

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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Hello and Happy Summer, Everyone!

As we welcome July, we also begin a new fiscal year at Pathway. Like many organizations serving people with intellectual and developmental disabilities, we've spent considerable time reviewing our budget and planning for the year ahead. Changes in state funding and reimbursement have required us to carefully evaluate our operations, while remaining committed to delivering the high-quality services that individuals, families, and communities rely on every day.

Although our Supported Living and Employment programs experienced funding reductions, we have remained committed to investing in the people and infrastructure necessary to provide exceptional support.

To position Pathway for continued success and future growth, we've added several key positions:

- A full-time Registered Nurse has joined our team. While we've had this role in the past, we've been without an in-house RN for nearly two years. During that time, it became abundantly clear just how essential this position is to supporting the health and well-being of the individuals we serve, strengthening the quality of care we provide, and serving as a valuable resource for the employees who support them each day.
- We created a new Director position to oversee the Community Education Center and two residential homes. Adding this leadership role enhances support for staff and services, allows our directors to focus on growth and program development, and transitions day-to-day program oversight away from the COO so greater attention can be given to organizational operations and strategic initiatives. This change also prepares us for the addition of more residential homes in the near future.
- Within our Contracts department, we added three new Supervisor positions in Jackson County. These roles strengthen oversight, provide additional support to staff, and help ensure we consistently deliver high-quality services to our customers.

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core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

Continued from previous page

One of the things I'm most grateful for is Pathway's strong financial foundation. While many organizations across our field are responding to funding challenges by freezing wages, reducing benefits, or relying on reserve funds to remain operational, Pathway remains in a position of strength.

Thanks to the thoughtful financial stewardship of our leadership team and Board of Directors, we are able to continue investing in our employees. This year, we're providing meaningful wage increases, maintaining excellent health insurance at no cost to employees, and continuing valuable benefits such as ambulance transport memberships (Mercy Flights and Masa Medical Transport Solutions), Education Reimbursement, and our Wellness Benefit.

Even in a challenging funding environment, Pathway is doing more than maintaining the status quo—we are continuing to grow, strengthen our services, and invest in our future. These investments reflect our commitment to the people we support, the communities we serve, and the employees who make our mission possible.

Thank you for everything you do each day. Your dedication, compassion, and commitment are what make Pathway such an exceptional organization. I hope you have a wonderful summer!



Sincerely,

A handwritten signature in black ink, appearing to read 'Crystal Golding', written in a cursive style.

Crystal Golding
CEO, Pathway Enterprises, Inc.

Contract Services

By Rick Simpson, Contract Operations Director

Summer is upon us prompting annual heat exhaustion and smoke training. We hope for the best as we plan for the worst. The past few months have been extraordinarily busy with additional buildings opening in Bend and negotiations for new contracts in Medford.

The Deschutes Central Library, now the company's flagship location, is fully open seven days a week. Operations have been successful, with no customer-reported issues.

The new OSP headquarters in Central Point has opened for business and now employs a couple of workers during daytime hours.

The new SOESD facility in Phoenix has opened and is operational with two employees. The existing work in their old facilities in Medford will conclude at the end of June.

We are discussing opportunities to manage two

large facilities in Jackson County. If finalized, these contracts would generate about \$700,000 in sales and create approximately twelve jobs.

In contrast to the good news, the City of Central Point has ended the Pathway contract for park bathroom services. This was an internal decision to perform the work in-house and was not reflective of quality. The contract was substantial revenue for the Pathway Parks Department.

With ongoing growth, we are adding new positions and training new hires. Our leadership team has done an amazing job managing the changes, and I am truly thankful to the employees who are going beyond expectations to maintain our success!

We are directing new revenues to add supervisors, employee support, and a community resource specialist who can help employees identify available help in the community.

A Roaring Success: CEC Theater Class Presents the Lion King

By Ali Brown, COO

The Community Education Center (CEC) Theater class spent the past six months bringing the magic of *The Lion King* to life, culminating in an unforgettable performance for the community.

