Brenda Ackison is a well-deserving 2019 Works of Heart Award winner! Each year at ORA’s Northwest Conference, they announce 20 DSPs/Job Coaches from across the state, who have gone above and beyond, are positive role models, and assist people to be their best selves. Brenda has worked for Pathway for 5 years and is cross-trained for eight community homes, supported living, and job coaching. Brenda will be presented with the award at ORA’s Northwest Conference on Disability Services October 8-10, 2019.

As a relief staff, she often works 50 plus hours a week; wherever she is needed. Brenda works from her heart, striving to improve and support people in their homes, at work, and having fun!

Brenda lifts people up with her positive attitude and encourages them to never give up. She is a role model for all.

Brenda, her family, and many Pathway staff will be in Bend at the Works of Heart conference to watch Yvonne Ackison present Brenda her award.

Congratulations Brenda!

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Congratulations Brenda!
In Memoriam

Kathleen Merica was a kind and gentle soul. On August 27, 2019, Kathleen passed away unexpectedly at home. It’s in her passing that we have realized how many connections and friendships Kathleen treasured.

She showed us how to have a party and celebrate everything, how to cook, how to travel, and how to get pampered. She enjoyed helping others, and loved planning her next adventure. Kathleen lived a very full life; one with intention and gratitude. Her many friends, including staff and roommates at Boes House will miss her greatly.

Pathway Gives Back

Each year Pathway employees pick up a few extra school supplies to donate to an identified school. This year we donated over $400.00 worth of school supplies to all three 5th grade classes at Patrick Elementary! Principal Christina Beck and a few happy 5th graders greeted us to receive the donations.
Contract Services Update
Rick Simpson, Director

Pathway is currently in negotiations to start cleaning services to the new Siskiyou Rest Area and the Point of Entry, located in Ashland. The North bound Welcome Center was created to welcome and educate visitors entering Oregon from California. We will provide cleaning services twice daily, seven days per week. We expect the contract to begin by November 1, 2019.

Pathway paints has been staying especially busy painting homes and businesses in the Rogue Valley. We have been especially happy with our new partnership with the City of Medford! I expect work to stay steady through the winter for our paint crews.

Many thanks to all the hard work and dedication our employees pour into their work. The department is excelling in quality, quantity and volume of hours worked!

DON’T FORGET TO TAKE ADVANTAGE OF ALL OF THESE GREAT BENEFITS!

In addition to Moda Group Health benefits and Paid Time Off, eligible Pathway Employees are offered a variety of additional benefits including:

• Access to MyModa, including ‘Quit for Life’ smoking cessation support
• Employee Referral Bonus $$$
• Mercy Flights Membership
• Short Term Disability
• Life Insurance
• Supplemental Insurance (Aflac)
• Employee Assistance Program
• Competency-based Career Path
• Monthly “Perfect 6” Recognition
• 50% Off Membership at the Medford YMCA
• 401(k) Retirement Plan
• Dependent Care FSA/Medical Care FSA
• Tuition Reimbursement

SEE YOUR EMPLOYEE HANDBOOK, SUPERVISOR, OR HUMAN RESOURCES FOR MORE INFO!

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Welcome staff page 7
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Pathway Admin office will be closed in observance of the following holidays:
Veterans Day, Monday, November 11, 2019
Thanksgiving Day, Thursday, November 28, 2019
Christmas Day, Wednesday, December 25, 2019
New Year’s Day, Wednesday, January 1, 2020

Sign up to support Pathway while you shop!
You can also “donate now” online at www.pathway-inc.org/how-to-donate
Pathway Makes “100 Best Nonprofits to Work for in Oregon” List Sixth Year in a Row!

Pathway Enterprises once again made Oregon Business Magazine’s annual list of the 100 Best Nonprofits to Work For in Oregon. This year marked the 11th year of the 100 Best Nonprofits to Work For in Oregon survey highlighting workplaces with the happiest employees.

Pathway’s CEO, Becky Simpson, HR Director, Linda Knight, and Residential Director, Rochelle Doyle, attended an event in Portland on October 3 where the 100 Best Nonprofits were celebrated and the much-anticipated rankings in the October issue of the magazine were revealed. Pathway was named #14 out of 34 in the “large organization” category, and one out of only four in that category headquartered in the Rogue Valley.

Thank you to everyone that participated in the survey and for making Pathway one of the best places to work!
ORA Excellence Awards highlight Employer and Employee of the Year

The Oregon Resource Association (ORA) recently held its annual Excellence Award Banquet in Bend on September 19, 2019. Pathway celebrated the hard work and successes of people over the past year in categories such as Employee of the Year, DSP of the Year, and Public Employer of the Year.

Public Employer of the Year (QRF) is presented to a public employer who has, through their employment of people with disabilities receiving services from an ORA member organization, improved the lives of people with disabilities. Rick Simpson, Director of Contract Services, nominated and presented the award to Lee Randall, Director of Deschutes County Facilities Department.

