

our [mission]

Pathway Enterprises, Inc. is committed to ensuring adults with disabilities are offered opportunities to live, work, and recreate in their communities so they may experience personal growth, integration and independence.



1600 Sky Park Drive, Ste 101
Medford, Oregon 97504

www.pathway-inc.org

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Updates from the CEO

Looking back on 2024, it's amazing to see all that has happened at Pathway. This year has brought its share of excitement and challenges, but what stands out to me the most is the dedication and hard work of our team. Together, we've made it a remarkable year for the people we support and the customers we serve.

One of this year's greatest achievements was earning the #4 spot in the large business category of Oregon's 100 Best Nonprofits to work for. This remarkable honor wouldn't have been possible without our incredible employees. You can find more details about this on page 4.

Over the past 6 months in my role as CEO, I've focused on recruiting new board members to strengthen Pathway's leadership. Our board members generously volunteer their time, bringing valuable expertise to help ensure the organization runs smoothly and effectively. Finding individuals with the right skills and willingness to take on this important responsibility can be a challenge. This year, we specifically sought representation from a self-advocate and someone with a background in banking. I hope to be introducing new board members in the next newsletter! If you know someone who might be interested in serving on Pathway's board of directors, please don't hesitate to reach out to me for a conversation.

To express our gratitude to the board of directors for their dedicated service, the leadership team introduced a new concept: a board "social." This event gave us the opportunity to connect on a personal level while celebrating our accomplishments over the past year. This year, we visited Cascadia Axe for an evening of axe throwing, which was a fantastic experience! If you haven't had the chance to go yet, I highly recommend it. It was such a fun night!



Continued on next page

core [values]

Communication | Teamwork | Professionalism | Opportunity | Attitude

Throughout this past year our managers and directors embraced growth and innovation through a series of professional development trainings led by Ginger Johnson. These sessions enhanced their skills in fostering collaboration, effective communication and inspiring their teams. Through these trainings, our leaders have gained valuable tools to better support their staff, creating an environment where growth and excellence thrive. These investments in professional development continue to strengthen our leadership foundation, ensuring we are well-equipped to meet the challenges and opportunities of the future.

Finally, our admin office has been undergoing an exciting transformation with a significant remodel. We've relocated our training room to Suite 106, creating a more functional space, and converted Suite 105 into three additional offices to accommodate growth and our increasing need for space. A big thank you to everyone who has patiently endured the noise and construction over the past few months to make this possible!

Thank you all for your dedication and hard work in making Pathway an amazing place to work once again this year. Your contributions are truly what make this organization thrive. Here's to continued growth, success, and many more years of shared accomplishments together!



Sincerely,

A handwritten signature in black ink, appearing to read 'Crystal Golding'. The signature is fluid and cursive, with a large loop at the end.

Crystal Golding
CEO, Pathway Enterprises, Inc.

Did you know: Endings and beginnings are deeply symbolic in cultures worldwide. The New Year is often seen as a “reset button,” rooted in the idea that every ending creates space for new opportunities. For example, many cultures light candles, clean their homes or eat specific foods (like lentils for luck in Italy or grapes for wishes in Spain) to embrace a fresh start. It’s a universal reminder that every conclusion brings the chance to begin again—full of hope, potential, and maybe a little sparkle.



Contract Services

By Rick Simpson, Contract Operations Director

2024 was a year of change and improvement. It feels like we have finally left the chaos of Covid behind and things are starting to become familiar again. Turnover has returned to normal making for stable teams, happy customers, and more mission. This is a welcome change after 4 years of challenges. I continue to be very thankful to the incredible people who managed the obstacles and made our mission possible!

In November there was a significant change in Bend. Paul Beaupre left his job as Area Manager. He had been in that position since 2021. He was replaced by Supervisor Travis Harney. Travis spent the past 4 years in Medford as the supervisor of the floor service team. He has extensive experience in all aspects of operations and as we expected he hit the ground running. He has done a terrific job over the past couple of months and is implementing improvements throughout the Bend operation. Travis, thank you so much for your leadership!

We were blessed with the full time return of our Klamath Falls Supervisor Ruben Rodriguez. Ruben is back on the job after a long absence and is once again making our buildings and reputation shine in Klamath Falls. We sorely missed you, Ruben!

All of our supervisors have been busy spreading the holiday cheer. They have been distributing full packs of goodies from Costco including chocolates, fruit, bakery items, and other delectables as well as gift cards and company well wishing.

Pictured are Southern Oregon Area Manager Devon Simpson (Yellow) and Department 390 Supervisor Nate Araynos (Red) spreading cheer with Santa hats, Poncho's (recent gift from a traveling employee), and garbage bags of goodies!

