

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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A Message From Our CEO

Over the past three months, I have been on a personal leave of absence. While some of you may have been aware of this, many of you were not. That, in itself, says a lot about the strength of this organization.

During my leave, our COO, Ali Brown, stepped in and took on additional responsibilities to ensure everything continued to run smoothly. She handled the added responsibility with dedication and deep commitment to our mission. I'm so grateful for her willingness to step up and lead while I was away.

I also want to thank our entire Leadership Team. They supported Ali, worked closely together, and helped ensure the organization continued moving forward without missing a step. Their collaboration and commitment helped keep our focus exactly where it should be: on the people we support.

One of the most meaningful parts of coming back has been seeing that the work here never slowed down. Our programs continued to thrive, our teams kept doing the important work they do every day, and the individuals we support continued receiving the care, support, and opportunities they deserve.

The hard work of all of you really speaks to the kind of organization this is. We're fortunate to have such a compassionate, dedicated group of people working toward the same purpose. The collective effort of this team makes the work we do so meaningful.

Thank you to everyone who stepped up, supported one another, and continued the incredible work that happens here every day. I am truly grateful and very happy to be back alongside all of you as we continue moving forward together.



Sincerely,

Crystal Golding
CEO, Pathway Enterprises, Inc.

core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

Contract Services

By Rick Simpson, Contract Operations Director

The sun is shining and the trees are coming back to life. I think everyone is feeling the energy of Spring! The last couple of months experienced concerning levels of sickness and temperamental weather. As the season changes, Contracts continues to grow.

The Deschutes Central Library has become the new flag ship of the company and is currently being serviced by our Bend staff. It will open to the public on May 13th and will employ a crew of 6 people.

The new OSP headquarters in Central Point has delayed construction and will not open until April.

The new SOESD facility in Phoenix has been built and will be complete in May. Services will be consolidated in the new facility July 1st! The original facility was a historic building that burned in the Almeda fire and the re-construction process has been over 5 years in the making. This is another step in healing the scars left by that disaster.

We are nearing the final steps of remodel for our new shop at 5520 Table Rock Road in Central Point. The shop exterior has been painted, and signage has been ordered for the face of the structure. We were unaware we needed to buy a property until April of 2025. I am quite pleased that we completed our purchase and remodel within a 12-month time frame. I am very grateful for the fast action and support of our CEO Crystal Golding, and our Board of Directors in quickly approving the purchase and renovations.

My sincere thanks to all of hard-working folks in Josephine, Jackson, Klamath, and Deschutes Counties! I am humbled by your dedication, work efforts, and stamina. Team Pathway is strong and well!



Community Education Center

By Gayle Johnson, CEC Coordinator

Winter session at the Community Education Center has been so fun. Our International Foods class went around the world and made some of the most amazing dishes. From Germany to Mexico the students have had a fabulous time learning new recipes from around the globe.

Photography continues to be such an exciting class. Students develop strong photography skills, including learning how to use many of the advanced features on our smartphones that most people are unfamiliar with. Their pictures are beautiful, creative and inspiring. Spring photography class will be very fun as the students prepare to submit their favorite photos to the fair.

Science class has captured the gamut of science from water, nature, animals and the environment. We look forward to the Spring session where we will get in the weeds about animals and bugs. And speaking of bugs, the garden class will be getting in the dirt and planting in our Spring session.

Our American Sign Language class is growing in interest and is creating some pretty awesome bilingual students. I cannot tell you how exciting it is to see students signing their new language. We are very excited to add beginning Spanish to our Spring session.

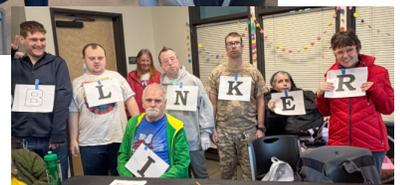
Community Kindness hit the ground running by going around town doing random acts of kindness. They had a day of environmental trash pick-up and then they made Valentine's cards for a local senior center. They also made homemade dog and cat treats for the local humane society. We have so many caring students, it's so fun to see them giving back to their community.

Arts & crafts, Painting, and Drawing and Illustration have brought out some incredible artists. Students have made such creative drawings, beautiful artwork and amazing paintings. Their trips to Talent Makers City have been a blast and we are so grateful for their partnership.

Regardless of the chilly weather, Winter Fun has continued to be a very popular class with lots of cool indoor activities. From using shaving cream and marshmallows to play games, to giant Jenga, ring tosses, indoor relay races and so much more. The weather does not stop us from having a great time.