The production was the vision of Guyla Williamson, who served as the creative force behind the show. Guyla wrote the script, cast the performers, designed and coordinated the sets and costumes, and even directed the production from behind *Pride Rock* using giant cue cards to help keep the show running smoothly.

The performance, held at the Phoenix High School Performing Arts Center, drew a crowd of more than 150 attendees. The audience was treated to an incredible showcase of talent, dedication, and hard work as the actors delivered a fantastic performance that earned enthusiastic applause, laughter, and admiration from all in attendance.

In addition to a successful performance, the event raised more than \$1,000 in donations. These funds will be reinvested directly into the theater program, helping support future productions, costumes, sets, and opportunities for participants to continue developing their creative talents.

Congratulations to the entire cast, crew, and everyone who helped make this production such a roaring success!



Photos, top to bottom, left to right: Group shot; Guyla Williamson, Instructor and play director; Victoria Duran (Simba) and Mimi Carter (Sarabi-Simba's mom); Costumes made by Guyla.

What's Happening in Bend!

By Susie Walton, Director of Community Services, Bend

Sunshine and Success: Celebrating Summer Milestones and Career Triumphs In Bend

As the summer heat rolls in, our team and community are buzzing with energy. This season brings a perfect blend of fresh personal beginnings and historic professional milestones. From backyard gardens to life-changing career advancements, our collective achievements this quarter truly highlight the dedication and spirit of everyone involved.

Summer Adventures and Personal Growth

On the personal front, our team members are staying incredibly active and making the most of the sun. Redmond house is settling into a brand-new residence this season, pairing the move with the creation of a vibrant summer garden. Meanwhile, Supportive Living and Hezekiah house have been spending their days outdoors, hitting local hiking trails and systematically exploring every park in the area.

Fitness and community engagement are also top of mind this quarter. Cooper officially committed to a health journey by joining a local gym, while Wendy is giving back to the community by volunteering with youth programs through Parks and Recreation. Local entertainment is drawing a crowd too, with many team members spending their evenings enjoying the region's packed lineup of summer concerts and music in the park.

For others, summer is a time for exploration and change. Kathy debuted a bold new hairstyle that she is absolutely loving, and Boston is on the move, having recently found a promising new place to live. On the education front, Andrew is taking a well-deserved summer break from classes at COCC to learn how to fish, while Holly is researching different programs at the college to map out her next exciting steps. Whether working hard like Nick and Alex, keeping schedules packed with summer outings like Brayden, or traveling the world like Abi, everyone is finding their unique summer rhythm.

Major Wins in Employment and Job Development

Our employment services division has experienced an exceptionally impactful quarter. We are thrilled to welcome back Skyler, who has officially returned to coach for the summer season.

The job placement pipeline has been moving at an impressive pace. Thanks to Kara's dedicated guidance, two individuals successfully landed new employment positions at OSU Cascades and Safeway. This achievement follows a quarter packed with an unprecedented number of job interviews attended by job seekers. The team's momentum remains strong as they actively support four individuals currently in the Job Development (JD) phase, with plans to expand services to the eight individuals currently on the JD waitlist.

Life-Changing Transformations and Career Milestones

The true heart of our mission is reflected in the long-term success of the individuals we support. This quarter features several standout achievements that deserve special recognition:

