

A Warm Welcome from Pathway's New CEO, Crystal Golding

I will start by saying how thrilled I am to be stepping into the role of CEO. It is an immense honor to take on this leadership role, and I am deeply grateful for the trust and confidence that the board of directors and our leadership team have placed in me. I've had the privilege of working with Becky the past 15 years, and for 8 years prior to that, with her in Alaska.

A little about my history: I grew up in McGrath, Alaska, a small village of less than 500 people, with my parents and older sister. My parents were educators, and instilled in me the importance of lifelong learning and the value of empowering others through teaching and training. We spent a lot of time outdoors; learning survival skills and driving snow machines. When I started high school I worked as a cashier/stocker at the local grocery store in the evenings, and as a DJ at the local radio station on the weekends. These jobs provided me with a sense of responsibility and allowed me the opportunity to build stronger relationships within my small community. After high school I moved to Anchorage to attend college, where I earned an Associate Degree and a Bachelor's degree in Human Services from the University of Alaska, Anchorage. While in college I started a job at Assets, Inc., a provider agency that supports people with developmental disabilities and mental health conditions. This job was my introduction to the disability field, and really shaped my decision to pursue a future working in Human Services.

After graduating from college, I continued to work at Assets while also becoming a foster parent for a 12-year-old boy who had difficulty maintaining a stable home life due to his behavioral challenges. After one year I helped him transition back to living with his family. Through this experience I learned the profound impact of patience, compassion, and resilience when supporting someone through challenging times.

While at Assets I was lucky enough to meet Becky, and she was a pivotal part in guiding me throughout my employment. She encouraged me to work hard and look for opportunities to grow within the organization. I began as a Case Manager, was promoted to Community Services Manager where I oversaw residential and supported living services, and eventually became one of the Community Services Directors overseeing residential, supported living, and supported employment services.

Fast forward to one year after Becky became the CEO at Pathway, she called me asking me for help. Through our time together at Assets she knew I had the skills, knowledge, experience and drive to stabilize programs, and she offered me a position. I gladly accepted and began the journey of moving to Oregon. *Continued on next page.*



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

facebook: PathwayEnterprises
twitter: @PathwayOR
instagram: pathwayenterprisesinc

In July 2009 I moved to Central Point and began working for Pathway as a Residential Director. I was inspired by our mission, and love what the agency stands for and promotes. While there has been obstacles and difficulties along the way, there have also been so many incredible accomplishments, milestones and breakthroughs that I'm grateful to be a part of. I'm looking forward to leading a passionate team dedicated to making a positive impact, fostering sustainable growth and creating meaningful partnerships that further our mission.

Now, 15 years later, I've been blessed with a rewarding career, and two amazing girls, Addison (11) and Jemma (6), who keep me very busy! We enjoy spending time with our cat Gelato, playing at home, doing crafts and going to the pool when possible.

I want to share how thankful I am for each and every one of you that make Pathway such an amazing place to work. I hope to connect with you all in the very near future. Next time you're in the admin office, stop in and say hi!

Best,
Crystal

PATHWAY ANNUAL PICNIC
September 19, 2024
12:00-4:00 pm
Padgham Pavilion, Jackson County Expo

*Come dressed to impress
for a Hollywood/Award show!*

**Taco bar
by Casa Amiga**

**Talent show
and more!**

**We hope to
see you there!**

Celebrating an Era: Becky's Retirement Party

By Ali Brown, Chief Operating Officer

On Saturday June 15th, 125 guests witnessed a beautiful celebration as our CEO Becky Simpson bid farewell to Pathway at her retirement party. The event was held at Centennial Golf Club in Medford, and reflected her remarkable career as a leader and advocate for people who experience disabilities. Guests enjoyed an array of food, drinks and sweet treats, lawn games, and of course had fun with Boujee Pix photo booth!

The highlight of the afternoon was heartfelt speeches and tributes from co-workers, family members, friends and supported individuals, with the common theme being about how Becky has transformed the organization over the last 16 years, and did so with patience, consideration, respect, kindness and gratitude. Many spoke about her leadership style, and the countless ways she inspires everyone around her. She will be remembered for her incredible talent of being able to turn challenges into opportunities, and for leading by example.

