



California Indian Manpower Consortium, Inc

The CIMC Movement: Creating Positive Change for Native Communities

Program Year 2011

Annual Report



As first Americans, we walk in the present, with our eyes on the future and the past in our hearts.

We advocate pride in our cultural integrity. We honor the spirit that ensures continuity of the sacred circle.

Our team of caring professionals:

- ◆ *Empowers Native Americans to achieve excellence*
- ◆ *Revitalizes our communities*
- ◆ *Embraces the challenges of the 21st century*

CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

BOARD OF DIRECTORS

OFFICERS

Chairman

Benjamin Charley, Jr.
Bishop, California

Vice-Chair

Arlene Craft
Banning, California

Secretary

Linda K. Wenzel
Lone Pine, California

Treasurer

Robert H. Smith
Pala, California

GEOGRAPHIC SERVICE AREA REPRESENTATIVES

Chicago

Clarissa St. Germaine
Chicago, Illinois

Eastern Sierra

Joyce Alvey
Bishop, California

Escondido

Shelia Smith-Lopez
Pala, California

Redding

Stacy Dixon
Susanville, California

San Jacinto

Jackie Wisepirit
Temecula, California

Sacramento

Glenda Padilla
Auberry, California

Ukiah

Elizabeth Hansen
Redwood Valley, California

NAWIC (ex-officio)

Erna Smith
Oakland, California

NATIVE AMERICAN WORKFORCE INVESTMENT COUNCIL

Members of CIMC's Native American Workforce Investment Council represent private and Native American employers, community based organizations and educational institutions who are committed to the advancement of Native Americans and their future generations. The Council's mission is to advise, assist and guide CIMC in the development and implementation of training programs for Native Americans. The Council is also responsible for identifying and opening doors to employment opportunities for trained and qualified Native American job seekers.

Richard Anderson, Actor

Entertainment Industry, Beverly Hills, California

Ben W. Bendel, Retired

Pacific Gas & Electric Company, Granite Bay, California

Jesse D. Burnett II, Executive Director

Northern California Tribal Economic Development Consortium, Inc. Nice, California

Tilford Denver

Bishop Paiute Tribe, Bishop, California

Walter D. Gray III, Owner

Native Sons Enterprises, Talmage, California

Jack Jones, Writer/Producer

Corporate Productions, Las Vegas, Nevada

Barbara E. Karshmer, Attorney at Law

Law Office of Barbara Karshmer, San Francisco, California

Kathy Martinez, Retired

California State Personnel Board, Sacramento, California

Brooks D. Ohlson, Director Center for International Trade Development

Los Rios Community College District,
Sacramento, California

Joseph Podlasek, Executive Director

American Indian Center, Chicago, Illinois

Margie M. Scerato, Accountant

Tribal Business Representative, Valley Center, California

Erna Smith, Retired

USDA Forest Service, Oakland, California

Benjamin Charley, Jr., Chairman, Board of Directors

California Indian Manpower Consortium, Inc.,
Bishop, California

The California Indian Manpower Consortium, Incorporated Program Year 2011 Annual Report is a publication printed in Sacramento, California in accordance with the By-Laws of the California Indian Manpower Consortium, Inc. This Annual Report, published in response to Article XV, Section 5, Annual Report to Members, of the By-Laws, is available upon request.

This publication is a fulfillment of the requirement for a means

of the Corporation's own existence. This document in no way promulgates politics nor demeans any issue or person or persons; this publication is a tool of and for information only. Any additional information of the Corporation may be found on the internet at www.cimcinc.org or be obtained by calling (916) 920-0285 or mailing correspondence to California Indian Manpower Consortium, Inc., 738 North Market Boulevard, Sacramento, California 95834.

California Indian Manpower Consortium, Inc.