Lee Randall has embraced and partnered with Pathway allowing the State Use program to take root in Deschutes County. He has worked to ensure a solid business foundation by transitioning contracts to the program and offering unique opportunities to help “jump start” the business. A great example of this is how Lee went outside of the regular contracts to hire employees on an additional hourly basis to staff jobs that are not slotted for outsourcing. Lee has taken extra care to educate county employees about the deaf and disabled employees working in their areas and has been fair minded and partner oriented in all of his decisions and communications. His contribution will have a long lasting impact on the county and work opportunities of people with disabilities.

Employee of the Year was presented to Dallas Hoover, accompanied by many Pathway employees and his grandfather. Ali Brown, Employment Director, presented Dallas with his award, highlighting the great progress Dallas has made since first working with him while he was in high school. Dallas’ personal growth includes moving from his childhood home to The Concord, where he enjoys an apartment of his own, and working for Daly’s Cleaning, ensuring medical offices at Asante are clean. Dallas is a wonderful example of achieving success through hard work and dedication.

Congratulations Lee and Dallas!
**Community Education Center Highlight**

We have been busy these past few weeks closing out our Summer Session, working together to harvest and maintain all the wonderful food and plants. We would like to introduce our new Assistant instructor at the Community Center, Marlene Veliz. Marlene joined us at the beginning of September and jumped right in to start learning the ins and outs of our classes. She comes to us with experience working for an organization that supported people with barriers, to enhance their skills and independence through classroom learning. She says she is looking forward to meeting more participants in the Fall Session. If you see her, say hi! Lastly, our music class would not be complete without a trip to Guitar Center. We had a blast playing the instruments and learning about the music around us!

![Community Education Center Highlight](image)

**Employer Partnerships**

Job Development is growing as we continue to build business partnerships. Outreach efforts include a recent presentation by Kimberly Larsen and Becky Simpson to the Central Point Rotary Club to discuss employment opportunities with local businesses. They addressed how to identify business needs and work with Pathway to find the right employee match for the business.

New business partners include: Central Point Police Department, Eagle Point Resort and Golf Course, Creative Supports, Inc., Barnes and Noble, and Albertsons. We anticipate working with the Crater Lake Council, Boy Scouts of America Headquarters and Quality Fence Company in the near future. If you know of any potential business partners, please contact Kim Larsen.
Welcome, April!

We are excited to welcome April Preston, RN. April grew up in Southern Oregon; went to school in Eagle Point, then completed her RN degree at Rogue Community College.

She lives in Trail, with her partner, and their two dogs and two cats. She has two adult daughters, and one 15-month old grandson she loves to play with. She enjoys hanging out with her family, spending time around her home, going four-wheeling on the weekends, and tending to her greenhouse and garden.

April wanted to get into this field because she really enjoys helping others, and enjoys spending time with people. We are so glad to have April on board. Welcome to Pathway!

Welcome back, Susie!

After four long years, Susie Walton returned from Arkansas! Susie worked for Pathway from 2008 to 2015 as the Employment Director and Assistant Director of Pathway. She created and implemented our first Community Education Center curriculum and taught many classes. She started Operation: Get a Job with Crater Transition students, and supervised many house managers. We are very happy that she is running the Bend Community Housing operation, and look forward to seeing how she can impact Central Oregon Services. Welcome Back, Susie!

Pictured: George Bravo, Central Oregon Contracts Manager, and Susie Walton, Director of Residential Svcs working on remodeling the new Bend home.
Pathway celebrated Direct Support Professional and Job Coach (DSP/JC) Recognition Week 2019 the week of September 8, 2019. This was an opportunity to show all the amazing DSP/JCs how much they are appreciated!

Raffle! Every DSP/JC employed with Pathway automatically received 1 raffle ticket. Then for every year each DSP/JC was employed with Pathway, they received an additional raffle ticket. Angie Smith, Lead Staff at Keene Way, was the winner of a $100 Visa!

We gave DSP/JCs the opportunity to nominate their fellow co-workers for some pretty special awards.

The Above & Beyond Award went to Amber Oppegaard a Job Coach within the Employment Department. Here is what some of her peers had to say:

“Amber always shows up with purpose, willing to assist wherever needed and not just within her own department… she doesn’t need to be asked, she just pitches in to help out…she handled a situation with poise, respect and compassion and left me feeling more confident to intervene as well based on her example.”

The Rainbow Award went to Stephanie Smith a DSP within the Supported Living Department. Here are what some of her peers had to say:

Stephanie believes in herself and it shows with confidence, patience and caring. When supporting others or talking with staff, Stephanie is a great listener and can say or show the positive side of a situation and always knows what to say immediately, and makes the person feel better and have a better day.

The Team Player Award goes to someone who consistently pitches in to help out when the need arises. This award goes to Michelle Schulze, a DSP at Comice House. Here are some of the things her peers had to say:

Michelle is an amazing DSP who helps everyone in any way that she can without hesitation; this is individuals we support as well as her co-workers. She works hard to ensure that things run smoothly around the house and is often thinking of her peers and making sure her duties are complete so that the next shift starts off on the right foot. She picks up extra shifts when needed and always with a smile on her face.