Lastly, our theater class has been working very hard rehearsing for the Pathway production of "The Lion King." We had no idea just how much incredible talent would be involved in this production. You do not want to miss this one night only show coming up on Friday, June 12th. Mark your calendars and follow our weekly email for more information.

As we close our Winter session, I must thank my team of awesome teachers. Guyla, Leslie and Robin are fantastic and we are so lucky to have them.



What's Happening in Bend!

By Susie Walton, Director of Community Services, Bend

With a mild winter, many of us adjusted to limited snow activities, but our team remains undeterred.

At Redmond House, we recently completed an extensive kitchen remodel. The team did a fantastic job adapting to the challenges of operating without a complete kitchen for nearly three months, cooking on a camp stove and grilling. I am very proud of their resilience during this time.

Lava House had a licensing visit and passed with flying colors! I want to extend a big congratulations to Megan and her team for their outstanding work. Additionally, Nick, one of our residents was given a certificate of appreciation and dedication and hard work! We are super proud of you, Mr. Nick!

Supported Living is thriving, and everyone is looking forward to spring break after what has been a challenging semester.

Hezekiah House is busy as ever, with plans underway for spring break and summer vacations. They also had a licensing visit recently, and I'm happy to report that they passed. Amanda and her team are doing amazing work.

If you're in Bend, we invite you to come see us!



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 100% 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.

Welcome Back, Kat Sorensen

By Jennifer Hayes, Residential Director

Pathway is excited to announce the return of Registered Nurse, Kat Sorensen!

Kat originally began her journey with Pathway in 2000 as a Direct Support Professional while attending nursing school. After graduating in 2006, she continued supporting Pathway as a part-time contracted nurse while also working in the NICU at Asante. When Pathway transitioned to needing a full-time nurse, Kat made the difficult decision to step away until now. We are thrilled to welcome her back to the team!

With 20 years of nursing experience, Kat has cared for individuals across the lifespan, from the tiniest newborns to adults of all sizes. She brings a wealth of knowledge, compassion, and dedication to her role. Kat is especially excited to step away from the hospital setting to build meaningful, long-term relationships with the individuals she supports and to inspire those who care for them.

Outside of work, Kat enjoys spending time with her two teenagers, Silas and Keely, cheering them on in their sports, and caring for her three beloved dogs. She loves trail running, visiting Disneyland, and is always working on creative projects—her home is truly an ongoing art piece! Kat and her husband, Reed, are proud to call Oregon home.

Please join us in giving Kat a warm welcome back to Pathway!



Mia – Our In-House OIS Instructor

By Crystal Golding, CEO

Mia, Pathway's Behavioral Specialist, began her journey to become an OIS (Oregon Intervention System) instructor back in September 2025. This is a rigorous and time-intensive certification process, and Mia rose to the challenge, passing with flying colors!

We're excited to share that Mia is now Pathway's very own certified OIS instructor. In this role, she will lead OIS trainings in both Bend and Medford on a quarterly basis, with additional sessions offered as needed. She will also be available to provide retraining and facilitate debriefings following incidents.

Mia's dedication to professional growth and her commitment to supporting both staff and the individuals we serve make this an incredible asset to our organization.



Special Olympics Champions

By Khristian Andresen, Supported Living and Employment Director

The Special Olympics basketball season has come to an exciting close, and we are thrilled to celebrate Breanna A. from Supported Living! Breanna and her team, the Jackson Lions, brought home the gold medal after an incredible season.

Breanna shared that her favorite part of the experience was spending time with her friends and having her family there to support her, cheering her on during practices and celebrating alongside her as the team earned their first-place finish. In the championship game, Breanna had an outstanding performance, scoring an impressive eight baskets!

Winning first place left Breanna feeling “really happy,” and she is already looking forward to participating again in the future. As she put it, “It is good for me and my brother Kyle.”

Congratulations, Breanna, on an amazing season and a well-deserved victory!



Welcome Lance Bockelman, SL Manager

By Khristian Andresen, Supported Living and Employment Director

Pathway is excited to welcome Lance back to the team!

Lance previously worked as a Direct Support Professional at Boes House for two years before relocating to Washington. During his time there, he gained valuable leadership experience managing two residential homes for the State of Washington. We are thrilled that he has decided to return home and bring his skills and passion back to Pathway.