PROGRAM YEARS 2011-2012 CIMC MEMBERSHIP (AS OF OCTOBER 24, 2012)

Chicago Geographic Service Area

- American Indian Association of Illinois - Chicago, IL
- American Indian Center - Chicago, IL
- American Indian Health Service of Chicago, Inc. - Chicago, IL
- American Indian Studies - UIUC - Urbana, IL
- Metropolitan Tenants Organization - Chicago, IL
- Native American Support Program University of Illinois at Chicago - Chicago, IL

Eastern Sierra Geographic Service Area

- Big Pine Paiute Tribe of the Owens Valley - Big Pine, CA
- Bishop Paiute Tribe - Bishop, CA
- Bridgeport Indian Colony - Bridgeport, CA
- Fort Independence Reservation - Independence, CA
- Kern Valley Indian Council - Lake Isabella, CA
- Lone Pine Paiute-Shoshone Reservation - Lone Pine, CA
- Owens Valley Career Development Center - Bishop, CA
- Owens Valley Indian Housing Authority - Bishop, CA
- Toiyabe Indian Health Project, Inc. - Bishop, CA

Escondido Geographic Service Area

- Campo Band of Mission Indians - Campo, CA
- Iipay Nation of Santa Ysabel - Santa Ysabel, CA
- Indian Health Council, Inc. - Pauma Valley, CA
- La Jolla Band of Luiseño Indians - Pauma Valley, CA
- La Posta Band of Mission Indians - Boulevard, CA
- Mesa Grande Band of Mission Indians - Santa Ysabel, CA
- Pala Band of Mission Indians - Pala, CA
- Pala Cupa Cultural Center - Pala, CA
- Pala Fire Department - Pala, CA
- Pala Youth Center - Pala, CA
- Pauma Band of Mission Indians - Pauma Valley, CA
- Rincon Band of Luiseño Indians - Valley Center, CA
- San Pasqual Band of Mission Indians - Valley Center, CA
- Southern California Tribal Chairmen's Association - Valley Center, CA

Redding Geographic Service Area

- Berry Creek Rancheria - Oroville, CA
- Cortina Rancheria - Williams, CA
- Elk Valley Rancheria - Crescent City, CA
- Enterprise Rancheria - Oroville, CA
- Feather River Tribal Health, Inc. - Oroville, CA
- Fort Bidwell Paiute Indian Reservation - Fort Bidwell, CA
- Lassen Indian Health Center - Susanville, CA
- Local Indians for Education, Inc. - Shasta Lake, CA
- Mechoopda Indian Tribe - Chico, CA
- Modoc Lassen Indian Housing Authority - Lake Almanor, CA
- Mooretown Rancheria - Oroville, CA
- Nor Rel Muk Wintu Nation - Weaverville, CA
- Pit River Tribe - Burney, CA
- Roundhouse Council - Greenville, CA
- Susanville Indian Rancheria - Susanville, CA
- Wintu Tribe of Northern California - Shasta Lake City, CA
- Yurok Indian Housing Authority - Klamath, CA

Sacramento Geographic Service Area

- Big Sandy Rancheria - Auberry, CA
- Buena Vista Rancheria - Sacramento, CA
- Central Valley Indian Health, Inc. - Clovis, CA
- Cold Springs Rancheria - Tollhouse, CA
- Dunlap Band of Mono Indians - Dunlap, CA
- Ione Band of Miwok Indians - Plymouth, CA
- North Fork Rancheria of Mono Indians of California - North Fork, CA
- Picayune Rancheria of Chukchansi Indians - Coarsegold, CA
- Sierra Mono Museum - North Fork, CA
- Sierra Tribal Consortium, Inc. - Fresno, CA
- Southern Sierra Miwuk Nation. - Mariposa, CA
- The Mono Nation - North Fork, CA
- Tuolumne Me-Wuk Tribal Council - Tuolumne, CA

San Jacinto Geographic Service Area

- Cahuilla Band of Indians - Anza, CA
- Chemehuevi Indian Tribe - Havasu Lake, CA
- Costanoan Rumsen Carmel Tribe - Pomona, CA
- Fort Mojave Indian Tribe - Needles, CA
- Indian Child and Family Services - Temecula, CA
- Morongo Band of Mission Indians - Banning, CA
- Native American Environmental Protection Coalition - Temecula, CA
- Reservation Transportation Authority - Temecula, CA
- Riverside-San Bernardino County Indian Health, Inc. - Banning, CA
- Santa Rosa Band of Cahuilla Indians - Anza, CA
- Soboba Band of Luiseño Indians - San Jacinto, CA
- Torres-Martinez Desert Cahuilla Indians - Thermal, CA

