

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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Pathway's Annual Company Picnic Celebrating 41 Years of Making Good Lives Great!

On September 9, 2026, Pathway employees, individuals, families, friends, and community partners gathered for our Annual Company Picnic to celebrate 41 years of making good lives great! It was a wonderful day filled with laughter, connection, delicious food, and plenty of fun.

This year's Cowboys & Aliens theme brought an extra dose of fun and creativity to the celebration. Staff and individuals embraced the theme with some truly memorable costumes, making the costume contest a highlight of the day. It was great to see everyone getting into the spirit, showing off their creativity, and enjoying the festivities together.

The excitement continued with plenty of raffle prizes! Employees had the chance to win appreciation gifts, including a 32" TV, dishware set, Apple Watch, iPad, Bose headphones, Hydro Flask cooler bag, gift cards, and more.

Our popular raffle baskets were also a big hit, featuring an incredible assortment of items generously donated by businesses and supporters throughout the Rogue Valley. Basket values ranged from approximately \$250 to more than \$1,000!

But the raffle is about more than winning a great prize. Proceeds from raffle ticket sales directly support Pathway's Scholarship Fund, which provides additional financial assistance to individuals we support. The fund helps make opportunities and important needs possible, including vacations, classes and activities, medical expenses, and other experiences or expenses that may otherwise be out of reach.

A special thank you to everyone who purchased raffle tickets and to the generous businesses and community members who donated items. Your generosity helps provide meaningful opportunities and experiences for the people we serve.

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core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

Continued from previous page

One of the most meaningful traditions of our Annual Picnic is recognizing employees who reached significant milestones in their years of service with Pathway. These milestones represent countless hours of dedication, compassion, and commitment to the people we support and to our organization.

5 Years of Service

Kylie Clithero, DSP at Stoneham
Daniel Connelly, DSP at Lava
Anna Dodge, DSP at Redwood
Robert Ferrell, Contracts
Micah Juarez, DSP at Lava
Eric Long, DSP at Supported Living
Jessica Ludwig, Lead DSP at Redmond
Ruben Rodriguez, Contracts
Jomaris Vargas-Juarez, DSP at Hezekiah
Orion Winchester, Contracts

10 Years of Service

Khristian Andresen, Employment and Supported
Living Director
Tamera Carreon, Contracts
Danny Lammers, Contracts
Karol Laney, Contracts
Kelleen Lindenberg, Payroll and Benefits Specialist

15 Years of Service

Brittney Hettman, Residential Director
Gail Wilhelmi, Contracts

Please join us in congratulating all of our milestone award recipients! We are incredibly grateful for the contributions you have made throughout your years with Pathway. Your work has touched lives, strengthened our organization, and helped shape Pathway into what it is today.

As we celebrate 41 years, we also want to extend a heartfelt thank you to everyone who attended, participated, volunteered, donated, and helped make this year's picnic such a success. This milestone belongs to the many people who have been part of Pathway's journey and who continue to make a difference every day.

Here's to 41 years of making good lives great—and to many more years of making a difference together!



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 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.



Pathway Helps Employees Get Ready for Back-to-School

Back-to-school season can be an exciting time for families, but we know it can also come with a significant financial burden, especially for parents with multiple children. Pathway is proud to help ease that burden by purchasing school supplies for employees' kiddos. Typically, we provide supplies for 8–10 students, but this year we had a record number of requests, and we were excited to meet the need! This year, Pathway provided school supplies for 21 students! That means 21 kids started their school year prepared with the supplies they needed, while also giving their parents a little financial reprieve during an often-expensive time of year.

Supporting our employees extends beyond the workplace, and we're grateful that we're able to provide this small but meaningful benefit to our Pathway families. We plan to continue this tradition each year, as long as we are financially able to do so. Be on the lookout in August 2027 for information on how to have your student's school supplies purchased by Pathway! Here's to a successful school year for all of our Pathway kiddos!

Pathway's First-Ever Field Day

On August 14, 2026, the Spirit Club Committee organized and facilitated Pathway's very first Field Day, and it was a huge success!

Employees, the people we support, and their teams gathered at Don Jones Park in Central Point for a day filled with sunshine, laughter, creativity, and plenty of fun. There was truly something for everyone, with activities ranging from a water ball toss and cornhole to arts and crafts, where participants could create their very own masterpieces.

Everyone packed their own lunch and enjoyed a relaxing picnic-style afternoon together. One of the highlights was seeing the creativity and team spirit that went into the event. Each house/group created their own unique "icon" and designed specialty T-shirts for their staff and residents to wear to Field Day.