I am happy to say that there is no bad news to be had as we continue to grow, refine, improve and prosper! Thank you all for being part of the Pathway family and I hope you have a wonderful holiday season!



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Pathway Ranks #4 in 100 Best Nonprofit Survey

By Linda Knight, Human Resources Director

The 2024 100 Best Nonprofits to Work for in Oregon list showcases nonprofit organizations with exceptional workplace practices, based on employee surveys. Scores are calculated out of a total of 700 points, with employees evaluating five key areas: work environment, management and communication, mission and goals, career development and learning, and benefits and compensation. In addition, participating nonprofits are independently assessed on their employee benefit offerings. Survey feedback consistently highlights the importance of competitive compensation, comprehensive benefits and opportunities to create a meaningful impact through work. Employees frequently highlight specific benefits, such as mental health coverage and flexible scheduling, which enables employees to care for themselves as well as their communities.

Organizations are ranked by size: large (50+ employees), medium (25-49 employees) and small (24 or fewer employees). Pathway, with its 180 employees, competes in the large organization category, striving to be recognized as one of Oregon's best nonprofits to work for. The insights we gain from these surveys are invaluable, enabling us to continually improve and maintain a workplace culture that employees can take pride in.

Pathway has participated in the survey since 2014, when we ranked 16th among large organizations. Taking the feedback seriously, we've consistently worked to improve and 16th remains our lowest ranking to date! Over the years, our rankings have included, 15th, two 14th, 12th, 9th, 7th and two 4th placements. (The survey was not conducted in 2021 due to COVID-19.) This year, in 2024, we are thrilled to announce that, out of 63 large participating nonprofits, Pathway has once again achieved the **#4 ranking!**

We are incredibly proud of this recognition, which reflects the trust and satisfaction of our employees. It's a testament to the commitment of our team to make Pathway a truly outstanding place to work.

To our hardworking employees: thank you for all you do to enhance the lives of those we support and the customers we serve. This achievement wouldn't be possible without you!



Community Education Center

By Robin Reames,
Community Education Center Coordinator

Fall session at the CEC has been busy! We had 165 student contacts this session- the most to date! Students went on field trips to the Bigham Farms pumpkin patch, bowling at Lava Lanes, Photography class took photos at the Jacksonville cemetery, and made a 2025 calendar with all their amazing photography. Relationships class put on a Friendship Mixer, with music, food, and get-to-know you games. Music class had an Irish band play for them, and two songwriters worked with our students to write a song using both Spanish and English lyrics entitled Mosquito, about a Burrito. :) Look for a video with the song coming out soon!

We sadly and warmly say Adios to our Spanish translator, Laura, as the language grant runs out at the end of this year. Words cannot adequately convey the value Laura has brought to the classroom, interpreting for Spanish-speaking students, connecting with ESL families, service coordinators, and local non-profits agencies about the services Pathway provides. Laura also teamed with a CEC teacher to develop our first Spanish class for students. Her position at the CEC has touched all of our lives and we will never be the same having met her.

Winter session begins December 30th and runs to March 21, 2025. We wish everyone in our little neck of the woods a peaceful, joyous and productive 2025!



A Heartfelt Farewell

By Ali Brown, COO

In September 2023, Pathway was awarded a grant from the Office of Developmental Disability Services (ODDS) to hire a bilingual instructor for our community education center. The purpose of the grant was to enhance our capacity by providing translation services to individuals with intellectual and developmental disabilities (I/DD) whose primary language is Spanish or American Sign Language (ASL).

Initially, we struggled to find the right candidate after interviewing a few applicants. Feeling discouraged, we brainstormed new ways to promote the position. Around that time, Robin Reames and I attended a self-advocacy event hosted by the ARC of Jackson County, where we met Laura. She was there as a Direct Support Professional (DSP), supporting a young man, and her vibrant, animated energy stood out immediately. Robin learned that Laura was from Argentina, spoke Spanish fluently, and had some knowledge of ASL. Intrigued, Robin encouraged her to apply for the position, and we were thrilled when she accepted. Laura joined our team in late February, fully aware that the grant funding would conclude on December 31, 2024.

Over the past 9 months, Laura has surpassed all expectations. Her exceptional work ethic, drive to create meaningful change, and hands-on approach have been invaluable. She actively engages with participants and has developed a strong bond with one student and their family, who primarily speak Spanish. Laura has also played a key role in outreach efforts, including presentations to case managers and families, to identify and connect with more Spanish-speaking individuals. While the increase in Spanish-speaking students has been modest, her work has significantly impacted students with various communication barriers. Ultimately, her dedication embodies the heart of our mission and makes a profound difference in the lives of those we serve.