Ukiah Geographic Service Area

- Bo-Cah-Ama Council - Fort Bragg, CA
- Cahto Tribe of Laytonville Rancheria - Laytonville, CA
- Dry Creek Rancheria Band of Pomo Indians - Santa Rosa, CA
- Guidiville Indian Rancheria - Talmage, CA
- Hopland Band of Pomo Indians - Hopland, CA
- Indian Senior Center, Inc. - Ukiah, CA
- InterTribal Sinkyone Wilderness Council - Ukiah, CA
- Lake County Citizens Committee on Indian Affairs, Inc. - Lakeport, CA
- Northern Circle Indian Housing Authority - Ukiah, CA
- Redwood Valley Rancheria - Redwood Valley, CA
- Redwood Valley Rancheria - JOM - Redwood Valley, CA
- Robinson Rancheria - Nice, CA
- Round Valley Indian Tribes - Covelo, CA
- Scotts Valley Band of Pomo Indians - Lakeport, CA
- Sherwood Valley Rancheria - Willits, CA
- United Native Housing Development Corporation - Ukiah, CA

EXECUTIVE DIRECTOR'S REPORT

During Program Year 2011, we remained committed to creating a positive change throughout our Native communities through the delivery of quality programs and services. Our Workforce Development Program services and the Sacramento Employment and Training Administration (SETA) Youth Program provided an extensive and impressive range of educational, skills and job training opportunities throughout the respective program service areas. We graduated our 12th Session of promising Native Entrepreneurs. We continued the dissemination of information to the Indian and Native American (INA) WIA grantee community as well as continued the provision of training and technical assistance, resources and support to improve the administrative capabilities for these programs as we wrapped up our work under the U.S. Department of Labor Technical Assistance and Training grant. We are evaluating the Census 2010 and American Community Survey data to make sound recommendations on the methodology to be used for future funding of our job training programs. We remain involved in the WIA reauthorization discussions, dissemination of information and strategy development. The staff of the California Indian Manpower Consortium, Inc. continue to strive to meet the respective objectives for all of the programs of CIMC. As in the past, our accomplishments during Program Year 2011 reflect the untiring work of the CIMC staff, the direction provided by our CIMC Board of Directors and our Advisory Boards, and the continued support of the CIMC Membership.

As in previous years, Program Year 2011 demanded enormous energy and dedicated staff efforts in providing the ongoing program services to individuals and families seeking help, many for the first time, in a stressed economy and turbulent times. We have expanded and enhanced our work for referrals, partnerships and collaborations on behalf of our Indian and Native American communities as we are unable to meet their needs with shrinking budgets. We continued to provide Native Employment Works (NEW) Program services through our Workforce Development Program. The Child Care and Development Block Grant (CCDBG) Program continues to coordinate and provide exceptional child care services to families from our participating tribes. Our Elders Program continues on behalf of thirteen tribes and provided 41,345 meals to our participating elders, trained 37 caregivers and continued to served as the umbrella unit for our Volunteers In Service To America (VISTA) team. The Community Services Block Grant (CSBG) Program provided essential emergency services to eligible American Indian families and individuals far beyond expectations. The Rural Business Enterprise Grants (RBEG) continued work to support Native trade and Native entrepreneurial development. We implemented a grant award from the Administration for Native Americans, a social media initiative - our Native Digital Nations Project. The goal is to enhance employment opportunities and empower clients to fulfill their career goals through digital skill development. Our accomplishments in Program Year 2011 are attributed to the expertise, dedication, and untiring efforts of our caring CIMC team of professionals.

In total, 3,020 workforce development customers received services in Program Year 2011. There were 76 youth participants enrolled. For the first time since 2006 when the Indian and Native American Programs were mandated to meet State Common Measures outcomes, CIMC met all three Common Measures performance outcomes issued by the U.S. Department of Labor (DOL) for Program Year 2011.

CIMC remains committed to keeping the Indian and Native American programs at the national level. We are also working to strengthen a DOL/DINAP Partnership with the Indian and Native American programs. It has been my privilege to continue serving as

Chairperson of the Native American Employment and Training Council. In addition to participation on a number of Council Work Groups on reporting, information technology, Census and effective management, I have dedicated time and effort to foster a relationship with the Secretary of Labor and Assistant Secretary for Employment and Training Administration. In May of this year, Assistant Secretary Jane Oates made a visit to our CIMC Central Office. Although we have made some progress, it is a disappointment to report that our work is far from done. But with the support and blessings of the CIMC Board of Directors, I will continue to do my part to meet the challenges facing the Indian and Native American WIA programs. CIMC will continue to have a strong voice and significant role in the current WIA issues as well as the WIA Reauthorization effort.