From friendly competition to creative projects and simply spending time together in the sunshine, the day was a wonderful opportunity to come together as a Pathway community.

A big thank-you to our Spirit Club Committee for putting together such a fun and memorable event! We can't wait to see what Field Day brings next year!



Contract Services

By Rick Simpson, Contract Operations Director

This Summer has gone by quickly! Bend and Jackson County have stayed exceptionally busy with new startups and growing pains. The addition of the Deschutes County Libraries, ODOT District 4 Campus, Oregon State Police HQ, SOESD educational facility, and the Rogue Community College Higher Education Center have prompted hiring of both workers and supervisors to support this growth.

The road has been bumpy but is quickly smoothing out. A new organizational structure is being implemented to support the vast number of locations we now service. In total, Pathway serves 1,860,734 square feet of cleaning daily. These are grouped into 175 areas; however, we maintain hundreds of structures. We are networked into the fabric of government services in four counties and just added Lake County to the list to make five.

Our new training website has been launched with crucial upgrades. The new system will send automated messages to supervisors and employees, track annual training requirements, require employees to test out of each of the 14 modules, and create certificates of completion for grouped modules. We are very excited for this needed upgrade.

Overall, there is optimism in the department and no end to the number of mission-based employees in dire need of a fair work environment that pays good wages with benefits.



Top: Jackson County crew

Right: Central Library, Bend



A Summer of Learning, Creativity & Connection

By Ali Brown, COO

Things were busy at the Community Education Center this summer! Students took advantage of the beautiful weather, tried new things, worked toward personal goals, and most importantly, had a lot of fun along the way.

Have you ever wondered how to make s'mores without a campfire? Science class took on the challenge by building a solar oven out of a pizza box! On a beautiful summer day, students headed up on the patio to put their creation to the test. The results? Delicious s'mores, sunshine, and good company. How cool is that?

Fitness class also made the most of the summer weather. Students set a goal of walking 15 miles during the session—and they did it! They celebrated their accomplishment with a well-earned trip to Starbucks. Way to go!

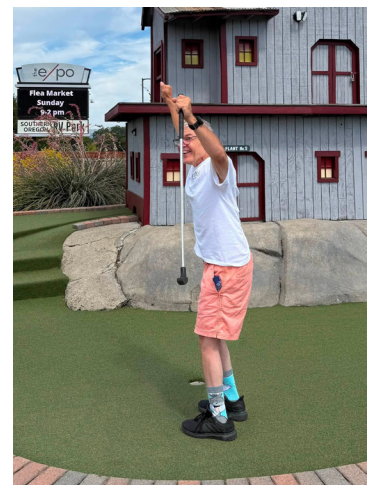
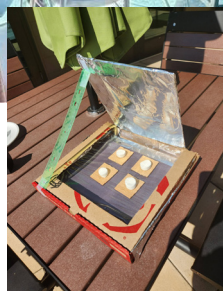
In Cooking classes, students prepared a variety of delicious dishes while building valuable kitchen skills. Along the way, they practiced kitchen safety, measuring and mixing, knife skills, chopping and dicing, and following recipes from start to finish.

Art class enjoyed a visit to Talent Maker City, where students participated in another creative activity led by their amazing crew. Back at the Community Center, students also put their artistic talents to work painting portraits of friends. Be sure to check out Myrtle and Roger's portraits—they did a fantastic job!

Summer Fun also took advantage of the beautiful weather with a trip to the Family Fun Center for a friendly game of mini golf. It was a fun opportunity to get out into the community, enjoy time together, and add a little friendly competition to the session!

While there is a lot of fun to be had when the weather is warm, many of us are ready for the coziness of fall and all the festive activities the new season will bring. We can't wait to see what the next session has in store!

And finally, a special shout-out to our amazing instructors—Leslie, Guyla, Robin, and Laura. Thank you for the creative energy, adaptability, and thoughtfulness you bring to the Community Education Center. Your willingness to think outside the box creates meaningful opportunities for students to learn, explore, connect, and experience the things that every person deserves the opportunity to enjoy, regardless of ability.



Welcome New Community Services Director

We're thrilled to announce that Ash Pine is our new Community Services Director, supporting the Community Education Center, Boes House, Comice House, and the Nursing Department.

Ash joined the Pathway family in 2022 as Employment Manager, later took on leadership of the Supported Living department as well, and was then promoted to Quality Support Specialist. She brings more than 15 years of executive leadership experience in senior living. Now she's stepping into this new role with that experience and a big heart for the people we support.



