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## YEAR IN REVIEW

### *Executive Director, Ryan Dowd, Reflects on Highlights and Accomplishments from the Past Year*

- We initiated Board Orientation for any new Board Members to Pathway Services, with the assistance of Mike Schneider, our Quality Improvement Coordinator.
- I had a sit down with CD Davidsmeyer to discuss House Bill 793, which would eliminate sub-minimum wages for places like Pathway by 2029. The main message was Pathway does not want to take money away from any of our folks currently working for a wage, whatever amount that might be.
- We created a Communications Coordinator position to assist with marketing, fundraising and promoting sales by working with local businesses as the spokesperson for Pathway.
- We initiated our Pathway Pop-Ins, which is a one-hour meeting over lunch made and served by the people we support, where each Director has the opportunity to inform the general public about the work of their respective department. During their visit they receive a tour of the building to see the work that is done by our CDS program and then they are sent off with a bag of Pathway swag, including information about our businesses, samples of our dog biscuits and ways to donate.
- We hosted an Epilepsy Forum with the folks from Streater Unlimited, which was an informational session about Epilepsy, open to all of Jacksonville and the surrounding communities.



- We opened our doors to Executive Director Amie Lulinski and The Arc of Illinois for another information session about the work of The Arc and challenges facing the state of Illinois in terms of funding and providing services for adults with intellectual and developmental disabilities.
- I also met with the Mayor's Commission on Disabilities and Human Rights to discuss House Bill 793 and the unintended consequences on a majority of the people we support who are able to work under 14c, only to see that opportunity swept out from under them with the House Bill as written.
- We filmed our third and fourth commercials for RMC Theaters through 1better.net. Our third commercial focused on our CDS program, our Residential program and we interviewed some of the people supported about why they choose Pathway. The fourth commercial focused on our supported employment opportunities.
- Thanks to CDS Director, Michael Elmore and his staff, we officially kicked off the production of our aforementioned dog biscuits, Bow-Wow Bits, which are made by the people supported by Pathway. We currently sell them at The Attic and a few stores around town. We also feature them at the Farmer's Market, where we have our own space, and soon will be introducing Pathway's Plants and Produce to the Farmer's Market.



- We created three Vocational Trainer positions to assist with employment development and job coaching.
  - We initiated discussions with the Division of Rehabilitation Services to contract for Job Placement and Supported Employment. We also initiated paperwork to enroll in the State Use Program of Illinois to provide further paid work opportunities for people supported.
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- Thanks to HR Director, Amanda Jamison and her staff, we had the most successful hiring event ever for Pathway, bringing in close to twenty applicants to the event, while hiring eleven. Additionally the turnover rate has been reduced from 46% last year to 34% this year, which is unheard of in our field.
- Thanks to Residential Director, Anna Siragusa and her staff, we have seen an incredibly positive impact in her department under her leadership. Turnover in the residential department has always been hit the hardest at Pathway, but since Anna's inception almost a year ago, we've seen great improvements.
- Thanks to the work done by Finance Director, Tammy Holaway and her staff, we were asked by George Bengel with the DHS rates department to assist them with implementing their new ROCS billing system for the entire state of Illinois.
- We created a Memorial Wall at Pathway Plaza for both staff and people supported who we've lost over the years. With an assist from Judy Tighe and her son, we have two beautiful murals.







### ***In Memoriam***

We extend our sympathies to Pathway's family and friends.



George J.



Ricky M. .



Betty W.



Timmy S..



Michael R.



Nellie S.



Ron A.



Paula L.



Lisa H.

### ***Welcome New Board Members***

**Michelle Freed, Jeremy Turner and Rabbi Rob Thomas** have all joined the Board of Directors, filling open vacancies.

Other board members include **Koert Brown** (President), **Karen Werries** (Vice President), **Martin Copeland** (Secretary), **Daphne Spradlin, Jlm Harper, Meredith Blevins, Jean Hembrough, Jane Breen, Norma Moreland, Vicki Mullis, and Holly O'Neil.**

The board meets the fourth Monday of each month at 6 p.m.

# **Pathway Employee Spotlight**

## **Pathway's New Employees**

### **Registered Nurse Trainer**



Pictured: Linda Eilering

### **Facilities Manager**



Pictured: Jon Dertz

### **Residential Program Facilitator**



Pictured: Robb Zeller

### **Supervisors**



Pictured left to right: Destiny  
Schmidt, Melissa Campbell

### **Qualified Intellectual Disability Professional- (QIDP)**



Pictured left to right: Ethan Grogan (Residential), Kori Brant (CDS), Sierra  
Ingram (Residential), Jamie Gish (Vocational), Sarah Hicks (CDS),  
McKenzi Gauges (Residential)



# Pathway Promotions

**Residential  
Program Facilitator**



Pictured: Lacey Birk

**Community Day  
Services Facilitator**



Pictured: Linda  
Jackson

**On-Call  
Registered Nurse**



Pictured: Nikesha  
Slater

**Communications  
Coordinator**



Pictured: Jessica  
Brogdon

## Pathway Recognitions

This year Pathway had two major milestones to celebrate. One is Deb Boston reaching 50 years of service. The other milestone is celebrating our 60th year in operation.



