

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.



1600 Sky Park Drive, Ste 101
Medford, Oregon 97504

www.pathway-inc.org

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Pathway's Growth Continues in Deschutes County

As we move into the final months of 2025, I'm excited to share updates about our growing operations in Deschutes County. Pathway began in 1985 as a small organization in Ashland, Oregon providing 24-hour residential services to adults with intellectual and developmental disabilities. Over time, we recognized a need for quality janitorial services in our community, which led to the creation of our contracts department.

Although Pathway is most widely known for its work in Jackson County, our growth has opened doors to serve many other communities, including Josephine, Klamath, and Deschutes counties. In 2018, we expanded our contracts department to meet the rapidly increasing demand for janitorial services in Deschutes County. The following year, we purchased our first home in Bend and extended our 24-hour residential program to individuals in Central Oregon.

Today, we own three 24-hour residential homes in Bend and Redmond, operate a supported living program, and provide janitorial services across 455,000 square feet of space in Deschutes County.

Our Deschutes contracts division is also thriving. We're grateful to Travis Harney, who relocated from Jackson County last year to manage these operations. In July, we began cleaning the Deschutes County Public Libraries and have several new contracts pending, including the Stabilization Facility, the Deschutes County Sheriff's Department, and a Public Works facility with the City of Bend. By the end of this fiscal year, we expect to be cleaning 704,000 square feet of space!

We're also pleased to welcome Mia Mikelic, a Behavior Professional based in Deschutes County. Mia's home base will be the Bend/Redmond area, but she will travel frequently to Jackson County to train staff in the Oregon Intervention System and meet with individuals to discuss their behavioral supports.

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core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

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Looking ahead, we're thrilled to announce that our Supported Employment program will launch in Deschutes County this October. Earlier this year, another provider approached us about taking over their supported employment services as they prepared to close their program. After careful consideration, our leadership team determined this was an important opportunity to expand our impact. We have since hired an Employment Manager, a Job Developer, and several Job Coaches to support this new initiative. Individuals served by the previous provider received choice counseling, and we're honored that many have chosen Pathway for their services.

I'm deeply grateful for the opportunity to expand both services and employment opportunities for people with disabilities. I'm confident in our decision to continue growing our organization in Central Oregon and look forward to what's ahead.



Sincerely,

A handwritten signature in black ink, appearing to read 'Crystal Golding'.

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.

In Loving Memory of Carol Morgan



It is with very heavy hearts that we share the passing of our dear resident and friend, Carol Morgan. Carol was a cherished member of the Pathway family for the past four years, living at the Stoneham House.

Carol had a deep love for all things blue and yellow. She found joy in writing and collecting notebooks, and she was a regular presence in both art and dance classes. Through Living Opps, Carol was proudly supported in her work for many years, retiring just this past October.

Carol is lovingly remembered by her mother, Arlene, and her nine siblings. Her vibrant spirit and kind heart touched the lives of so many, and we are deeply grateful for the time we had with her.

May Carol's legacy live on in the joy, creativity, and love she so freely shared.

Get Social!

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Contract Services

By Rick Simpson, Contract Operations Director

Summer is fading fast and I feel blessed that the fire season has been mild. Smoke is still a regular part of life in Southern and Central Oregon however; the air has been clear enough for everyone to get out and enjoy themselves. It has been a busy time for Contracts. We have been expanding our business and working on infrastructure. Here are a few of the major things happening this summer.

Our new one-acre shop located at 5520 Table Rock Road has been under constant construction since July. Finishing is underway and we are on the final stretch toward completion. When it is done, we will have a facility with four offices, a break area, a large meeting space, two kitchenettes, three restrooms, and a new air-conditioned laundry facility. The building will have new water fixtures, lights, secured storage, and a new HVAC system. In total, we will have 1,650 square feet of office space and 3,025 square feet of warehouse space. The back of the parking lot has four brand new, 20-foot shipping containers that were customized with rolling doors for our storage areas. This gives us 5,000 cubic feet of long-term storage for the company with ample parking for our ever-expanding fleet of vehicles. Although I do not think the work will end until November, we will be moving in at the end of September.