When she's off the clock, Ash is happiest at home with her partner, Chris, her daughters, Emma (20) and Ella (16), and her lovable pack of pets. She's also a proud Crater High School Assistant Speech and Debate Coach and loves helping students find their voice and build confidence. On game days, you'll find her cheering loudly for the Pittsburgh Steelers (or crying into her Terrible Towel)!

Ash is a jack of all trades and master of some! Her creative side shows up in just about everything, from photography, painting, and charcoal drawing to wire wrapping, sewing, and crochet. She also loves giving old furniture new life by repurposing and refinishing pieces, and she's building a home library that now holds over 500 books (and counting).

When she's craving fresh air, you might find her fishing, hiking, birding, kayaking, or white-water rafting down one of Southern Oregon's rivers. She's also an avid rock hound, and yes, she will happily show you her favorite rocks. Her hobbies go wherever her ADHD takes her, and it takes her everywhere!

A fun fact about Ash: she's a member of the "Friendly Fiber Fiends," and her most recent crocheted creation was a giant octopus! We can't wait to see what she creates next.

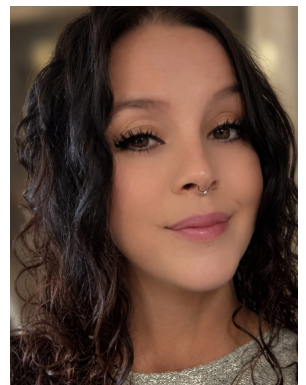
As Ash settles into her new role, she's excited to keep supporting our teams, collaborating across departments, and finding creative solutions (with or without yarn).

Welcome New CEC Coordinator

We are excited to introduce Brandy Gibbs as the new Community Education Center (CEC) Coordinator!

Brandy has been a valued member of the Pathway team for the past year and a half, beginning her journey with us as a Direct Support Professional (DSP) at East Hills House.

Before joining Pathway, Brandy spent several years supporting adults with intellectual and developmental disabilities in a similar setting. She also brings more than 15 years of experience in the restaurant industry, where she worked in and managed several restaurants around Southern Oregon. Her diverse background has given her valuable experience in leadership, teamwork, customer service, and creating positive experiences for others.



Brandy also has a background in Graphic Design, which complements her creativity and artistic talents. In fact, she is no stranger to the CEC—she previously joined us as a guest instructor for an art class!

We are excited to have Brandy bring her experience, creativity, and enthusiasm to the CEC and look forward to seeing her grow in this new role.

Please join us in congratulating Brandy and welcoming her to the management team!

What's Happening in Bend!

By Susie Walton, Director of Community Services, Bend

Hello, everyone! I hope you are as excited for fall as I am! The trees in Bend are starting to change colors, and the mornings and evenings are getting cooler. Fall is definitely in the air!

Let's catch up on everything that has happened over the summer!

Our Supported Employment program has been very busy, and we've added several more people to our Job Development waitlist. Kara Fallini, our Job Developer, has been actively making connections and setting up interviews.

We also celebrated some exciting employment milestones this summer! Lorelei celebrated 4 years of employment at the Redmond Hotel, Eric celebrated 4 years at the Redmond McDonald's, Abi M. has been working hard to grow in her job and recently reached a big goal: running the cash register, and Brody completed his first 90 days at Bend Safeway. Congratulations to each of you on these amazing accomplishments—we are so proud of your hard work, growth, and dedication! Keep up the great work!

There have been lots of interviews happening, and our job coaches have been able to gradually step back as people become more independent and confident in their jobs. It's great to see the hard work paying off!

The Redmond house has once again impressed us with their gardening skills. They shared plenty of fresh produce and garden goodness with all the houses, and the young men there continue to thrive. Several are currently looking for employment or exploring opportunities for better jobs. Redmond also received a major upgrade this summer—a new cargo van that can transport the whole group! Needless to say, everyone was super excited about it!

Lava House has been keeping busy as well. Nick is working toward improving his employment situation and brushing up on his interview skills. We're confident he'll find a great opportunity soon. Keep up the good work, Nick! Braden has been enjoying the last days of summer by hiking and spending time at Bend Parks and Rec. He also loves riding his bike on the local trails—keep it up, Braden!

Hezekiah House is looking forward to fall and the cooler weather ahead. They hosted their annual end-of-summer picnic, where everyone enjoyed some fun and fellowship. Holly has been learning new skills as she prepares for her transition to Supportive Living. Abi celebrated her 1st anniversary at Walmart—woot woot! And Cooper joined a gym and has been enjoying his workouts. Keep it going, Coop!