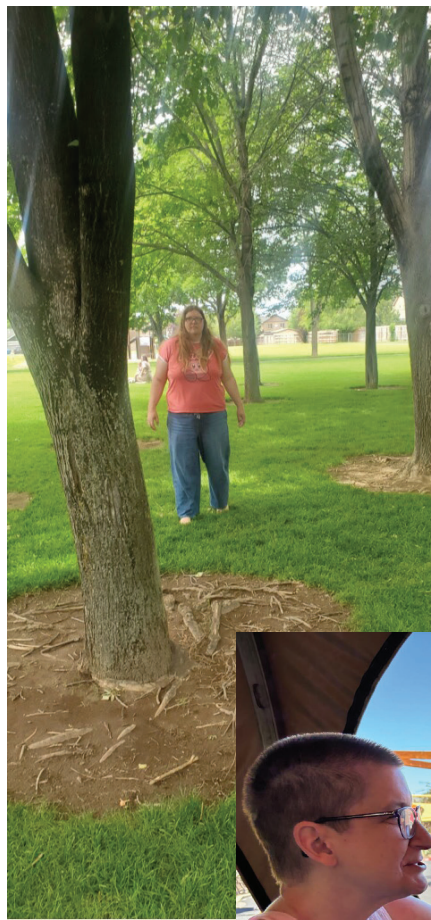
- A transformative impact at Old Navy: One individual has successfully graduated from Vocational Rehabilitation (VR) after securing a position at Old Navy. His impact was immediate. His exceptional organizational skills have completely transformed the store's presentation. Management noted that patrons are actively commenting on how beautiful the store looks, leading to an increase in foot traffic. As a result, the store has requested he work more hours to keep up with the booming business.
- A decade of growth at Michaels: In one of our proudest moments, Kris was named Employee of the Month for May at Michaels. This milestone is incredibly meaningful, as our team has partnered with Kris for eight years. Watching his journey from day one to this major professional accolade has been deeply inspiring.

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- The power of self-advocacy: Congratulations to James, who confidently advocated for a wage increase and won, setting a fantastic example of self-advocacy for everyone in our program.
- Stepping toward independence: Growth continues across all programs. One individual successfully wrapped up their Employment Path at Hopscotch Kids. Additionally, our team has begun the job-fading process with four individuals who are masterfully learning their daily roles and transitioning into fully independent employees.

From personal hobbies to major workplace victories, this quarter proves that dedication and support create limitless potential. Thank you to everyone for making this summer one to remember! And remember, when in Bend, come see us!



A Heartfelt Goodbye

By Brittney Hettman, Residential Director

As we move into the second half of the year, we have experienced many changes. While we prepare to welcome a new Residential Director, we also take this opportunity to say a heartfelt goodbye to Car.

For the past five years, Car has served as the Program Manager of Larkspur and has been a valued member of the Pathway team for nearly a decade. During that time, she has made a lasting impact through her dedication, and commitment to those we serve.

We would like to thank Car for all she has accomplished during her time at Pathway and wish her the very best as she embarks on her next chapter. We send her our gratitude, positivity, and best wishes for continued success.

We hope to see you around, Car! Congratulations, and good luck!



Welcome Joshua

By Jennifer Hayes, Residential Director

Joshua recently moved into Pinedale and is 20 years old. He enjoys playing games and listening to music, and this is his first time living on his own—something he says he truly enjoys. Joshua especially shared that he “loves the food” served at Pinedale.

He just graduated and is excited about the opportunity to begin looking for a job. Joshua stays active by going to the gym, attending church weekly, and spending time with his sister, aunt, and dad whenever he can.

While he keeps a busy schedule, Joshua also values time to relax, whether that’s unwinding in his room or taking a short walk around the neighborhood.

Be sure to say hello to Joshua when you see him!



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.

Employment Services Spotlight

By Khristian Andresen, Supported Living and Employment Director

Our Employment team continues to create opportunities that help the people we support thrive—both in the workplace and in pursuing their personal goals.

Alexia Starts a New Chapter

Congratulations to Alexia on beginning her new job at the courthouse on June 16! In just a short time, she has already made a wonderful impression. Working alongside her teammate and Job Coach, Alexia is quickly learning her new responsibilities while producing quality work. She has shared that she is enjoying her new position, and her teammate has expressed appreciation for the positive support Alexia brings to the workplace. With her positive attitude, eagerness to learn, and strong work ethic, Alexia is off to a fantastic start, and we look forward to watching her continue to grow and succeed.

Lucas Dances Toward a Dream

Lucas has been a dedicated janitor at the YMCA in Ashland for the past two and a half years, and recently shared that another passion of his is dance. Before moving to Ashland, Lucas was part of a dance team and dreamed of finding a way to get involved again, with the hope of eventually teaching.