We are deeply grateful for Laura's unwavering dedication, passion, and the positive energy she brings to our team and the individuals we serve. Her efforts have not only expanded our reach but also strengthened the connections within our community. Thank you, Laura, for your incredible contributions-you have truly made a lasting impact, and we are so fortunate to have you as part of our journey. We hope our paths remain connected and that we have the opportunity to collaborate again in the future.



Holiday Festivities

By Khristian Andresen, SL and Employment Director

The first Pathway Christmas party since COVID-19 was a heartwarming celebration filled with Santa, crafts, cookies, music, and lots of joy. Hosted at the Pathway admin office, the event welcomed individuals from our residential homes and Supported Living program.

Guests enjoyed taking photos with jolly old Saint Nick, who handed out goodie bags filled with crafts and festive candy. Attendees spent the afternoon crafting tree ornaments, savoring delicious snacks, and sipping hot cocoa in a cozy, holiday-themed atmosphere. The venue's decorations and cheerful holiday music set the tone for a festive and inviting experience.

To ensure a sensory-friendly environment, people arrived at staggered times, allowing everyone to fully enjoy the event at their own pace. The party was a beautiful success, thanks to the efforts of Cory Clithero, Ash Pine, and Cheri Sanford. Here's to many more joyous celebrations in the years to come!

SANTA HO HO HO



KODAK 35MM FILM



NAUGHTY OR NICE



SANTA HO HO HO



KODAK 35MM FILM

KODAK 35MM FILM



PARTY TIME



HAPPY HOLIDAYS

What's Happening in Bend!

By Susie Walton, Director of Community Services, Bend

Hello to all! Bend is ready to celebrate and ring in the New Year!

Autumn brought lots of changes and growth including new jobs and more independent living for residents.

For Thanksgiving, all the Bend households gathered at Hezekiah for food and fellowship. For Christmas, each household cooked their own feast with turkey and each person's favorite dish. Santa's Elves were busy and gathered gifts and spread joy to all.

From Bend to you, we wish each of you a Happy New Year. May it bring all that you wish!



Supported Living Friendsgiving

By Khristian Andresen, SL and Employment Director

On November 20th, the Supported Living Team, alongside job coach Derek, hosted our second annual Friendsgiving dinner for individuals we support and their families. It was an evening filled with warmth, laughter and a true sense of community.

This year we decided to put a personalized twist on the traditional Thanksgiving feast. We reached out beforehand to ask everyone about their favorite Thanksgiving dishes, focusing on the ones that brought back special memories of family gatherings and holiday traditions. Our goal was to recreate those cherished memories, making the evening even more meaningful.

The carefully curated menu did not disappoint! Guests enjoyed a variety of favorites, including corn casserole, pasta salad, classic deviled eggs, and a crowd-pleasing banana cream pie.

We ended the evening with a toast in celebration of another wonderful year together. The success of our Friendsgiving dinner is a testament to the commitment and dedication that our team and the people we support bring to everything we do. We can't wait to see what next year's Friendsgiving brings!



ORA Works of Heart Award Winner

By Brittney Hettman, Residential Director

Every October, the Oregon Resource Association (ORA) hosts its annual Northwest Conference, featuring a celebratory dinner where they announce the winners of the prestigious Works of Heart Award. This award honors Direct Support Professionals (DSPs) across Oregon who demonstrate exceptional dedication and compassion in their work supporting individuals who experience intellectual and developmental disabilities.

Each year, ORA receives numerous nominations from providers across the state, which are carefully reviewed by a panel of judges who select the winners. This year, we are excited to announce that our very own Katelynn McMurtrey from Larkspur House has been recognized with this incredible honor!

Since joining Larkspur in January 2023, Katelynn has cultivated meaningful relationships with residents, built on trust, patience, respect, and genuine commitment to their well-being. She consistently goes above and beyond, focusing on each individual's interests and ensuring they feel heard and valued.

When Katelynn notices someone is feeling down or discouraged, she takes the time to engage with them, offering positive conversation and emotional support to help lift their spirits. Her upbeat personality and unwavering optimism are truly infectious, and she ensures that every person she supports knows they have a voice and feels empowered to advocate for their needs and desires.

Katelynn exemplifies what it means to be a DSP, demonstrating her commitment to enhancing the lives of those she supports every single day. Pathway is incredibly fortunate to have her on our team.

Please join us in congratulating Katelynn on this well-deserved award! Thank you, Katelynn, for your unwavering dedication and for making a meaningful impact in the lives of those you serve daily.



Works of
Heart

HAPPY BIRTHDAY!