There have been some exciting changes in Supportive Living over the summer as well. Boston moved into a shared housing arrangement and is enjoying her new setup while she waits for the new apartments to open. Andrew participated in the Special Olympics, and Abi has been spending time with family and getting involved in the community. Wendy continues to work toward her dream of having a job in a childcare facility. She is currently volunteering with Bend Parks and Rec at their daycare, gaining valuable experience along the way. Keep working hard, Wendy—we're cheering you on as you work toward your dream job!

We hope everyone is doing well, and remember—if you are ever in Bend, come see us!



Employment Services Spotlight

By Khristian Andresen, Supported Living and Employment Director

We have some exciting employment successes to celebrate!

Julie was recently offered a position at a local hotel and has officially started working in the laundry department. She is doing a wonderful job and is excited to continue learning and building her skills as she grows into her role as a laundry attendant and housekeeper. We are so excited to see Julie take on this new opportunity and continue growing in her career. Congratulations, Julie!

Allie also has an exciting accomplishment to celebrate! She was recently offered a position as a substitute teaching assistant with Southern Oregon Head Start. After dedicating several years to her job search, Allie has officially gotten her foot in the door of her dream career. Her persistence and determination throughout the process have truly paid off, and we are incredibly proud of her for continuing to work toward her goal. Way to go, Allie!



Welcome New Program Manager

By Brittney Hettman, Residential Director

We're excited to introduce Beverly Booth as the new Program Manager of Larkspur House!

Beverly joined the Pathway team in February 2025 as a DSP at Larkspur. Since joining Pathway, she has become a valued member of the Larkspur team and is now taking the next step into a leadership role. Beverly also brings previous management experience from her time running a restaurant, giving her a strong foundation as she takes on this new opportunity.

Outside of work, Beverly enjoys relaxing at home with her family. Her favorite food is pizza, Halloween is her favorite holiday, and when it comes to TV, she enjoys anything involving investigations. She also loves visiting the coast whenever she gets the opportunity.

A fun fact about Beverly is that in her early 20s she spent time traveling around the United States. What started as traveling with a carnival eventually led Beverly to explore more of the country on her own. Talk about an adventure!

As Beverly steps into management, she's excited to learn more about the ins and outs of Pathway. She's looking forward to collaborating with other managers, finding solutions to challenges, and supporting the Larkspur team as she continues to grow as a leader.

Beverly hopes to bring her "off-the-wall" ideas, smiles, and optimism to this position. We're excited to see her build on the relationships she has already established at Larkspur and bring her own personality and perspective to the team.

Please join me in congratulating Beverly on her promotion and welcoming her into her new leadership role. Congratulations, Beverly!



Celebrating our Job Coaches

By Khristian Andresen, Supported Living and Employment Director

DSP Week gave us the perfect opportunity to celebrate our Job Coaches and all they bring the Employment team. Throughout the week, the team enjoyed homemade treats, tacos, and burritos before wrapping the celebration up with a team day of bowling and delicious food! The Program Manager Kaleb even made team shirts for everyone, adding an extra special touch to the week.

It was a great opportunity to step away from the usual routine, share some laughs, cheer each other on, and simply enjoy spending time together as a team.

We're so grateful for the energy, patience, and heart our Job Coaches bring to their work each and every day. The support they provide and the relationships they build make a difference in so many ways. We loved having a week dedicated to celebrating them—they certainly deserved it!



Celebrating our Supported Living DSPs

By Khristian Andresen, Supported Living and Employment Director

DSP Week was a special opportunity to recognize the incredible staff who make up our Supported Living team!

The week kicked off with a team meeting made extra special by Khristian, who cooked tacos and burritos for everyone. Each team member also received a basket filled with their favorite things.

The appreciation continued throughout the week with homemade banana muffins, Rice Krispies Treats, and cookies. We wrapped up the celebration with handwritten thank-you cards and gift cards as another way to show how much this team means to us.

Our Supported Living staff bring patience, kindness, and dedication to the people they support each and every day. They show up, build meaningful relationships, and make a difference in so many ways—both big and small.

We loved having an entire week dedicated to celebrating this amazing team and reminding them just how much they are valued and appreciated. Thank you to our Supported Living staff for all that you do!

To all of our incredible DSPs and Job Coaches, thank you for the time, effort, patience, and heart you bring to your work every day. We truly appreciate each and every one of you!