We now service the Deschutes County Library District and everything has gone smoothly! We are preparing for more new business from Deschutes County, the City of Bend, a new library that is as big as the Medford library, and the Deschutes County Sheriff's Department who want us to take over their services in January 2026. This is a lot of growth for our Bend team and I am so grateful that they have become a such a strong group. We are blessed with great supervisors and awesome employees. Keep up the great work Bend!

Summer has its challenges. Covering employee vacations and turnover has been very taxing. We have also had many rounds of Covid and other illnesses causing people to miss work. I am so grateful to those of you who worked overtime, took extra shifts, and put off vacations to make sure Pathway was successful!

I am looking forward to all the promising events and adventures we have ahead this Fall and Winter. Keep the core values close to your heart and our mission in focus.

Pictured – Members of the Jackson County Parks Cleaning Team!



Celebrating DSP Recognition Week at Pathway!

Each year during Direct Support Professional (DSP) Recognition Week, we take time to honor the dedicated DSPs and job coaches who play a vital role in helping individuals with intellectual and developmental disabilities live their best lives.

Each year Pathway recognizes each DSP/job coach with goodies and gifts, as well as selecting one person for an award in five different categories. And let us tell you—it's never easy choosing just one person per category because our entire team goes above and beyond every single day. Thank you to all the managers, DSPs, and job coaches who submitted heartfelt nominations!

This year, we're thrilled to celebrate the following award recipients:

The Newbie Award – Brandy Gibbs, East Hills House Brandy joined us less than a year ago and has already made a huge impact. With a positive outlook and a genuine desire to support residents, Brandy has embraced her role with enthusiasm and compassion. She truly exemplifies Pathway's core values.

The Outside the Box Award–Kaleb Israel, Relief Staff/Supported Living Department Kaleb brings creativity and heart to every shift. Whether supporting multiple sites or coming up with new ideas to improve lives, he constantly finds innovative ways to make a difference. His natural problem-solving skills and deep care for others shine through in all he does.

The Rainbow Award–Cory Clithero, Supported Employment Cory is a beacon of positivity! Always smiling, always enthusiastic, he brings cheerful energy to everyone he encounters. No matter the challenges, Cory finds the silver lining and spreads joy daily.

The Team Player Award–Michael Smith, Keene Way House Michael is the ultimate team player. Whether it's helping with goal setting, picking up shifts, or checking in with his coworkers, he's always there before you even ask. His proactive support and uplifting attitude make Keene Way a better place for both staff and residents.

The Veteran Award–Michelle Schultze-Hamner, Comice House With nine years at Pathway, Michelle continues to set the bar for excellence. Her consistency, attention to detail, and unshakable boundaries have made her a rock for the Comice House team. Michelle approaches every challenge with grace and compassion, embodying what it means to be a long-term leader in this field.

To all of our DSPs and Job Coaches—thank you for showing up each day with dedication, heart, and a commitment to making lives better. Pathway is stronger because of YOU.

Happy DSP Recognition Week!



Lots to Celebrate!

By Ali Brown, COO

May 3rd marked Pathway's 40th anniversary, and we kept the celebration going last month with our annual company picnic at the Jackson County Expo.

More than 200 guests joined us for an afternoon of delicious food, fun activities, and entertainment. Casa Amiga catered mouthwatering tacos and sides, while attendees enjoyed a lively photo booth, face painting, a balloon artist, raffle and door prizes, cupcakes, and plenty of opportunities to socialize.

We were proud to recognize team members celebrating 5, 10, 15, 25, and 35-year milestones. A special shout-out goes to Leslie Rush for dedicating an incredible 35 years to Pathway. Thank you, Leslie!