With support from Pathway's Employment team, Lucas was encouraged to advocate for himself by asking his employer about opportunities to become involved with their dance instruction. That conversation led to an exciting new opportunity, and Lucas is now training to become an assistant Zumba instructor! He has embraced the training with enthusiasm, enjoys learning the routines, and is excited about the opportunity to begin leading classes soon.

This is a wonderful example of how employment support goes beyond finding and maintaining a job. It helps people pursue their passions, build confidence, and achieve meaningful personal goals as well. A big thank you to our Employment team for empowering Lucas to take this exciting next step. We can't wait to see where this journey takes him!



Supported Living Update

By Khristian Andresen, Supported Living and Employment Director

As we begin the new fiscal year, our Supported Living team continues to demonstrate creativity, flexibility, and dedication in response to the recent rate model changes. The team has been finding innovative ways to provide high-quality support while ensuring the long-term sustainability of the program.

While there is understandable uncertainty about how these changes will affect the program financially, our focus remains on the people we support. We continue to advocate for adequate funding and a service model that promotes inclusion, independence, and self-direction. Although there are still many unknowns, our team remains optimistic, adaptable, and committed to delivering the exceptional support that individuals and families have come to expect from Pathway.

Team Building on the Rogue

The Supported Living and Employment teams recently took a well-deserved break to enjoy a day of team building aboard the Hellgate Jetboat Excursions on the beautiful Rogue River.

The day was filled with stunning scenery, delicious food, plenty of laughter, and meaningful conversations. Stepping away from the daily demands of work gave everyone the opportunity to strengthen relationships, recharge, and simply enjoy each other's company.

At Pathway, we know that investing in our employees is just as important as investing in the services we provide. Strong teams build strong programs, and opportunities like this help foster the collaboration, trust, and camaraderie that ultimately benefit the individuals we support every day.



HAPPY BIRTHDAY!

July

Ash P.	07/01
Royal J.	07/02
Adam G.	07/04
Tami S.	07/05
Susie W.	07/05
Mia M.	07/07
Kyle J.	07/08
Cedar L.	07/08
Amber O.	07/08
Alex O.	07/10
Bella L.	07/12
Gregory B.	07/14
Meghan B.	07/16
Erik W.	07/16
Katherine A.	07/19
Brandy G.	07/20
Nicholas S.	07/20
Lacy L.	07/21
Patricia O.	07/21
Kimberly A.	07/24
Abigail K.	07/25
Brian W.	07/25
Jermaine M.	07/28
Edward R.	07/29
Leslie H.	07/31

August

Dawn A.	08/02
Sheila D.	08/03
Samantha P.	08/04
Katherine S.	08/04
Christopher E.	08/05
Rebecca N.	08/05
Jennifer K.	08/06
Doug S.	08/08
Angelo Z.	08/08
Brenda A.	08/10
Brenda C.	08/12

Cooper T.	08/12
Gabby B.	08/13
Alessandra S.	08/15
Tamara T.	08/16
April G.	08/17
Brian H.	08/19
Bradley K.	08/19
Debbie S.	08/21
Shanin B.	08/22
Jason B.	08/22
Taylor E.	08/22
Tina G.	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
Kaitlynn R.	08/27
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
David F.	09/05
Brad R.	09/05
Yosef V.	09/05
Vaneshia A.	09/06
Katie L.	09/08
Virgil S.	09/08
Tamera C.	09/10
Justin F.	09/10
Travis H.	09/12
Nicholas C.	09/14
Sara J.	09/18

John K.	09/18
Connie C.	09/19
Jesse H.	09/22
Dan M.	09/22
Aaron C.	09/23
Rhona G.	09/26
Sharon S.	09/27
Diane W.	09/27
Michael M.	09/28



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

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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Central Point Police Department

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Owner Black Rock Coffee Bar & Parent

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Attorney, Pedemonte Law

C.J. Shipley
Business Owner

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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