It continues to be a privilege to serve as Treasurer of the National Indian and Native American Employment and Training Conference (NINAETC) Executive Committee. CIMC has also maintained our very important place in the boardrooms of numerous Local Workforce Investment Boards and the State of Illinois Workforce Investment Board. Our participation on and with these Boards builds strong relationships and a vehicle for additional resources for our Native people through the WIA One-Stop systems. Our involvement will continue in Program Year 2012.

On the regional and national level, Program Year 2012 will be the most challenging since our incorporation 34 years ago. We will experience a \$308,000 budget cut in the WIA Program at a time when the unemployment and jobless rates are the highest and the competition for jobs is fierce. We will spend a fair amount of time educating and establishing a stronger and united voice for support of our very vital programs to a potential change in Administration in Washington, D.C. as well as an ever-changing Congress. CIMC will continue to stand united in working towards solutions to social, economic, employment and training needs of Indian people and communities. At home, we will continue to work harder and closer with our Membership. CIMC will remain involved and stand committed to further policies and provisions, under WIA which are consistent with the law, with federal Indian policy (including tribal sovereignty), and which protect our ability as Indian tribes and organizations to meet the needs of Indian people and communities.

CIMC will continue our efforts to further develop our programs to benefit adults, youth, and communities through technology. During Program Year 2012, we will further the development of Year Two of our Native Digital Nations Project. As the need or opportunities arise, we will enhance and expand our technology efforts.

Detailed information about our accomplishments of Program Year 2011 and challenges we shall strive to meet during Program Year 2012 are included in the Program Reports contained herein. CIMC will continue to enhance the quality of service and provide programs to address the unmet needs of our people and our communities.

We truly embrace and are committed to **"creating positive change for our Native communities."** Thank you to the CIMC Membership, CIMC Board of Directors, CIMC Native American Workforce Investment Council, CNEOF Advisory Board, Communication Advisory Committee and CIMC Staff - - Your support and continued commitment is second to none. In closing, Thank You for the opportunity, privilege and pleasure to work for and with you to accomplish the success and further the goals of the California Indian Manpower Consortium.

Lorenda T. Sanchez
Executive Director

California Indian Manpower Consortium, Inc.

Main Focus of Workforce Development Activities

Through its eight Field Offices, CIMC's Workforce Development (WD) Program continues to provide its clients with the highest quality employment and training. The WD staff strives to build personal connections with every client, and is thereby able to provide individualized services, identify their clients' barriers, and implement strategies to achieve their employment goals. CIMC's numerous partner agencies, which include Tribes, TANF programs, and One-Stop centers, complement and supplement the services that CIMC provides its clients. The main focus in Program Year 2011 was to assist clients with the necessary skills (resume development, interview techniques, appropriate dress, etc.) to help them secure employment. Field staff maintained close relationships with clients to help them address any future barriers that may hinder staying employed.

Enrollment Strategies

To effectively assist their clients to secure employment, WD staff have been in constant pursuit of new job openings and leads. Staff members used online, print, and person-to-person resources to uncover employment opportunities. Staff also researched high demand and emerging labor market sectors for potential employment opportunities. Staff attended employer job fairs to meet employers and ascertain which positions were available for client referral. Staff enrolled participants throughout the entire program year, and based on funding availability, provided work-related services.

Youth Activities

CIMC's commitment to Native youth during this program year reflects a greater commitment to the future of Native America. WD staff focused on skills development with youth participants, which include job-readiness training and career assessments. These trainings and assessments were intended not only to increase the employability of these youth participants, but

also to instill in them a sense of professionalism and accomplishment. WD staff sought out area businesses that not only offered applicable work opportunities, but also environments that supported growth and learning.