All the raffle prizes were generously donated by Oregon businesses. To encourage staff participation in gathering donations, we offered incentives for special recognition. This year's standout contributors were:

- Sandy Benson (Larkspur House) – Most donations collected: 13
- Eric Long (Supported Living Department) – Highest total value of donations: \$2,200
- Larkspur House – Most donations collected by a single site/department: 18 items

Thanks to everyone's efforts, we assembled 13 raffle baskets and raised \$1,726 for our scholarship fund, which helps individuals cover costs for class fees, medical bills, vacations, and more. Thank you to everyone who bought raffle tickets, and congratulations to our winners!

We were also thrilled to present our Community Business Partner of the Year Award to ACCESS and our Community Partnership of the Year Award to Talent Maker City. Both organizations share our mission of empowering people with disabilities to live their best lives through supportive and inclusive experiences.

Lastly, a huge thank-you to the Picnic Committee for all the time and energy they put into making this our event of the year, and to everyone who joined us in celebration. We're already looking forward to next year's gathering!



Community Education Center

By Ali Brown, COO

This summer was full of energy and creativity at the Community Education Center! Participants and instructors alike stayed busy exploring new activities, learning new skills, and enjoying time together. Instructor Guyla introduced two exciting offerings: a Textiles class for the art enthusiasts, and a “Summer Bounty” cooking class, where students used fresh produce from the community garden plots maintained by Leslie’s Gardening class—delicious and locally grown!

Fitness participants took advantage of the warm weather by exercising outdoors and consistently reaching their one-mile walking goal during each class. Summer Rec spent time at local parks playing games and exploring the natural beauty of Southern Oregon.

The Theater class enjoyed a special backstage tour of the Camelot Theater in Talent, gaining a behind the scenes look at what makes each production come to life. A huge thank you to the Camelot crew for making this memorable experience possible!

Meanwhile, the Relationships class hosted a Barbie-themed friendship mixer featuring pink treats, Barbie attire, and of course karaoke. Fun was had by all, and many special connections were made.

Art class wrapped up the summer session with a visit to Talent Maker City, where students tried screen printing and glazed clay bowls. We’re so grateful for our partnership with TMC and the creative opportunities they bring to our community.

Our fall session began on September 29, and we can’t wait to share updates in January about all the activities happening now.

Finally, we send our warmest wishes to long-time student Amy (pictured right holding PEI/TMC sign) as she moves back to New York to be closer to her family. Amy has been a joy to have in classes, and we wish her all the best in this next chapter.

For questions about the Community Education Center, please contact Gayle Johnson at gjohnson@pathway-inc.org.



What's Happening in Bend!

By Susie Walton, Director of Community Services, Bend

GROWTH! We are excited to announce that we are expanding our services in Bend. Starting in October, Bend Services will offer Supported Employment, which comes at an ideal time for our organization. To help us with this new initiative, we have hired Sarah Goodman as our Supported Employment Program Manager. Sarah brings eight years of experience in Supported Employment and has previously worked as a Special Education Assistant. She studied at the University of Oregon, and we are thrilled to have her join our team to help expand Supported Employment in Central Oregon.

In addition to Sarah, we are pleased to announce that Kara Fallini has been hired as a Job Developer. Kara has over five years of experience in this role and has established numerous business relationships in the Bend area. She has also worked as a Life Coach and a Grant Writer and holds a BA in English Literature from the University of Oregon. Please join us in welcoming Kara to our team!

Another area of our expansion includes adding a full-time Behavior Support Specialist, Mia Mikelic. Mia has substantial experience in the ID/DD field, having worked as a Direct Support Professional and Program Manager. She is currently completing her OIS trainer classes, and we aim to start providing these services in early 2026. Mia holds a BS in Psychology from the University of Oregon and will offer Behavior Support Services in both Bend and Medford.

This August, Bend Services held its annual Summer Picnic, where everyone enjoyed the festivities and fantastic prizes. This year, we were able to present awards to individuals. Micah J. received the Health and Wellness Award for his role in developing a partnership with a local gym (Excel) to offer corporate memberships. He also provides support to team members on their wellness journeys. Andrew A., a resident in Supportive Living, received the Winston Robinson Award for being a strong advocate for his fellow community members. Andrew gives presentations to regional high school students on the importance of self-advocacy and how to navigate Supportive Living.