Celebrating Our 2026 DSP Recognition Week Award Winners

By Brittney Hettman, Residential Director and Ash Pine, Director of Community Services

Direct Support Professional (DSP) Recognition Week is an annual, nationally recognized celebration that is dedicated to honoring the incredible DSPs and Job Coaches who make a difference every day in the lives of people who experience intellectual and developmental disabilities. Their compassion, creativity, dedication, and commitment help the people we support live meaningful and fulfilling lives.

This year, we were honored to recognize seven outstanding employees through Pathway's DSP Recognition Week Awards. Choosing the recipients was no easy task, as we received so many wonderful nominations from across the organization. Each nomination was a reminder of how fortunate we are to have such passionate and dedicated people on our teams. Here are this year's five award categories and recipients, in no particular order.

Newbie Award

Beth Wagner – DSP, Pinedale House

Cedar Lewis – DSP, Lava House

The Newbie Award recognizes employees who have been with Pathway for less than a year but have already demonstrated our core values.

Since day one, Beth has demonstrated what it means to truly be there for others. Whether adjusting her schedule, working overtime, or stepping in when her teammates need support, she consistently shows flexibility, dependability, and a strong commitment to the Pathway team.

What makes Beth especially impactful is the heart she brings to her work. She approaches challenges with a positive, solution-focused attitude, listens with empathy, and values the ideas and perspectives of those around her.

Beth's compassion is especially evident in the way she supports individuals navigating changes in their independence. With patience and encouragement, she helps find new ways for people to accomplish everyday tasks while reinforcing that accepting support does not mean giving up independence.

Day after day, Cedar brings professionalism, patience, and a steady presence to Lava House, even during challenging moments. He communicates with respect, remains calm and positive, and provides support with dignity and compassion.

Cedar reminds us that you don't have to be the loudest person in the room to make a big impact. When responsibility needs to be taken, he rises to the occasion. His willingness to speak up, take responsibility, and be there for others makes a significant difference at Lava House.



Congratulations, Beth and Cedar! In a short time, you have both reminded us that great support isn't only about what you do—it's about how you make people feel while you're doing it. Thank you for bringing compassion, flexibility, teamwork, and a positive spirit to Pathway!

Outside the Box Award

Amanda Olson – Job Coach, Jackson County Supported Employment

Abi Kistle – DSP, Hezekiah House & Supported Living

The Outside the Box Award recognizes employees who use creativity and innovative thinking to solve problems and make great lives better.

Amanda may be the newest Job Coach on our Jackson County employment team, but she is already making her mark. Drawing on her experience as a teacher, she brings creativity and fresh ideas to the way we support people.

Amanda takes the time to listen, understand each person's strengths and goals, and find creative ways to help them build skills, confidence, and success. Whether reimagining existing tools, creating new resources, or seeking opportunities to learn, Amanda is always looking for better ways to help people grow in confidence and achieve their goals.

Abi consistently goes above and beyond for both the people she supports and her teammates. She brings creativity and a fresh perspective to challenges, always looking for new ways to help people engage in their community, experience new things, and work toward meaningful goals.

One of Abi's greatest strengths is her ability to help others see possibilities instead of roadblocks. Through thoughtful communication and creative problem-solving, she can turn

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a challenging situation into an opportunity. Abi's creativity, problem-solving, and dedication have a ripple effect—making a difference in the lives of the people she supports and positively influencing those around her.

Congratulations, Amanda and Abi! Thank you for challenging the status quo, bringing new ideas to the table, and always looking for better possibilities.

Rainbow Award

Katie Light – DSP, Ridgeway

The Rainbow Award recognizes someone who consistently looks for the positive, even when things get difficult.

Katie brings joy, kindness, and positive energy wherever she goes. Even after long overnight shifts, she greets others with a smile and warmth that reflects how genuinely she cares about her coworkers and the people she supports. She has developed fun and creative crafts and planned personalized outings based on the interests of each person she supports. She doesn't just show up—she finds ways to make the day brighter.

That same compassion led Katie to bring her dog, Buttons, to Ridgeway to help comfort someone who was struggling at night. What began as a creative idea has made a meaningful difference, bringing comfort, connection, and joy to the home.

Congratulations, Katie! Thank you for always finding the rainbow—even when others might only see the clouds.

Team Player Award

Brian Hettman – Assistant Manager, Supported Employment & Supported Living

The Team Player Award recognizes someone who consistently steps up to support their team and the people they serve.