Participant Outreach Activities

Providing assistance to the hard to serve and most in-need clients continues to be one of CIMC's top priorities, though field staff strive to reach all potential clients. The outreach process included attending community events and meetings, personal interactions with community leaders and members, posting brochures and fliers at various partner agencies, and maintaining regular contact with Tribal entities. Partner organizations and agencies are especially important to the outreach process, as CIMC continued to utilize them for referrals.

Employer Outreach Activities

To satisfy the demand for employment opportunities, WD staff continued to seek new partnerships with employers and businesses and maintain existing relationships. To accomplish this goal, WD staff attended job fairs and job share meetings, conducted reviews of online and print job listings, and personally met with employers.

Linkages and Partnerships with Other Agencies

In this time of economic recession, partnerships and linkages with other agencies have never been more important. WD Staff established relationships of mutual support and cooperation with their local agencies, not only to assist clients with employment and training needs, but also to provide them with resources in other areas of their lives. The WD Staff understand that for their clients to have a real chance at obtaining gainful employment, they need stability in all parts of their lives, and only through the cooperation of multiple specialized agencies can they secure this.

DOMESTIC HUNGER GRANT PROGRAM

During Program Year 2011, the Chicago Based Operations Workforce Development staff successfully administered funds from the Evangelical Lutheran Church of American to provide emergency food services.

PROGRAM YEAR 2011 WORKFORCE INVESTMENT BOARD PARTICIPATION

During Program Year 2011, California Indian Manpower Consortium, Inc. was an active board member on eleven Workforce Investment Boards (WIBs) within its service area: the State of Illinois, State of Iowa (counties of Clinton, Scott and Muscatine) and the State of California.

The boards include:

- Chicago Workforce Investment Council – Cook County - Illinois*
- Employer's Training Resource Workforce Investment Board - Inyo, Mono, Kern Counties - California
- Mendocino County Workforce Investment Board - California*
- Mother Lode Workforce Investment Board - Amador, Calaveras, Tuolumne and Mariposa Counties - California
- Workforce Investment Board of Solano County - California*
- Sacramento Employment and Training Agency - Sacramento County, California
- San Bernardino County Workforce Investment Board - California
- Riverside County Workforce Development Board - California
- Golden Sierra Workforce Investment Board – Alpine, El Dorado and Placer Counties - California
- Lake County One-Stop Partner Board - California
- Yolo County Workforce Investment Board - California*

*Memorandum of Understanding (MOU) in place

In addition, the following memorandums of understanding (MOUs) or partnership agreements are in place between the following agencies:

- San Diego Workforce Investment Board and CIMC
- San Joaquin County Employment and Economic Development Department and CIMC
- Iowa Region 9 Chief Elected Officials and Regional Workforce Investment Board and Region 9 Workforce Development Partners/ CIMC
- Northern Rural Training and Employment Consortium and the Shasta County One-Stop Partners
- Bottomless Closet, Inc. and CIMC
- U.S. Department of Agriculture Forest Service - Pacific Southwest Region and CIMC
- U.S. Department of Agriculture Forest Service, San Bernardino National Forest and CIMC