It truly is something when you think about how many different areas in Central Illinois are impacted by Pathway. Deb began her life's mission in 1974 and recently celebrated her 50th year of service on September 19. Deb states, "To summarize 50 years, what an endless road of the experiences, challenges, friendships and countless memories and pleasure of working alongside and watching the individuals experience a variety of different ventures in their lives. Also, the opportunity and pleasure of working alongside staff regardless of their job capacity and the board of directors."

Pathway currently supports close to 80 people in its residential program and 100+ people in its Community Day Services program. It is incredibly impressive that Pathway has been around in one capacity or another for a remarkable 60 years. That is a lot of service and a lot of assistance to folks with disabilities throughout its existence. I have no doubt that Pathway will be around for another 60 years. - Ryan Dowd



# ***Annual Meeting - Award Winners - June 2024***

## **Employee Years of Service Recognition**

- 5 Year: Carla Davis, Betty Jarvis, Shelby Kniffin, Tiffany Morris, Taylor Quinn, Alex Randall, Haley Ransom
- 10 Year: Anna Van Hyning, Cathy Williams
- 15 Year: Robin Fromme, Terri Trent
- 20 Year: Ellen Perkins
- 25 Year: Tonya Crosier, Teri Selway, Teresa Todd
- 40 Year: Steve Seymour

**Partner of The Year -  
Westown Ford**

**Business of The Year - West  
Central Mass Transit District**



## ***People Supported Awards***

- Up and Coming: Jessica P., Adam W., Reggie S., Naomi B., Luke L., David R., Robert W., Brandon S., Michael K., Michelle W., Laura P., Caroline W., Thomas F., Wyman H., Fred H., Eric M., Samuel L., Jack T.
- Contributing Citizen: Amber R., Jesse M., Pete O.
- Pathway to Independence: Amanda M.
- Pure Heart: Christopher C., Tanner C.
- Endurance: John S., Tim S., Richard M., Ron A.
- Helping Hand: Adam W., Keyoko B.

# ***The Pathway Pride***

Pathway Services Unlimited, Inc. has initiated a new giving platform, known as The Pathway Pride. As Pathway continues to promote the Agency to Jacksonville and the surrounding communities, we are offering a platform for those interested in supporting our Mission to contribute to the Agency.

The Pride offers six different giving levels. Every General Member of Pathway is a Contributor to the Agency, as the price to be a member is currently \$50.

- **The Contributor Level ranges anywhere from \$1 to \$499 through the course of the year.**
- **The Partner Level is the next level of the Pride, ranging from \$500 to \$999 during the year.**
- **The Angel Level ranges from \$1,000 to \$2,499.**
- **The Ambassador Level ranges from \$2,500 to \$4,999.**
- **The Champion Level ranges from \$5,000 to \$9,999.**
- **And finally, the Founder Level includes any donation to Pathway of \$10,000 or more.**

Pathway has been incredibly fortunate to have loyal donors to the Agency year after year, as well as those who helped get The Pathway Plaza up and running. These folks will be recognized on what will become Pathway's Legacy Wall in the months to come.

Anyone interested in contributing to The Pathway Pride can contact our Communications Coordinator Jessica Brogdon at 217-479-2320 or at [jbrogdon@pathwayservices.org](mailto:jbrogdon@pathwayservices.org). If you contribute to The Pathway Pride at the Partner Level or above, you will be recognized in our Annual Report and at our Annual Meeting, along with being added to the Legacy Wall.

We look forward to growing this platform as Pathway continues to grow.







## Yes, I want to contribute to The Pathway Pride!

Name

\_\_\_\_\_

Address

\_\_\_\_\_

Email

\_\_\_\_\_

Phone

\_\_\_\_\_

- ☐ Founder Level  
\$10,000+
- ☐ Champion Level  
\$5,000-\$9,999
- ☐ Ambassador Level  
\$2,500-\$4,999
- ☐ Angel Level  
\$1,000-\$2,499
- ☐ Partner Level  
\$500-\$999
- ☐ Contributor Level  
\$1-\$499

☐

**I do not wish to have my donation made public**

**Please clip and return this form, along with your contribution, to:**  
**Pathway Services 1905 W. Morton Jacksonville, IL 62650**  
**You may also donate by visiting [www.pathwayservices.org](http://www.pathwayservices.org)**  
**and click on Help Support Us**



1905 W. Morton  
Jacksonville, IL 62650