As the party drew to a close, attendees were left with a sense of awe and admiration for Becky's remarkable career. The party was more than just a farewell; it was a testament to the legacy of a leader who inspired countless individuals, transformed an entire organization, and will continue to advocate for the rights and choices of people with disabilities.



Contract Services

By Rick Simpson, Contract Operations Director

Spring is upon us bringing sunshine, flowers, and dreams of camping trips. We are experiencing the uptick in vacations and preparing for the heat wave that will come. This year we are equipped with our ice and water station in the new shop to keep our folks cool and hydrated. Along with personal fans and schedules slowly shifting to earlier times we are keenly aware of the heat exhaustion dangers that are present for our maintenance, parks, landscape, and porter employees throughout the State.

Phil Hausman has recently taken over as the coordinator for Pathway Jackson County maintenance. His system-oriented approach and communication style is well suited for this assignment. Our long-time CEO Becky Simpson had supervised this group but as she is retiring, Phil will attempt to fill her shoes. We are all rooting for you Phil!

The City of Ashland has reached a critical financial dilemma and has decided to end all contract services with Pathway. It is sad to see a 30+ year customer go, but we completely understand the need to balance a budget. We wish them well and have left the door open for any future needs. In a like situation, the SOU Wellness Center is closing their doors in September and will be taken over by La Clinica. This is the last remnant of a long 30-year relationship with SOU. SOU once made up 95% of our department revenues and we managed to grow and diversify before losing most of their business in 2010.

Although we have seen the market in Jackson County shrink from Pandemic highs, it continues to expand in Bend. We are in negotiations for a large cleaning contract with ODOT Region 4, we are adding a county transfer station, and numerous new construction projects are underway that will increase the size of current customers. Our biggest concern there is where to find the workers we will need.

I want to give thanks to our employees in the field making things happen. Quality is up, operations are stable, and morale is good. My thanks to all and I hope you have wonderful Spring transition into Summer!

Employment

*By Khristian Andresen, Director of Supported Living and Employment Services;
and Stephen Patton, Manager Supported Living and Employment Services*

Exciting things are happening within the Employment department! Laundry is getting washed, parks and businesses are getting cleaned, and deliveries are getting made on time and on schedule. The laundry team is working together, giving one another compliments and exhibiting impressive team work. They are not the only ones benefitting from their jobs. Other laundromat patrons are receiving encouragement from their compassionate team. The patrons celebrate the hard work of the Pathway Laundry team, especially as they never fail to pause what they are doing in order to open the door for them, seeing that their hands are full. The team always leaves the laundromat better than it was before they arrived. Daniel and Erik are remaining safe in all divisions, and they are communicating with their job coaches more, making for a stronger, more productive team.

Congratulations to John on his upcoming 13-year work anniversary! John not only delivers packages, he delivers with a positive attitude and infectious smile. Pathway wants to thank John for all his hard work and for spreading positivity wherever he goes. Thank you, John!



Community Education Center

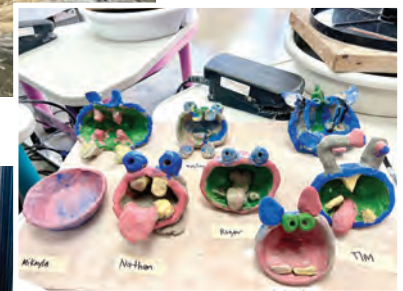
By Robin Reames,
Community Education Center Coordinator

Spring session at the CEC focused on bringing in guest speakers and learning skills outside of the walls of the classroom. The community center welcomed 7 experts in their field to talk to our students about their area of expertise. Detective Abbott came and talked to the Safety Skills class about how to stay safe in the community. Sam Matheny, Medford Fire Marshall, talked to our students about safety in the home. We had two guest artists teach Art class, and Sculpting class traveled to Talent Maker City to make and fire their own pottery. Summer Recreation class secured a pickle ball net and paddles, and a bocce ball set up, to learn new games at Pear Blossom Park. Art, Painting, and Photography classes are all preparing their work to enter in the 2024 Jackson County Fair. Fitness class logged over 15 miles walking during this session of class. Relationships class prepares for a friendship mixer on June 13th. Cooking and Snacks class helped prepare food for a community BBQ at the Concord. Garden class is growing beans, peas, tomatoes, onions, and herbs at the RCC community garden.