Brian demonstrates what it truly means to be a team player. When his team needs him, Brian is there. Whether picking up an extra shift, mentoring a coworker, or helping someone achieve a personal goal, he brings a positive attitude and a genuine willingness to help. He is equally committed to helping the people he supports work toward and achieve their individual goals.

Brian leads by example—sharing his knowledge, supporting

those around him, and continually looking for ways to learn and grow. His patience, kindness, and dependability have earned the respect of both his teammates and the people he supports.

Congratulations, Brian! Thank you for showing through your actions what teamwork is all about!

Veteran Award

Renee Hanan – DSP, Hezekiah House

The Veteran Award recognizes an employee who has been with Pathway for more than three years and consistently exemplifies our core values.

Renee doesn't simply show up to work—she shows up for people. She thinks outside the box and brings creativity and dedication to everything she does. Renee is always looking for new experiences and opportunities that can make a meaningful difference in the lives of the people she supports.

That same commitment extends to her coworkers. Renee is dependable, engaged, and always willing to give her best. Her genuine passion for her work is evident and inspires those around her.

Congratulations Renee! Thank you for reminding us what this work is really about: showing up, believing in people, creating opportunities, and helping make good lives great.

Congratulations to all of our 2026 DSP Recognition Week award recipients! Your dedication, compassion, creativity, teamwork, and heart make a meaningful difference every day.

The work you do goes far beyond providing support—you create opportunities, build connections, encourage independence, celebrate accomplishments, and help the people we serve live full and meaningful lives. You also support and inspire one another, helping make Pathway stronger along the way.

Thank you for showing up, giving your best, and putting people at the heart of everything you do. We are incredibly proud to celebrate you and grateful for the difference you make every day!

In Memory of Brad

By Brittney Hettman, Residential Director

It is with great sadness that we share the passing of Brad, a cherished member of the Pathway community and Comice House. Brad passed away on August 3rd, just weeks before his 80th birthday.

Brad moved into Comice House on April 2, 2024. Before joining Pathway, he had spent his entire life living with his family, so moving into a new home and adjusting to a new way of life was a significant transition. Yet Brad seemed to settle in with remarkable ease and quickly made Comice feel like home.

He fit in so naturally that it often seemed as though he and the other guys had known one another their entire lives. Brad quickly became a special part of the home, bringing with him a kind soul, a wonderful laugh, and a smile that could light up an entire room.

As Brad faced increasing health challenges, he began receiving hospice care to focus on his comfort and quality of life. When Brad was first admitted to hospice, something unexpected and remarkable happened—he flourished.

Without the constant need to travel to doctor's appointments and with more time surrounded by his family, Brad seemed to truly thrive. The increased presence of his loved ones brought him so much happiness and enriched his life in a way that was beautiful to witness. After spending several months on hospice, Brad improved so much that he actually graduated from hospice—a extraordinary milestone and a joyful moment for everyone who cared about him.

In many ways, it reflected the person Brad was. Even when life brought challenges, he found a way to bring joy, connection, and positivity to the people around him.

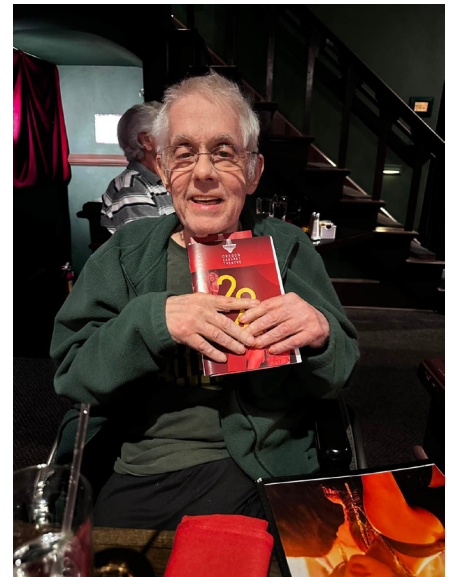
Brad's time at Comice may have been shorter than some, but the impact he made was lasting. He became part of the daily rhythm of the house—the friendships, the laughter, the familiar routines, and the memories that turn a house into a home.

Brad's life reminds us that a person's impact is not measured by how long they are with us, but by the love they share, the lives they touch, and the memories they leave behind.

We are grateful for every memory Brad gave us — for his kindness, his positivity, his laughter, his light, and, of course, those unforgettable smiles.

We extend our deepest condolences to Brad's nephew and guardian, Jim; his aunt, Mary-Anne; the Comice team; and all of Brad's family, friends, and loved ones.