January

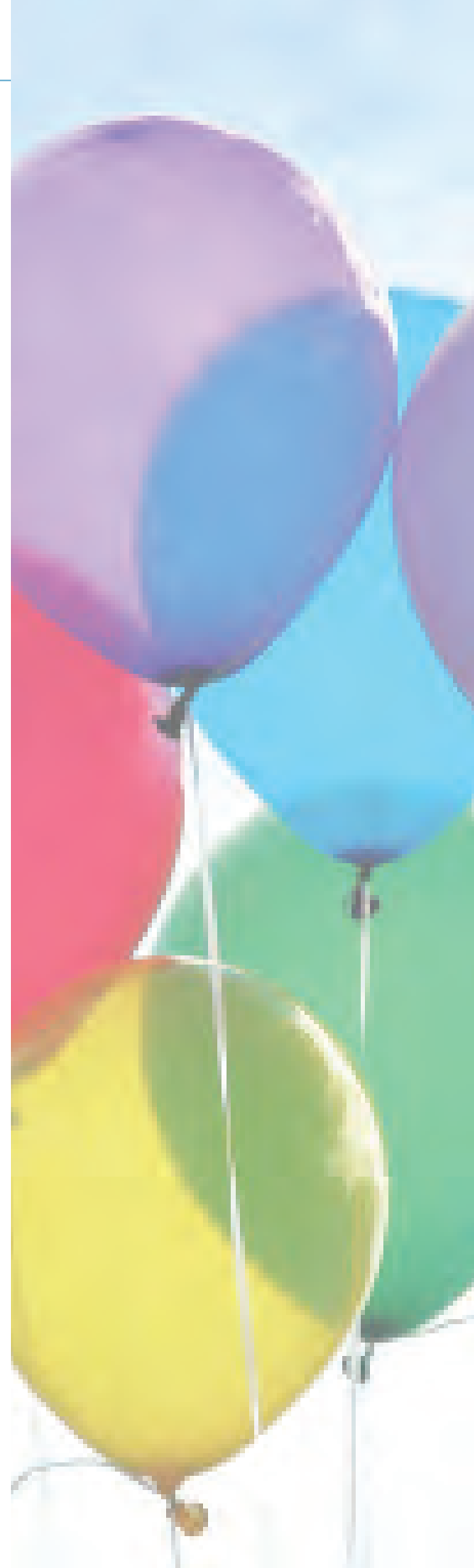
Tammy C.	01/01
April W.	01/02
Linda C.	01/03
Charis B.	01/11
Jordan B.	01/17
Jesus L.	01/17
Haylee R.	01/17
Khristian A.	01/21
Theresa O.	01/28
Guyla W.	01/28
Tony D.	01/21
Jonathon C.	01/23
Justin C.	01/23
Rebecca R.	01/25
Maura C.	01/29
Samuel S.	01/29
Sherlie S.	01/31

February

Gloria C.	02/01
Orion W.	02/02
Sierra N.	02/03
Laura D.	02/08
Janae E.	02/08
Sandy B.	02/09
Robert F.	02/09
Steven H.	02/09
Daniel W.	02/09
Abigail M.	02/10
Cindylee P.	02/12
Tyler H.	02/19
Richard M.	02/20
Daniel H.	02/28
Kelleen L.	02/28

March

Krystal M.	03/02
Nicole S.	03/03
Michael K.	03/04
Brayden C.	03/08
Lucas Y.	03/10
Steven C.	03/12
Drea P.	03/12
James K.	03/16
Theresa H.	03/21
Michelle S.	03/22
Jeffrey L.	03/24
Catherine C.	03/27
Nathaniel A.	03/29
Kylie C.	03/30



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 Program****

*Free counseling and resources
(including legal & financial counseling)*

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Jessica Pedemonte

Attorney, Pedemonte Law

Safety First!

The management of Pathway Enterprises, Inc. holds the safety, health, and welfare of our employees in high regard. We constantly strive to maintain a safe and healthy work environment.

Remember to report any on-the-job injuries or unsafe conditions you observe to your immediate supervisor no later than the end of your daily shift, or as soon as possible following treatment.

Let's all stay safe so we can better serve the individuals we support!

FREE TELEHEALTH MENTAL HEALTH SERVICES

AVAILABLE IN 11 STATES

Our nonprofit is currently offering **FREE** telehealth Mental Health counseling to Native Relatives.

Requirements

- Reside in CA, CO, FL, LA, MN, NV, NM, NY, OR, TX, WY
- Proof of Tribal Enrollment
- Each participant receives 2 assessments and 10 counseling sessions

Schedule an Appointment: Email or Call Us at:

therapy@unitednatives.org

Call/Text: 602-799-8187



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