The Outside The Box Award award goes to an outstanding DSP/JC who consistently uses creative thinking to help solve problems and that would be Kyle Johnson, DSP from our Supported Living Department. Here are some of the nice things people had to say:

I have seen Kyle work some magic by thinking outside of the box to assist individuals with meeting their goals, experiencing more of life outside of their homes, and enjoying their community. One example when he was supporting someone at the library. When it was time to go, the individual would get upset and talk loudly to staff, often causing a disturbance. To help the individual with transitioning to leave, Kyle suggested using the phone alarm when it was time to go. The person responds well to the alarm, and understands it’s time to leave the library.

The Newbie Award goes to a DSP/JC that has been employed for less than one year with Pathway, but has already shown themselves to exemplify Pathway Core Values. In this short amount of time, this person has proven that they are in the right field and are a huge asset to Pathway. This award went to Kayla Silver, DSP at Ridgeway! Here are some of the nice things people had to say:

continued on next page
Kayla always comes to work with a great, ‘go-getter’ attitude. In the short time Kayla has been working with individuals at Ridgeway, she has really broadened her knowledge and shown how much she enjoys her job and the residents she helps support. Kayla had no experience in this field, but she has thrived from the beginning. She is kind, patient and engaging with the individuals she supports. She comes to work with a smile and excitement, ready to support the individuals with any of their needs or wants. She never backs away from a challenge - even if it scared or made her feel insecure.

The last award was the Veteran Award, given to a DSP/JC that has been employed three or more years, has a true passion for their job and shows it daily. This award goes to Brian Hettman, DSP at Larkspur. He’s been a DSP for Pathway for eight years now. Here are some of the nice things people had to say:

In the 8 years that Brian has worked at Pathway, he’s helped many different co-workers, and occasionally a new manager or two. Brian does a great job at ensuring his support is consistent and reliable, and in challenging times of change, residents seem to gravitate toward him for this. Brian is always in a great mood when coming to work. He keeps this positive attitude throughout his shift, and really cares about the individuals he’s supporting. Brian has helped train new staff over the years, and makes sure that they are comfortable and understand their role.

These six award winners received their award, a gift certificate, and lunch with Pathway’s CEO, Becky Simpson.

The Directors ran around all over town to get each DSP/JC their own personalized snacks, and a gift card to their favorite restaurants. But best of all, every DSP/JC is now wearing their own Pathway shirt with an awesome saying on the back, exclusive for the DSP/JCs of September 2019.
**2019 Picnic!**

Our Disney themed picnic was a big hit! Over 250 people enjoyed great food by Paisan’s Catering, PixiPrints Photo Booth, Face Painting, a huge bouncy house, a costume contest, 21 lottery baskets, and 2 great RSVP awards! We celebrated Allesandra’s birthday, Milestone Awards and our annual Special Awards. The big give-away was a trip to Disneyland for 4 or less people; hotel, and flight all paid by Pathway and 4 Park Hopper tickets donated by Disneyland (won by Kim Larsen)!

Congratulations to these award winners:

- **Community Partnership Award:** Laurel Brown, PA
- **Community Business Partner of the Year:** Del Hackworth, JC Building Resource Coordinator
- **Contracts Division Outstanding Leadership:** Tom Mullis, Contracts Area Manager
- **Outstanding Leadership Award:** Allison Holm, Program Manager, Larkspur
- **Employer of the Year:** Wendy and Mark Daly, Owners Daly’s Cleaning
- **Winston Robbins Award:** Tony Jimenez
- **Health and Wellness Award:** Jamie Johnson

See more pictures on the next page.
Pathway representing at this year’s Fourth of July Parade in Central Point

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HAPPY BIRTHDAY!
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!

Board of Directors

Sandra H. Crews, Chair
Educator, retired

Kristine Allison, Vice Chair
Chief of Police, City of Central Point

Toni Hernandez, Secretary
Owner Black Rock Coffee Bar and Parent

Wayne Brown
Retired Business Owner and Parent

Megan Sandlin
Special Education Teacher, Phoenix/Talent High School

Jennifer Horton
Administrative Manager, Siskiyou Cascade Resources

C.J. Shipley
PayneWest Insurance, Sales Executive/Commercial Ins.

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Perfect 6 Awards

JUNE
Corrinne D.
Lester S.
Alesia C.
Summer S.
Pegi B.
Amber O.
Crista C.
Laura C.
Kandy S.

Brad K.
Jeremy M.
Jacob M.

JULY
Kayla S.
Lester S.
Skye T.
Laura C.
Eliju J.

Kandy S.
Kelli L.
Amber O.
Jacob M.
Dawn B.
Angie S.

AUGUST
Carolelyn B.
Lester S.

Alesia C.
Jaime W.
Alyssa G.
Crista C.
Dawn B.
Jacob M.
Michelle S.
Taylor M.
Sarah R.