What else is happening? Hezekiah House has a new driveway, along with newly paved staff parking! We are excited about this improvement. Residents have been busy with swimming, arts and crafts, barbecues, and concerts. They are also signing up for fall classes at COCC, searching for jobs, and learning new skills.

At Redmond House, the garden is thriving this summer, thanks to the efforts of both residents and staff who are working together to cultivate the produce. We must say, their salsa is a hit! In addition to gardening, they have also enjoyed day trips and summer vacations.

The residents at Lava House had a fantastic summer filled with trips to the river, movie outings, and barbecues.

Supportive Living acts as a hub for comings and goings, with residents working, doing special projects, and living their best lives while enjoying baseball games and the local music scene.

As you can see, Bend is growing and expanding opportunities for Central Oregon and those we serve. As always, if you're in Bend, come see us!



Welcome Angelo



My name is Angelo, and I am grateful for the opportunity to introduce myself. I am a Southern California native, where I met my wife, Brittnee. Together, we relocated to Southern Oregon to plant our roots and build our family. Through the gift of in vitro fertilization, we were blessed with two beautiful children: our energetic toddler, Leo, and our sweet infant daughter, Keeley.

For more than a decade, I have had the privilege of serving the Medford community, most recently as the Executive Director of a retirement community for older adults. In this role, I honed my skills in team leadership, staff development, financial management and analytics, food service operations, and healthcare coordination with medical professionals. My career also includes experience in vehicle loan services and retail management in both Oregon and California, which has strengthened my

understanding of customer service, operations, and business management.

I studied at Rogue Community College in Medford and Citrus Community College in Glendora, California, and hold FEMA disaster preparedness certification. I am excited to bring my experience, passion, and dedication to my new role at Pathway Enterprises. Most importantly, I come with a big heart for helping and supporting the people in our community, and I look forward to contributing to the important work of this organization. I will be working in HR assisting Linda Knight with Recruiting, Workers Compensation, Family Medical Leave and a variety of other HR-related tasks.

Welcome Rachel



We are thrilled to announce that Rachael Thomas has been carefully chosen as Ridgeway's new Program Manager!

Many of you may already be familiar with Rachael through her outstanding contributions beyond her daily responsibilities. She crafted the stunning cake for Pathway's 40th Birthday Picnic and played a key role in organizing this past Fourth of July Parade celebration.

Over the past two years, Rachael has demonstrated exceptional dedication and creativity in her work. She has held several roles in supported living, cross-training at multiple sites, and most recently served as Assistant Manager at Comice house.

A lifelong Oregonian, Rachael has a deep love for the Pacific Northwest. She is very family-oriented and enjoys spending time with her husband—whether visiting Disneyland, attending concerts, or discussing a favorite book together.

Please join us in welcoming and congratulating Rachael on her new role!



In October 2025, we celebrate the 80th anniversary of National Disability Employment Awareness Month (NDEAM), an annual recognition of the positive impact of people with disabilities in the American workforce. This yearly event began in 1945 as a weeklong national observance of the contributions of people with physical disabilities. In 1988, Congress designated the commemoration as NDEAM, which then evolved to acknowledge the importance of increasing opportunities for people with disabilities, including those with mental health conditions and other nonobvious disabilities, in the workforce. In 2001, ODEP was created and entrusted to administer NDEAM, including the selection and promotion of its annual theme.

Leading up to the celebration of America's 250th anniversary in 2026, this year's NDEAM theme and graphics will also honor the national milestone. NDEAM 2025 will recognize the value and talent American workers with disabilities add to our workplaces and economy and highlight their achievements both past and present. That's the spirit behind this year's official theme: "Celebrating Value and Talent."

<https://www.dol.gov/agencies/odep/initiatives/ndeam>

HAPPY BIRTHDAY!