Lance shared that his favorite part about working with people is witnessing their growth. Especially the milestones that may seem small to others but are incredibly meaningful for the person achieving them. Being present for those moments and advocating for the people he supports is what makes his work so rewarding.

Outside of work, Lance enjoys gardening, spending time with his dogs, playing video games, and exploring the outdoors, particularly hot springs and waterfalls.

Welcome back, Lance! We're so glad to have you with us again.



Roger in Reno

By Brittney Hettman, Residential Director

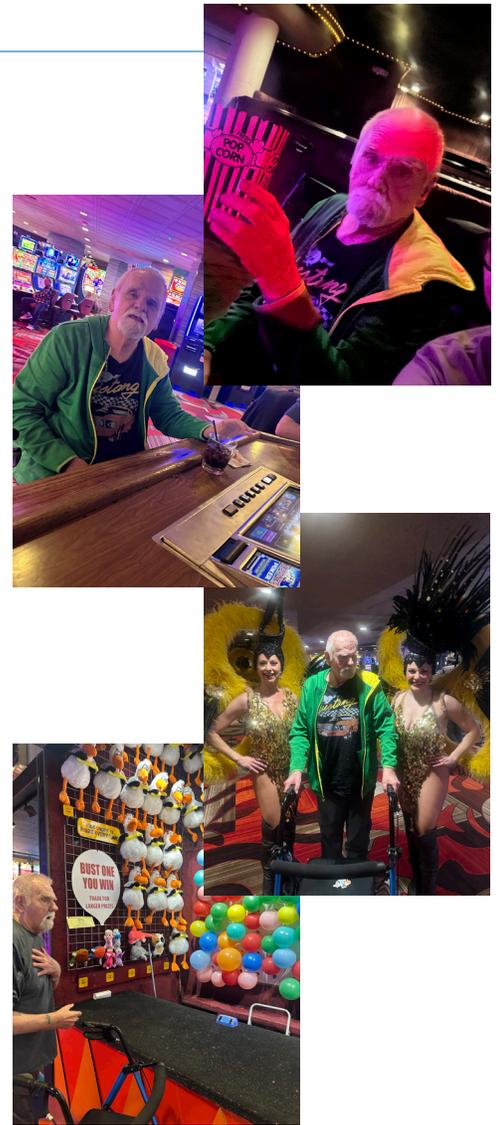
After hoping to take a longer trip this year, Roger chose Reno as the perfect destination for his vacation.

While in Reno, Roger attended the Magique show at the Golden Nugget. He enjoyed the impressive illusions almost as much as the dancing showgirls. After the show, Roger had the opportunity to take photos with a few of them and is now planning to have one of the pictures enlarged for his room. As an added bonus, the show served Roger's favorite snack—popcorn—with free refills, which he happily enjoyed several times throughout the evening.

Roger also spent plenty of time trying his luck at the casino, and hit more than one bonus during his stay. He was especially amused by the complimentary adult beverages offered while gaming, repeatedly expressing his surprise and delight by saying, "It's free here?!"

In addition to the casino, Roger visited the Circus Circus Midway, where he played several carnival-style games and walked away with a handful of prizes.

Overall, Roger had a wonderful vacation and enjoyed every moment of his trip. In fact, before even leaving Reno, he was already making plans for his next visit.



Welcome Mary, Stoneham Program Manager

By Jennifer Hayes, Residential Director, and Mary Blandau, Program Manager

Please join me in welcoming Mary Blandau as the new Program Manager for our Stoneham House!

Mary brings a wealth of experience in senior services and in-home care, where she has supported individuals in accessing vital community resources, including housing, employment, and medical services. She also has a strong background in maintaining and implementing compliance and licensing standards within both in-home and provider support settings.

We are thrilled to have Mary join our team and look forward to the expertise, leadership, and compassion she will bring to the Stoneham House program.

A message from Mary:

“Hi everyone, my name is Mary Blandau, and I’m excited for the opportunities here at Pathway!”

A little about me: I love spending time outdoors with my daughter, Gracie—especially wandering through the woods, picking wild mushrooms, and observing wildlife. At home, our two bunnies, kitty, and corgi pup keep our little family smiling. I also enjoy visiting my hometown on the coast, where I can relax with fresh seafood and get my feet back in the sand. I’m really looking forward to being part of the team—thank you!”



HAPPY BIRTHDAY!