May Brad's memory continue to bring comfort and warmth to all who had the privilege of knowing him.



Developing Pathway's Leadership Team

By Ginger Johnson, Keynote Speaker & Chief Connecting Officer

Ginger transforms events into experiences, energizing leaders and teams to connect, foster belonging, and find common ground – so we build a better future together.

Growth means different things to different people.

With Pathway, growth includes choosing to work with and invest in an outside party; in this case, yours truly!

I happened to sit next to Becky Simpson (former Pathway CEO) at a Central Point Chamber breakfast several years ago which began my education about the Intellectual and Developmental Disabilities (IDD) community. She'd tell me about the deeply valuable and meaningful work with enthusiastic people involved with and I was hooked. Wow. Lo and behold - there's a whole industry expressly dedicated to work and support individuals so they can live their fullest lives! Like millions of people, I was unaware – until I was. Turns out I too have family members who experience IDD and are taken good care of by professionals in the industry.

Training is different than development and we focus on development of the whole person in our work; professional is personal, so knitting them together has lasting positive implications.

The engagement of a single manager team-building session in the late teens kicked us off, working to the current year-round schedule, various team members get to be part of intentional programming to boost and bolster their growth. Topics including confidence, optimism, and language are where we dive deep and consistently into conversations and activities that illustrate and practice positive leadership. From team members who have been part of our work from the start to new team members, it's a pure joy to get to work with and for the Pathway team. Learning + listening + laughter + lightning bolts = Growth.

Thanks to this partnership, I now have a much more thorough (and always still learning!) knowledge and perspective of the IDD community, which I weave into work with other industries. The more we all talk about the magic that happens on an everyday basis with Pathway and other IDD organizations, the better the world becomes.

with gratitude,

g

p.s. you can get a peek of the flavor of our work together by visiting gingerjohnson.com



A Day in the Life: Crystal Golding, CEO

By Brittney Hettman, Residential Director

Have you ever wondered what a typical day looks like for the person at the helm of Pathway? We thought it was time to get to know Crystal Golding, Pathway's CEO, a little better, beyond the meetings, emails, decisions, and busy days!

For Crystal, a good day starts with three things: a workout, hot coffee, and kids who actually listen the first time they're told to wake up. The last one may be the hardest to achieve, but she remains optimistic!

Outside of work, Crystal's kids are a huge part of her life and one of her greatest sources of pride. What makes her proudest isn't a particular achievement, but seeing them grow into kind people, especially when they choose kindness when no one is watching.

In her downtime, Crystal enjoys true crime documentaries, a good game of Uno, and whatever music her kids happen to introduce her to. She's even headed to a Sombr concert soon. Ask her who Sombr is, though, and the answer is basically, "Don't ask me, I'm just along for the ride!"

One of her favorite local spots is the Cabaret Theater in Ashland, and at the end of a long day, she's perfectly happy playing board games with the kids or, as she admits, "doom scrolling Facebook." Exciting? Maybe not. Relatable? Absolutely.

Christmas is Crystal's favorite holiday because it's more than one day; it's a whole season of giving, good food, family, and "good feels."

The Best Part of the Job

For Crystal, one of the best parts of coming to work is seeing everything she's lucky enough to be part of. But what she enjoys most is watching other people succeed.

Whether it's an employee developing new skills, a team accomplishing something together, or someone we support reaching a personal goal, Crystal loves seeing people grow and thrive.

She's also incredibly grateful for the people who believe in Pathway's mission and vision and carry it out

every day. "It makes a difference!"

A Perfect Day

Crystal's perfect day starts with sleeping in, with no interruptions and absolutely no guilt. Then comes the gym, coffee, and plenty of time to ease into the day. After that, she wants to be productive. There's just something satisfying about checking things off a to-do list. Apparently, that little feeling of accomplishment releases some pretty great endorphins!

She'd finish the day enjoying dinner with friends and family, relax with a good TV show or movie, and head to bed early.

Her perfect day can be summed up pretty simply: Sleep. Productivity. Food. Sleep. Sounds pretty good to us!

One Thing You Should Know About Crystal

If you've ever hesitated to walk into Crystal's office because you weren't sure how she might respond, she has a message for you:

"I'm not scary, even if my face communicates otherwise." If you have a concern, an idea, or simply want to talk, please come see her!

At the end of the day, Crystal's passion for Pathway comes down to people. She loves seeing people grow, watching teams succeed, and being part of an organization that makes a meaningful difference.