October

Shane S.	10/02
Rebecca F.	10/03
Kaleb I.	10/04
Lance Y.	10/06
Amber O.	10/07
Katelynn M.	10/12
Shannon D.	10/14
Anahe C.	10/15
Homer W.	10/15
Sarah G.	10/16
David C.	10/18
Maria M.	10/20
Angela E.	10/21
David D.	10/23
Abigayle H.	10/23
Nigel P.	10/27
Joe T.	10/27
Phil H.	10/29
Denise R.	10/31

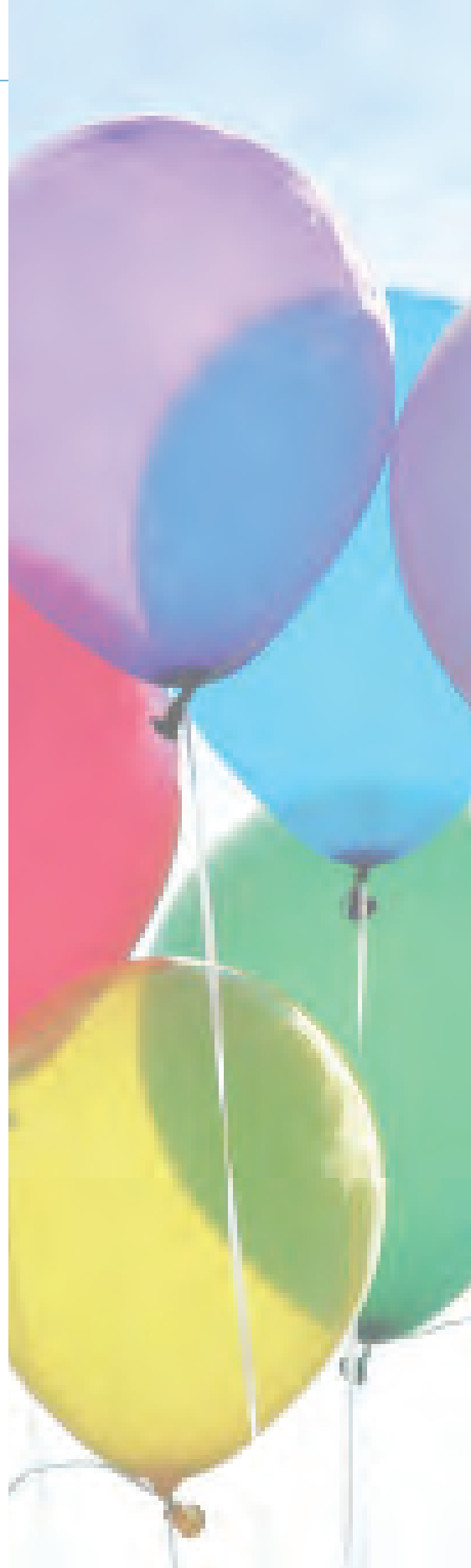
November

Kayla W.	11/01
Eric L.	11/02
Ruben R.	11/03
Lester S.	11/04
Naomi T.	11/04
Sarah B.	11/06
Christine C.	11/06
Margaret H.	11/06
Danielle T.	11/06
Frank C.	11/07
Linda K.	11/09
Nicholas M.	11/09
Britnye S.	11/09
Chelsea T.	11/10
Kaori F.	11/12
Jacob C.	11/17
Linda B.	11/18

Braden B.	11/18
David M.	11/19
Jabe B.	11/20
Sean C.	11/20
Megan H.	11/20
Jasmine R.	11/20
Beth W.	11/20
John M.	11/23
Vanessa L.	11/24
Madena C.	11/25
Jenn H.	11/26
Amanda H.	11/28

December

Erik P.	12/01
Gary S.	12/01
Norman C.	12/03
Zachariah M.	12/04
Luis A.	12/09
Rosalie D.	12/09
Kenneth H.	12/10
Paige G.	12/11
Wendy P.	12/12
Johnathan C.	12/13
Myrtle B.	12/16
Christopher D.	12/16
Matt O.	12/18
Kaitlynn S.	12/19
Daniel B.	12/27
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
- 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)*

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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!

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:

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