gayle's intro on the next page). Robin will move to a part-time position, working toward retirement. Should you have questions about the CEC, please contact Gayle Johnson at gjohnson@pathway-inc.org.



New Community Education Center Coordinator



Please join us in welcoming Gayle Johnson as our new full-time Community Education Center Coordinator. She brings with her over 30 years experience in the healthcare industry, including leadership with Providence Health and Services in Southern California and Providence Medford. She also recently worked for Get Safe, an organization in Southern California that teaches life safety skills to those with disabilities.

Gayle has two adult children. Her daughter is an attorney and is married with one child. Her son is a senior paid search strategist for on-line marketing and recently became engaged.

Gayle has been an avid fisherman for the last 50 years. She loves to catch fish ranging from 300 lb. tuna to 2 lb. trout. She hosted a fishing radio show in California and was sponsored by companies in the fishing industry and competed in many fishing tournaments. She was also involved with any organization that took kids and those with disabilities fishing.

Gayle and her fiancée, David, have two dogs and enjoy fishing, camping, anything outdoors, and riding the Harley. Of her new position Gail says, “I am very happy to be part of the Pathway family. I look forward to this opportunity.” Welcome, Gayle!

Meet Aaron



By Ana Ibarra-Garay, Program Manager, & Brittney Hettman, Director of Community Services

Aaron is a quiet and reserved individual who finds comfort and contentment in the welcoming environment of the Keene House. Though he tends to keep to himself, he has adapted well to his surroundings and enjoys the rhythm of daily life.

Aaron’s favorite color is blue—a calm and reflective choice that mirrors his personality. When it comes to food, he knows exactly what he likes: orange chicken and country-fried steak are top picks, and he often treats himself to these favorite meals. He also has a sweet tooth, especially for chocolate

candy and a glass of refreshing sweet tea.

In his free time, Aaron enjoys taking scenic drives, pairing the beauty of the road with his favorite music. He’s a fan of live performances, especially concerts, and he also enjoys a good game of bowling. One of the things he treasures most is spending time with his family in Eagle Point, cherishing the special moments they share together.

Aaron’s thoughtful nature and his favorite pastimes contribute to a well-rounded and fulfilling life at the Keene House.

What's Happening in Bend!

By Susie Walton, Director of Community Services, Bend

Hello everyone! I hope this newsletter finds you enjoying the great outdoors—whether it's in the garden, on the river, or just relaxing in your own space.

Spring sparked a renewed interest in getting outside and digging in the dirt, and that's exactly what's happening. Redmond House has been busy rebuilding garden beds, installing drip systems, and getting their plants in the ground. Hezekiah House has also started working on their planter beds, and everything seems to be taking shape.

The arrival of spring also had us thinking about cleaning. Redmond, Lava, and Hezekiah houses all participated in thorough cleaning from top to bottom. Hezekiah even received a fresh coat of paint in all the common areas!

Additionally, Hezekiah House and Supportive Living had individuals graduate from the Bend-LaPine Transition Co-operative. Abi and Holly both delivered speeches at their graduations and celebrated with parties.

Kathy from Hezekiah enjoyed a vacation at the coast and had a wonderful time. The hotel even decorated her bed with roses and left a bottle of Martinelli's. Meanwhile, Wendy from Supportive Living took an extended weekend trip with a friend to Twin Lakes, where they rented a cabin, made s'mores, and enjoyed the peace and quiet.

We are looking forward to summer and our annual picnic in August this year, so be sure to mark your calendars!

Remember, if you are ever in Bend, come and see us!





Supported Living DSP Highlight

By Khristian Andresen, Director of Supported Living and Employment Services

Kyle J. has been a valued member of Pathway's Supported Living program for nearly 8 years, working as a Direct Support Professional (DSP). He is known for his patience, kindness, and for truly embodying what it means to be an exceptional DSP. Kyle connects with people in a meaningful way, and excels at helping them navigate challenges with both humor and humility.

When asked about his favorite part of being a DSP, Kyle shared, "Assisting the people I support in achieving the goals they want to complete, planning

vacations, as well as assisting with their day-to-day goals."

Reflecting on his most memorable experience at work, Kyle said:

"There are so many-both good and not so good. But one that stands out is when a person I didn't support often was having concerning behaviors around people using the word 'vacation' around him. After talking with him about his past, I learned that every time he was told that he was going on vacation, it actually meant he was being moved to a new home. After that conversation, we changed our language-saying things like 'going to the beach' or naming the actual destination instead. This helped ease his anxiety, reduced his behaviors, and made his overall quality of life better."

