

our [mission]

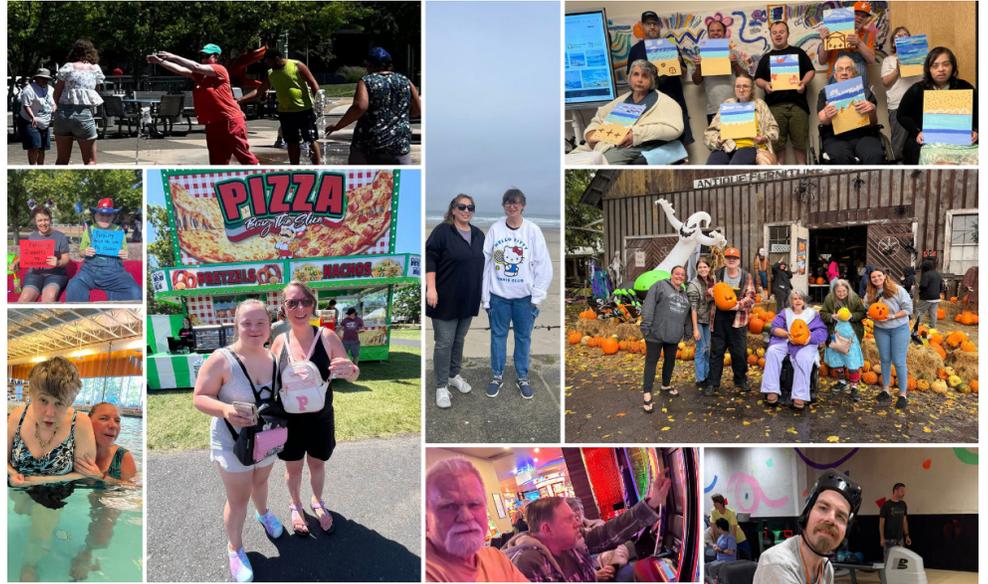
Pathway Enterprises, Inc. is committed to ensuring adults with disabilities are offered opportunities to live, work, and recreate in their communities so they may experience personal growth, integration and independence.



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Medford, Oregon 97504

www.pathway-inc.org

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A look back at 2025



core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

100 Best

We're proud to share that Pathway has once again been recognized as one of Oregon's Top 100 Best Nonprofits to work for. This marks our 12th consecutive year on the list, and we're excited to announce that this year we ranked #24 in the large organization category.

The 100 Best project is sponsored by *Oregon Business Magazine*, and highlights employers that demonstrate exceptional commitment to best-in-class workplace practices. Rankings are based on anonymous employee surveys that assess key areas such as work environment, communication and leadership, mission alignment, professional development, and compensation and benefits.

After the survey results are received, Pathway's leadership team reviews the feedback and collaborates on ways we can continue to strengthen our workplace culture.

Thank you to all employees who completed the survey. Your honest feedback, thoughtful ideas, and ongoing dedication to advancing Pathway's mission is truly appreciated.



Works of Heart Winner

Each year, the Oregon Resource Association (ORA) accepts nominations for its Works of Heart Award, an honor given to a select group of DSPs from across the state who demonstrate exceptional commitment, advocacy, leadership, and a deep connection to the people they support. ORA presents the awards at their annual NW Conference on Disability Services, which this year took place in Seaside, Oregon.

Pathway had the privilege of celebrating one of our own, Drea Pomeray, as a recipient of the Works of Heart Award! Drea, a Lead DSP at Boes house, has been a part of the Pathway team for nearly six years. Her nomination highlighted that her “unwavering dedication and compassion exemplify what it means to support individuals in leading meaningful and fulfilling lives. She consistently goes beyond meeting basic needs by fostering dignity, choice and joy in everyday moments.”

Drea continually looks for opportunities to empower people with disabilities to speak up for themselves and make their own choices. She actively reviews ISP goals, seeks out meaningful community involvement, and embodies Pathway's Core Values in her work each day. We are truly fortunate to have her on our team.

Congratulations, Drea, on this well-deserved award. Keep up the great work!



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 if you have any questions regarding this benefit.