WORKFORCE DEVELOPMENT PROGRAM YEAR 2011 SERVICE AREA



WORKFORCE DEVELOPMENT PROGRAM YEAR 2011 FIELD OFFICES

CHICAGO BASED OPERATIONS

1630 West Wilson Avenue, Chicago, Illinois 60640
(773) 271-2413; (773) 271-3729 - fax

EASTERN SIERRA FIELD OFFICE

1337 Rocking W Drive, Bishop, California 93514
(760) 873-3419; (760) 872-3989 - fax

ESCONDIDO FIELD OFFICE

35008 Pala Temecula Rd. - PMB#34, Pala, California 92059
(760) 742-0586; (760) 742-3854 - fax

FRESNO FIELD OFFICE

5108 E. Clinton Way - Suite 127, Fresno, California 93727
(559) 456-9195; (559) 456-8330 - fax

REDDING FIELD OFFICE

2540 Hartnell Avenue - Suite 1, Redding, California 96002
(530) 222-1004; (530) 222-4830 - fax

SACRAMENTO FIELD OFFICE

738 North Market Boulevard, Sacramento, California 95834
(916) 564-2892; (916) 564-2345 - fax

SAN BERNARDINO/SAN JACINTO FIELD OFFICE

21250 Box Springs Rd. - Ste. 204, Moreno Valley, CA 92557
(951) 784-9962; (951) 784-9945 - fax

UKIAH FIELD OFFICE

631 South Orchard Avenue, Ukiah, California 95482
(707) 467-5900; (707) 467-5964 - fax

WORKFORCE DEVELOPMENT PROGRAM YEAR 2011 PERFORMANCE

WORKFORCE INVESTMENT ACT CSP PROGRAM YEAR 2011

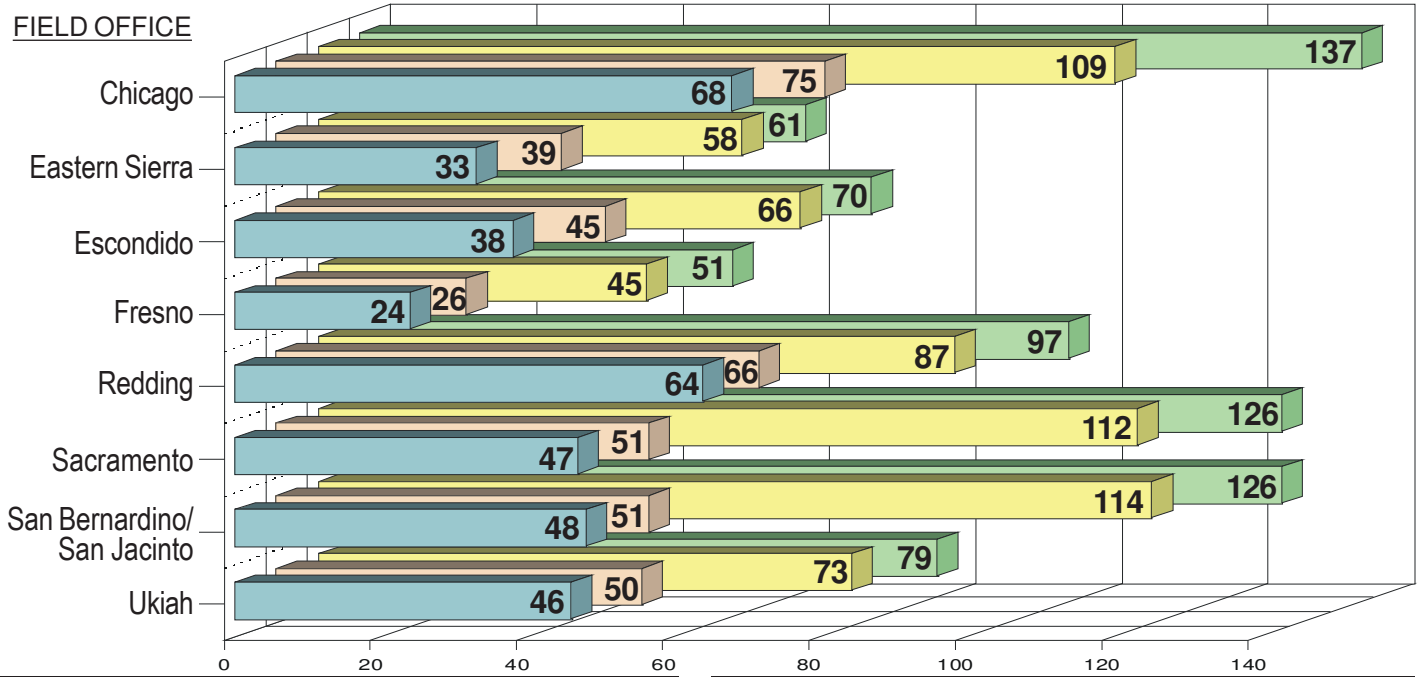
Total Participants Served	747
Total Exiters	664
Entered Unsubsidized Employment	403
Achieved Entered Employment Measure	368

SETA YOUTH PROGRAM SERVICES (SACRAMENTO COUNTY)