Miss Guyla finished up her teaching at both Crater and Ashland transition programs. Miss Robin and Miss Laura recently presented to the Medford transition program and look forward to serving those students in the new school year. Miss Leslie organized Gus the Bus for a full busload of Crater students to learn about riding RVTD. The CEC program continues to reach out to local high school transition programs to make for a more seamless transfer into adult DD services.

Summer Session is excited to announce we will be preparing a theater production of the Sound of Music at Rockafairy Theater in the Mall in September. Students will act, sing, sign, dance, build sets, design a program, and interview and photograph actors in the production. Students will work together to build community through the arts.

At midway through 2024, we are serving about 20% more students than in 2023, and continue to look for ways to expand both the capacity of our classrooms, course offerings, and meet the needs of more individuals seeking DSA services.



What's Happening in Bend!

By Susie Walton, Director of Community Services, Bend

Hello everyone, it was so good to see many of you at Becky's retirement party. Wow, what a send-off that was! Bend has been very busy this early summer. The Redmond house spent the spring cleaning up their backyard and getting their garden in. The guys, along with staff, worked hard to make their house and home look fantastic. Supportive Living, Bend, also put their own garden in as well. All the individuals pitched in and helped with the spring clean up. Supportive Living was so excited that summer arrived because that meant a break from school. Hezekiah house is busy with work and their various summertime activities. Lava house hosted a Bend send-off for Becky with a BBQ. Residents, staff, family, and friends were in attendance. Hoping everyone has a safe and healthy summer. And remember, if you find yourself in Bend, come see us!



Supported Living: Introducing Mrs. and Mrs. Duffy-Lee

On Wednesday June 19th, Keely and Deanna said “I Do.” The ceremony was held at Don Jones park in Central Point. They were surrounded by several friends and family members. The couple spent months planning and preparing for their special day. In true Deanna and Keely fashion, they chose to wear camouflage shirts and Dickies shorts. Deanna’s mom, Nikki, performed the ceremony and the couple wrote their own vows. Congratulations and best wishes for a long, happy marriage!



Meet Brad

Brad moved into Comice house at the beginning of April. He’s fitting in really well with his housemates and seems to be enjoying the Comice life! Brad is 77 years old and enjoys going out to eat and going to the movies. He does his work every day, which consists of shredding and cutting paper at home. Brad has a passion for his religion and loves his families’ dogs.

Get Social!

facebook: [@PathwayEnterprises](#) | twitter: [@PathwayOR](#)

instagram: [@pathwayenterprisesinc](#)

Welcome Ridgeway Program Manager



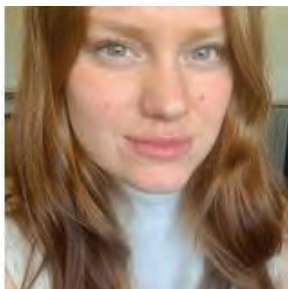
Jaymee Lejeune was born and raised near Sacramento, CA and permanently moved to Oregon in 2017. She is mother to a beautiful 5-year-old son and a 2-year-old chocolate Labrador. When not working, Jaymee enjoys time with her babies, at church, or making memories through adventures with the people she loves. “So far, 2024 has been a year of self-love and healing for me and I can undoubtedly say my employment with PEI has added to the experience!” notes Jaymee.

Jaymee’s background in supporting those who experience I/DD began when she was a child. Her brother was born with a Chromosome 2Q Deletion and she had a significant role in caring for him as the oldest child. “To this day, my baby brother is my hero. I have learned more from him and his outlook on life than any other human I have ever encountered and my purpose in my career stemmed from the lived experience he and our family faced throughout his journey.”