Outside of work, Kyle enjoys cooking and watching TV with his wife, playing with his pigs, creating things that help make his wife's life easier, and reminiscing about the fun times they've shared. Thank you, Kyle, for your continued dedication to supporting others and helping make good lives great.



Employment Job Coach Highlight

By Khristian Andresen, Director of Supported Living and Employment Services

Amber O. has been a dedicated Job Coach in Pathway's Supported Employment department for almost 10 years! She is the calm in the storm and the glue that holds the team together. Amber willingly trains new coaches and is a passionate advocate for everyone she supports. With a great sense of humor, she lightens the mood by making others laugh-but

she's also deeply caring and effortlessly shifts from humor to heartfelt, meaning conversations.

When asked about her favorite part of being a Job Coach, Amber shared:

"Seeing the look on an individual's face when they master a task they have been working on. I feel honored to be a part of that moment and to help them make a positive change in their lives."

She shared that her favorite work memory is, "when I have been able to see supported individuals who start a new job feeling shy, quiet and unsure of themselves transform into outgoing, talkative, and confident employees."

When Amber is off the clock, she enjoys spending quality time with her family, sitting by the pond out back, fishing, gardening, and painting. Thank you, Amber, for your unwavering commitment to improving the lives of people who experience disabilities. We are so grateful for all that you do!

HAPPY BIRTHDAY!

July

Ash P.	07/01
Jonathan A.	07/02
Royal J.	07/02
Maribel G.	07/03
Adam G.	07/04
Susie W.	07/05
Kyle J.	07/08
Amber O.	07/08
Alex O.	07/10
Bella L.	07/12
Erik W.	07/16
Kevin M.	07/19
Brandy G.	07/20
Nicholas S.	07/20
Lacy L.	07/21
Kimberly A.	07/24
Abigail K.	07/25
Brian W.	07/25
Keely D.	07/26
Jermaine M.	07/28
Edward R.	07/29
Monica W.	07/29
Leslie H.	07/31

August

Kaden M.	08/01
Dawn A.	08/02
Sheila D.	08/03
Christopher E.	08/05
Rebeca N.	08/05
Doug S.	08/08
Brenda A.	08/10
Brady H.	08/10
Brenda C.	08/12
Cooper T.	08/12
Gabby B.	08/13
Alessandra S.	08/15

Tamara T.	08/16
Bradley K.	08/19
Shanin B.	08/22
Jason B.	08/22
Danny L.	08/23
Donna C.	08/24
Michael H.	08/25
Charles S.	08/25
Salem D.	08/26
Kathy G.	08/26
Donald R.	08/26
Larisa M.	08/30
Tabitha P.	08/30
Ed T.	08/31

September

Rachael T.	09/02
Mimi C.	09/03
Levi J.	09/03
Daniel V.	09/03
Brittney H.	09/04
Sean S.	09/04
DJ F.	09/05
Brad R.	09/05
Vaneshia A.	09/06
Gayle J.	09/07
Virgil S.	09/08
Alexus M.	09/09
Tamera C.	09/10
Travis H.	09/12
Nestor F.	09/13
Nicholas C.	09/14
Megan W.	09/14
Angelo F.	09/17
Sara J.	09/18
John K.	09/18
Jesse H.	09/22
Dan M.	09/22



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
- 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 Program****
*Free counseling and resources
(including legal & financial counseling)*

1-800-316-2796

www.mutualofomaha.com/eap



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For more info or to donate online, visit
www.pathway-inc.org/how-to-donate



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Jennifer Horton, Vice Chair

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Sandra H. Crews, Secretary

Educator; Retired

Josh Abbott

Central Point Police Department

Andrew Abrahamson

Student, Self-advocate

Shantell Goodwin

*Assistant VP of Internal Audit and Compliance,
Rogue Credit Union*

Toni Hernandez

Owner Black Rock Coffee Bar & 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!

FREE TELEHEALTH MENTAL HEALTH SERVICES

AVAILABLE IN 11 STATES

Our nonprofit is currently offering FREE telehealth Mental Health counseling to Native Relatives.

Requirements

- Reside in CA, CO, FL, LA, MN, NV, NM, NY, OR, TX, WY
- Proof of Tribal Enrollment
- Each participant receives 2 assessments and 10 counseling sessions

Schedule an Appointment: Email or Call Us at:

✉ therapy@unitednatives.org

☎ Call/Text: 602-799-8187



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