Contract Services

By Rick Simpson, Contract Operations Director

What a year 2025 was! New contracts, new employees, new facilities...it was a whirlwind of a year. The holidays have been the typical hustle and bustle interrupted by bouts of flu and covid but overall, it has been better than most, and morale throughout the State is high!

We moved into our new one-acre shop located at 5520 Table Rock Road. Like any project there are adjustments and details that are still being made. Regardless, everyone is very happy to set up offices and organize equipment. I am especially grateful to have a well-equipped conference room.

The Deschutes County Library District contract is a great success! I toured facilities in December and the customer was very pleased with our work. We walked the new 100,000 sq. ft. Central library opening in January and it was one of the most impressive new public facilities I have seen. The mega structure includes something for all aspects of the community and has included a coffee shop and full catering equipment in the design. When it is fully operational in April 2026 it will employ 6 full time positions operating 7 days per week.

In Jackson County the new OSP headquarters will open in February and this will create 1.5 new FTE for daytime operations.

SOESD lost its facility in the Alameda fire forcing them to lease buildings throughout Medford to provide community services. This Spring they will be completing construction of the new replacement facility in Talent. We are happy to transition back to Talent and look forward to continuing to support their mission.

We are blessed with great supervisors and awesome employees! Pictures of our Jackson County employees are shown below.



Community Education Center

By Gayle Johnson, CEC Coordinator

As we wrap up the Fall Community Education Center classes, I cannot help but feel overwhelmed with gratitude for the wonderful students and families and the love and support they share.

During our fall session, we went around the world in our International Soups class. This class was so popular that we created two cooking classes this winter session, both centered around international foods. Photography students learned about amazing ways to take pictures. Their beautiful work, along with our art projects, allowed us to capture beautiful images that we made into greeting cards to sell as a fundraiser for the Community Center.

Holiday crafts class was a big hit! Students created beautiful pieces of art and wonderful holiday decorations and gifts.

Reading rainbow class is having a wonderful time learning how to read and improving reading skills. Life skills class taught students safety in the community and at home, and we always have special guests from the community join us.

Students love to cook, so all of the cooking students had a great time creating new and fun dishes. It is hard to say what they liked best, but the classroom always smells like a delicious restaurant when they are done, YUM!

This was our first Anime and Illustration class, and we were thrilled to see such amazing, talented artists. It has been a joy watching them discover their creativity and grow their skills.

Wellness class had a big focus on mental health and happiness. The class found great joy in walking around town and handing out flowers and candy canes as random acts of kindness. They also enjoyed some dog-love therapy as well.

Animal Science had the opportunity to meet several live animal guests and also enjoyed a wonderful visit to Tikkun Olam Farm Sanctuary to hang out with some very special animals. What a great day it was.

Fall Fun is always popular and enjoyable, especially when we get to go bowling. Students have such a great time playing games and doing physical activities together.

The theater class is well on its way to producing our next play, which will take place in the spring. We have the most amazing and talented actors and cannot wait for the big production.

Lastly, a special thank you to the CEC's awesome and talented teachers—Guyla, Leslie and Robin. We could not accomplish this great work without you!

It is wonderful to reflect on a wonderful and successful fall session, and we are even more excited for the winter session beginning January 5, 2026.



What's Happening in Bend!

By Susie Walton, Director of Community Services, Bend

We have had an exciting fall and early winter this year! While winter is still trying to decide whether to fully arrive, we are moving forward with our plans for snow activities and everything that comes with it.

This fall, several individuals returned to school at the local community college, which has been wonderful to see. Their desire to learn and gain more knowledge is truly inspiring.

Our House Managers are busy signing individuals up for various winter activities, including downhill skiing and Special Olympics.

The remodel of the Redmond house is almost complete. They encountered a water leak that resulted in extensive damage, but the team managed the challenge of having their upstairs living room and kitchen demolished and rebuilt. They truly showed resilience!

Hezekiah's house recently had a licensing visit, and they passed with flying colors! Congratulations to the Hezekiah Team on this achievement!

Supportive Living welcomed a new individual this fall and has been hosting holiday parties and events.