Jaymee knew she was meant to be in the care industry and as soon as she was old enough to join the workforce, she says she dove in headfirst. “I find so much joy in supporting individuals from all walks of life. I find my career to be wholesome and absolutely fulfilling to my purpose in life. My journey in my career has led me down many different paths, levels of care and types of support. I am grateful to be on board with PEI and hope to add to the culture of kindness and strengthen PEI core values at Ridgeway House.”

Please join us in welcoming Jaymee!

Welcome Stoneham Program Manager



Chelsea Tiedy worked a wide variety of jobs (including caregiving, waitressing, retail, detailing cars, and agricultural work) before coming to Pathway. A positive referral from a friend led her to apply as a DSP with Pathway at Redwood house. “I truly felt like I was making a difference in the individuals’ lives and it was very fulfilling,” notes Chelsea.

Chelsea became a Lead DSP to further grow with Pathway, cross-training at Redwood, Comice, Ridgeway, and Pinedale. Knowing she wanted even more of a challenge, she states, “I believe growth is very important, so I transferred from Redwood to Stoneham to give myself an entirely new and exciting challenge. It was not long after my transfer that the manager role opened and I happily applied for the role. In this position I took on a new range of responsibilities and challenges. I am grateful to be where I am today and I look forward to continuing to make positive impacts in the lives of the individuals that we support.”

Please join us in welcoming Chelsea!

HAPPY BIRTHDAY!

July

Ash P.	07/01
Kellie C.	07/01
Royal J.	07/02
Jonathan A.	07/02
Maribel G.	07/03
Adam G.	07/04
Lance B.	07/05
Susie W.	07/05
Kyle J.	07/08
Amber O.	07/08
Alex O.	07/10
Linda S.	07/11
Bella L.	07/12
Erik W.	07/16
Lacy L.	07/21
Kimberly A.	07/24
Ivan W.	07/25
Keely D.	07/26
Kyle S.	07/27
Leslie R.	07/31
Kaitlyn D.	07/31

August

Adam B.	08/01
Kaden M.	08/01
Dawn A.	08/02
Christopher E.	08/05
Rebeca N.	08/05
Jennifer K.	08/06
Doug S.	08/08
Brenda A.	08/10
Brenda C.	08/12
Cooper T.	08/12
Alessandra S.	08/15
Karl W.	08/16
Tamara T.	08/16
Marci R.	08/18
Evan J.	08/19
Bradley K.	08/19
Kelsie G.	08/20
Jason B.	08/22

Nicholas B.	08/22
Shanin B.	08/22
Danny L.	08/23
April B.	08/24
Michael H.	08/25
Charles S.	08/25
Salem D.	08/26
Donald R.	08/26
Kathy G.	08/26
Tabitha R.	08/30
Larisa M.	08/30
Ed T.	08/31

September

Rachael A.	09/02
Rachel H.	09/02
Mimi C.	09/03
Levi J.	09/03
Brittney H.	09/04
Sean S.	09/04
Rebecca S.	09/05
David F.	09/05
Brad R.	09/05
Virgil S.	09/08
Alexus M.	09/09
Callie R.	09/09
Tamera C.	09/10
Travis H.	09/12
Nicholas C.	09/14
Angelo F.	09/17
Gustavo H.	09/18
John K.	09/18
Sara J.	09/18
Jesse H.	09/22
Jacklyn B.	09/22
Dan M.	09/22
Aaron C.	09/23
Carolelyn B.	09/24
Rhona G.	09/26
Diane W.	09/27



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
- 50% Off Membership at the Medford YMCA
- 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 Plan****
*Free counseling and resources
(including legal & financial counseling)*

1-800-316-2796

www.mutualofomaha.com/eap



BOARD OF DIRECTORS

Sandra H. Crews, Chair
Educator, retired

C.J. Shipley, Vice Chair

Toni Hernandez, Treasurer
Owner Black Rock Coffee Bar and Parent

Jennifer Horton, Secretary
Administrative Manager, Siskiyou Cascade Resources

Josh Abbott
Central Point Police Department

Jessica Pedemonte
Attorney, Pedemonte Law

Wayne Brown, Honorary member
Retired Business Owner and Parent

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!

Sign up to support Pathway while you shop!

For more info or to donate online, visit
www.pathway-inc.org/how-to-donate