April

Selig A.	04/04
James E.	04/04
Blanca T.	04/05
Jomaris V.	04/06
Jackie G.	04/07
Kelly L.	04/09
Ryan L.	04/09
Michael G.	04/11
Willis G.	04/11
Thomas A.	04/12
Kara F.	04/13
Dane W.	04/15
Anna D.	04/17
Devon S.	04/17
Daniel C.	04/18
Chris P.	04/19
Renee H.	04/20
Deanna P.	04/20
Ryan A.	04/23
Emer R.	04/23
Cory C.	04/24
Taffy G.	04/27
Ali B.	04/29
Sarah F.	04/29
Mitchell A.	04/30

May

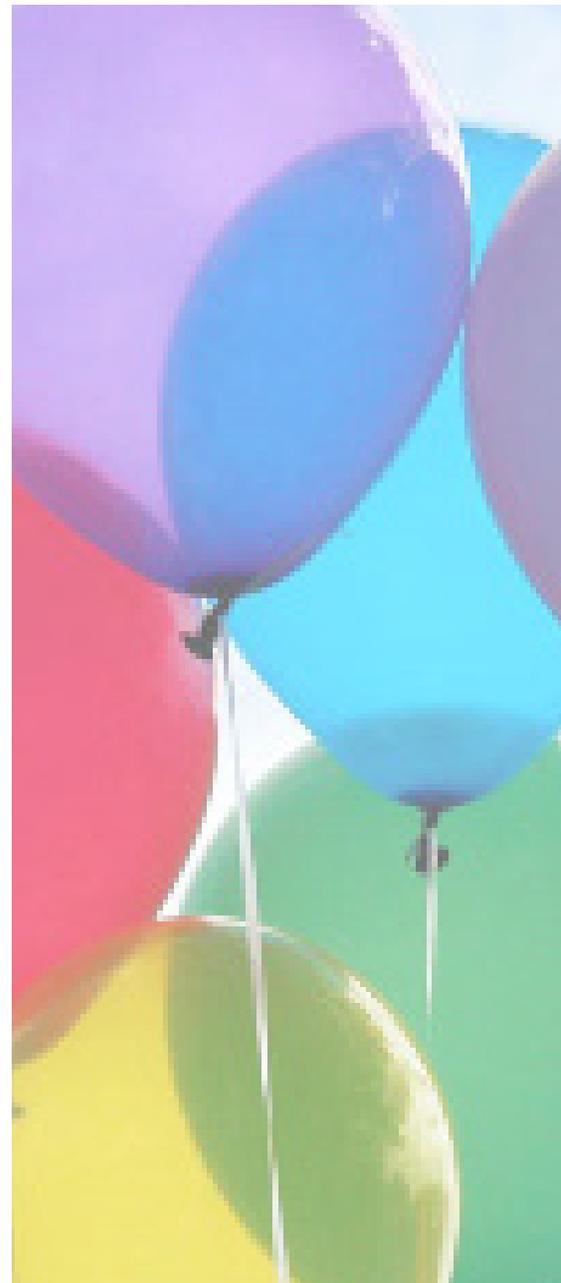
Therisa C.	05/01
Dallas H.	05/04
Kevin C.	05/05
Giselle S.	05/05
Cherish S.	05/05
Boston C.	05/06
Julieanna V.	05/06
Michael S.	05/07
Thomas M.	05/09
Gail W.	05/09
Christina C.	05/11

Daniel B.	05/13
Micah J.	05/14
Alan B.	05/15
Rosalva C.	05/15
Danielle S.	05/15
Hannibal B.	05/16
Eliju J.	05/16
Robin R.	05/16
Crystal G.	05/19
Jason H.	05/20
Mark S.	05/21
Perry L.	05/22
Jessica R.	05/22
Beverly B.	05/23
Laurie H.	05/26
Logan C.	05/27
Trenton S.	05/27
Cassie H.	05/30
Peter H.	05/30
Juan T.	05/31

June

Car B.	06/03
Luisa V.	06/03
George M.	06/05
Ryan S.	06/06
Barton B.	06/09
Joshua F.	06/09
Chris J.	06/13
Anna H.	06/16
AJ J.	06/17
Joan W.	06/17
Daniel F.	06/18
Adam M.	06/19
Rebecca M.	06/20
Tristan C.	06/21
Juan D.	06/24
Benjamin M.	06/26
Roger W.	06/28

Sarah W.	06/28
Aaron C.	06/30
Ana I.	06/30
Michelle R.	06/30
Cheri S.	06/30



Get Social!

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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!

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

1-800-316-2796

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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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