We also held our 7th Annual Christmas Party in Bend. Family and friends gathered to celebrate the season and each other! We had a great turnout and enjoyed a new gift exchange game. A special thank you to Lori B. for leading us in that fun activity!

We are looking forward to winter and all the excitement it brings. Remember, if you're ever in Bend, please come see us!



Job Coach Highlight

By Khristian Andresen, Supported Living and Employment Director

Cory Clithero has been a Job Coach with Pathway for just over three years and brings positive energy to everyone he meets. He strives to be the best version of himself each day and comes to work with a smile and a genuine passion for improving the lives of the people he supports. Cory is kind, patient, and quick to bring humor into almost any situation.

When asked what they appreciate about Cory, supported employees shared heartfelt feedback. Deanna said “He is the best! I can be me, and he never judges, even on my hard days.” Hayden added, “Cory is my coach. He helps me.”

A few fun facts about Cory: he owns eight guinea pigs—Hamburger, Nugget, Niko, Edgar, Sourdough, Rye, Ruby, and Monty! Outside of work, Cory enjoys investing in stocks and trading, camping, fishing, geocaching, playing video games, and spending time with his wife and three children.

Cory shared that his favorite part of being a Job Coach is, “getting to watch people grow, succeed, and become more confident in both life and work. I love that I get to work in the community, build professional connections, and teach people how to have successful outcomes. I also enjoy any chance I get to work in different environments throughout my shift and that I am always learning new things.”

Thank you, Cory, for your dedication to supporting individuals with disabilities on their employment journeys and for your continued contributions to strengthening Pathway’s supported employment program.



Leadership Additions

We are pleased to announce that Kaleb Israel has been promoted to Manager of our Supported Employment Program. Kaleb has been a valued member of the Pathway team for nearly two years, serving as a DSP, a relief DSP, and most recently as the Assistant Manager of our Supported Living and Employment Departments. Prior to joining Pathway, he gained several years of experience in the I/DD field through a variety of roles at another organization.



Kaleb shared, “I strive for growth with everyone I support. I love introducing new things to people and seeing how new hobbies, routines, and boundaries can change their lives for the better. I am very passionate about what I do.”

Outside of Pathway, Kaleb works as a real estate photographer and says he much prefers being behind the camera rather than in front of it. In his free time, he enjoys playing Magic: The Gathering and other games with friends.

We look forward to the seeing Kaleb’s creativity and passion continue to shine as he steps into his new role.

In addition, we are pleased to welcome Brian Hettman as Pathway’s new Assistant Manager for the Supported Living and Employment Departments. After spending a few years exploring other professional opportunities, Brian is returning to the caregiving field, bringing with him more than a decade of experience as a Direct Support Professional. He shared that what he enjoys most about supporting people with disabilities is “helping individuals work toward greater independence and being part of the joyful moments in their daily lives.”



Outside of work, Brian loves spending time outdoors with his family. You can often find him playing in the river, fishing, or practicing wood carving and whittling.

We’re excited to have Brian on the team and look forward to the positive impact he will bring to Pathway.

Supported Living

By Khristian Andresen, Supported Living and Employment Director

Our Friendsgiving celebration was a wonderful success this year, with our largest turnout yet—26 attendees, including supported living staff. I prepared a full holiday meal featuring turkey, mashed potatoes and gravy, rolls, stuffing, mac and cheese, deviled eggs, and delicious pie, and staff graciously assisted with serving our guests.

It was truly heartwarming to see people connecting, building friendships, and enjoying a meal together. For some of the individuals we support who do not have family nearby, events like this provide a meaningful opportunity to share in the joy of the holiday season.

A big thank-you to the Supported living team for their support and teamwork in making this event such a success!

The year's Christmas party was filled with holiday cheer, featuring a jolly St. Nick, festive snacks, hot cocoa, cookie decorating, and holiday-themed crafts. More than 40 people joined in the Christmas fun! Attendees enjoyed decorating cookies, Santa hats, and stockings, and many took photos with Santa to capture the special memories.

A heartfelt thank-you to the planning committee for their enthusiasm and dedication to creating such a magical experience. I would also like to extend a special thanks to Angelo Z., Kaleb I., Cheri S., Amanda O., and Cory C. for volunteering their time to help with setup, cookie baking, running activity stations, and cleanup. Your support is what makes this event possible year after year.