So, the next time you see Crystal with a cup of coffee in hand, checking something off her to-do list, or wearing what might look like a "scary" face, remember, there's probably a true crime documentary waiting at home, a board game to be played, and hopefully, a kid who listened the first time.



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
Homer W.	10/15
Sarah G.	10/16
David C.	10/18
Maria M.	10/20
Angela E.	10/21
Alicia C.	10/22
David D.	10/23
Abigayle H.	10/23
Nigel P.	10/27
Phil H.	10/29
Denise R.	10/31

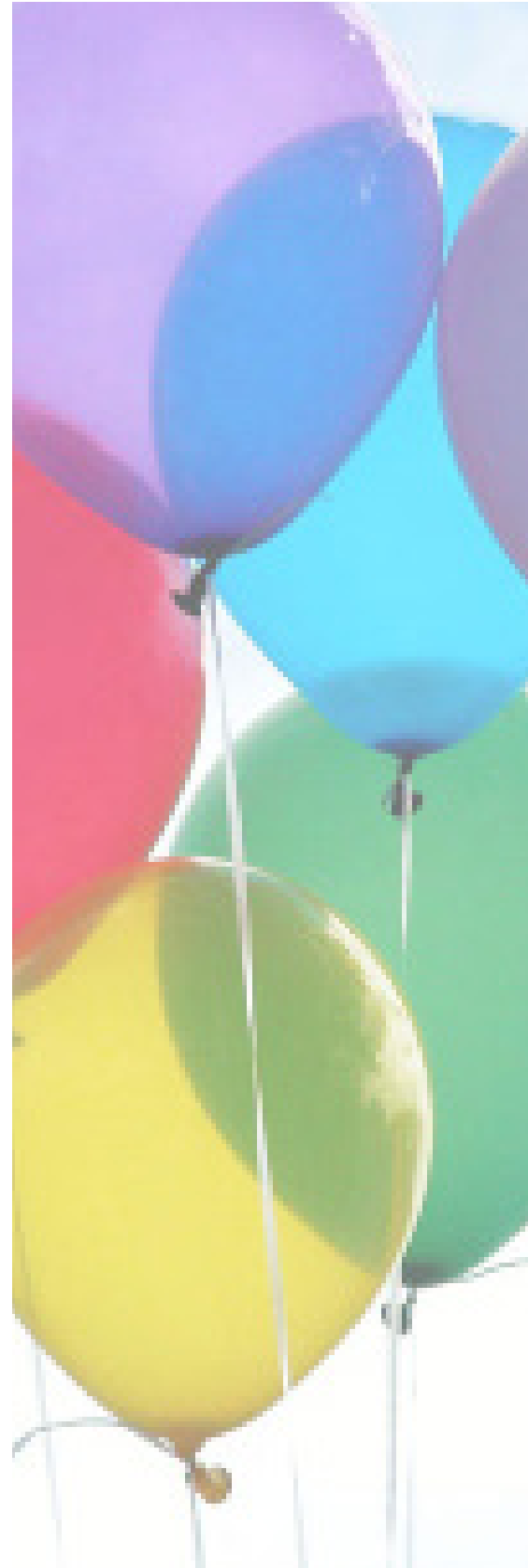
November

Kayla W.	11/01
Eric L.	11/02
Ruben R.	11/03
Whitney S.	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
Shannia M.	11/08
Linda K.	11/09
Nicholas M.	11/09
Britnye S.	11/09
Chelsea T.	11/10
Phillip M.	11/11
Kaori T.	11/12

Marie W.	11/12
Valen B.	11/16
Jacob C.	11/17
Braden B.	11/18
Linda B.	11/18
David M.	11/19
Megan H.	11/20
Jabe B.	11/20
Sean C.	11/20
Jasmine O.	11/20
Beth W.	11/20
LaToyya B.	11/22
Amy H.	11/22
John M.	11/23
Daniel A.	11/24
Vanessa L.	11/24
Madena C.	11/25
Jenn H.	11/26
Amanda H.	11/28

December

Erik P.	12/01
Norman C.	12/03
Zachariah M.	12/04
Alexia L.	12/06
Luis A.	12/09
Rosalie D.	12/09
Wendy P.	12/12
Johnathan C.	12/13
Myrtle B.	12/16
Matt O.	12/18
Jason S.	12/18
Elizabeth A.	12/19
Kaitlynn S.	12/19
Cori I.	12/23
Ramiro M.	12/23
Jessica L.	12/31
Jessica O.	12/31



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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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(including legal & financial counseling)*

1-800-316-2796

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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



🌐 www.unitednatives.org