A special thank-you as well to the art class for creating a beautiful back drop for Santa photos.

Thank you to all the DSPs who ensured individuals were able to attend and enjoy the festivities.



HAPPY BIRTHDAY!

January

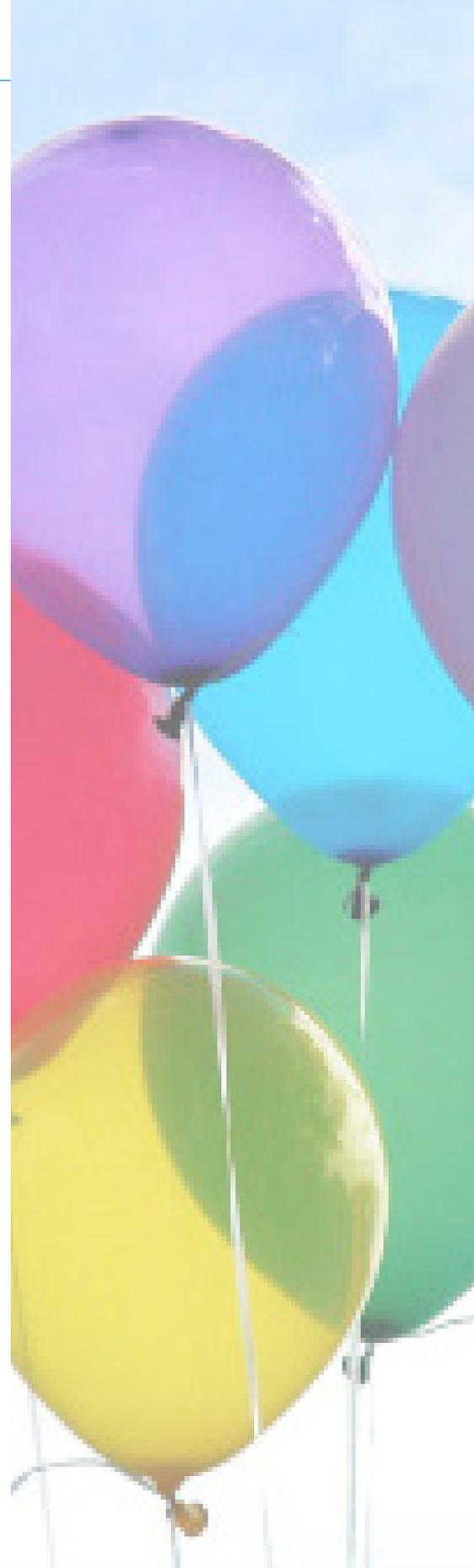
Tammy C.	01/01
April W.	01/02
Linda C.	01/03
Charis B.	01/11
Jordan B.	01/17
Jesus L.	01/17
Holly C.	01/18
Khristian A.	01/21
Tony D.	01/21
Jonathon C.	01/23
Justin C.	01/23
Rebecca R.	01/25
Theresa O.	01/28
Guyla W.	01/28
Hayden H.	01/30

February

Gloria C.	02/01
Orion W.	02/02
Cori G.	02/07
Janae E.	02/08
Sannderia B.	02/09
Robert F.	02/09
Steven H.	02/09
Abigail M.	02/10
Skyler M.	02/10
Dennis D.	02/11
Cindylee P.	02/12
Daniel R.	02/14
Amanda O.	02/15
Tyler H.	02/19
Richard M.	02/20
Daniel H.	02/28
Kelleen L.	02/28

March

Garla V.	03/01
Nicole S.	03/03
Michael K.	03/04
Brayden C.	03/08
Justin H.	03/08
Lorelei P.	03/09
Lucas Y.	03/10
Steven C.	03/12
Drea P.	03/12
James K.	03/16
Theresa H.	03/21
Gracie S.	03/21
Michelle S.	03/22
Jeffrey L.	03/24
Catherine C.	03/27
Nathaniel A.	03/29
Kylie C.	03/30



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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!

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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

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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

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