Total Enrollments 30

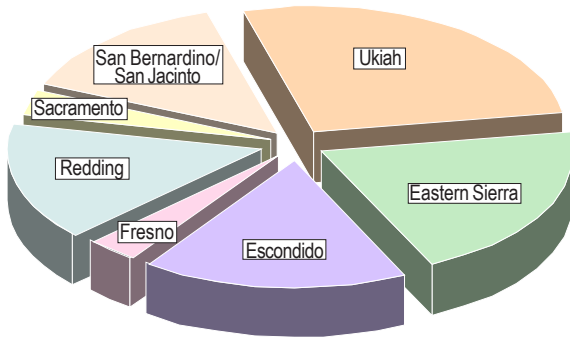
Performance Outcome
100% Enrollment Rate

FIELD OFFICE



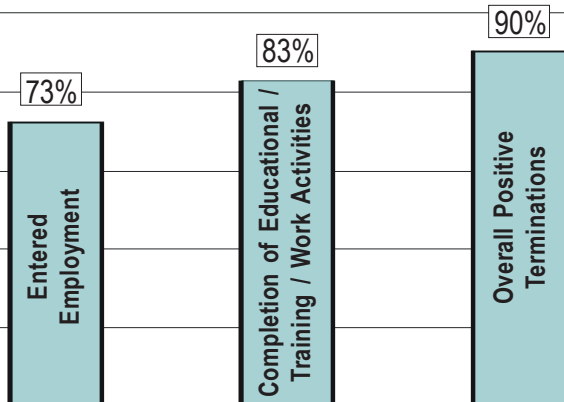
NATIVE EMPLOYMENT WORKS PROGRAM

Program Year 2011 Enrollments by Field Office (Total - 93)



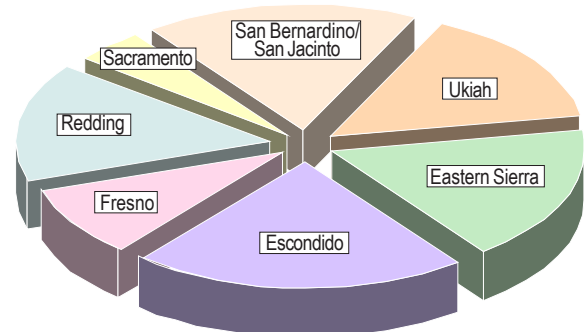
NATIVE EMPLOYMENT WORKS

Program Year 2011 Performance Outcomes



TRIBAL SUPPLEMENTAL YOUTH SERVICES

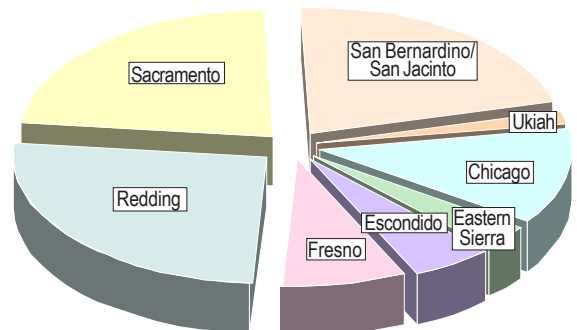
Program Year 2011 Enrollments by Field Office (Total - 46)



100% Attained Two or More Goals

Core Services (self-directed only)

Program Year 2011 by Field Office (Total - 2,180)



In September 2011, CIMC received a three-year grant from the Administration for Native Americans (ANA) to administer the Native Digital Nations (NDN) project. The purpose of NDN is to enhance employment opportunities and empower CIMC participants to fulfill their career goals through digital skills development.

At the end of three years, the NDN project will have completed a Master Social Development Policy and Strategy. This will be done through a number of activities that will work to integrate technology and media tools to benefit staff and clients.

Project Year 1 Activities:

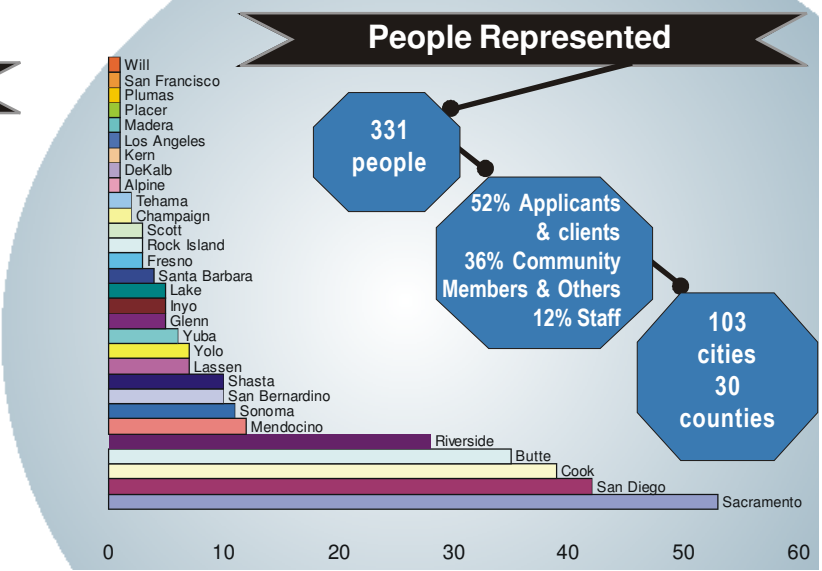
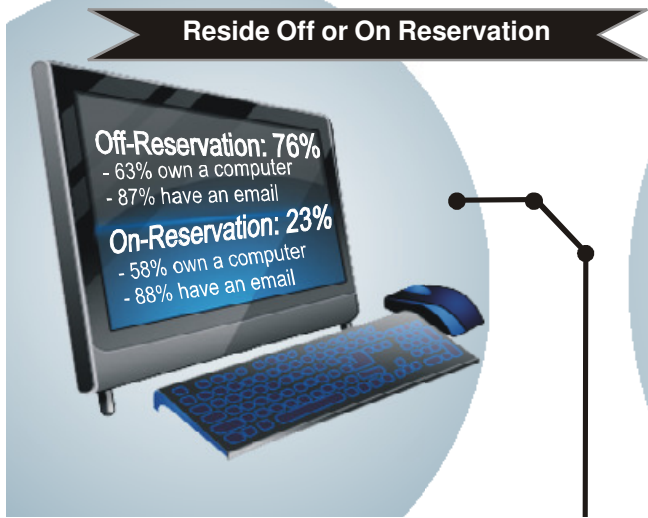
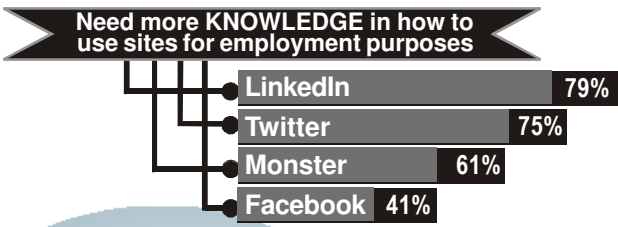
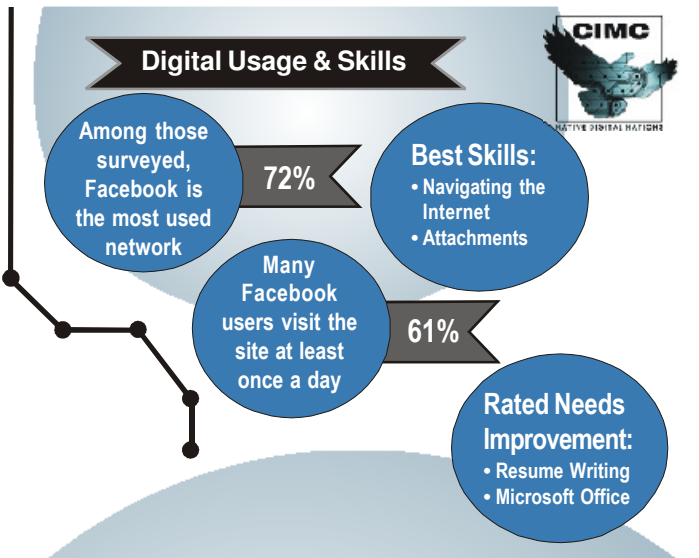
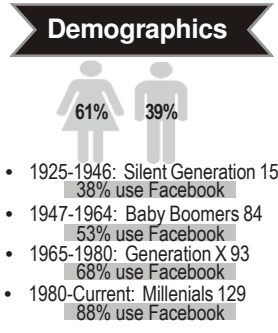
- Participating CIMC Field Offices: Chicago Based Operations; Redding Field Office; and Sacramento Field Office
- A Communication Assessment of CIMC’s service area was completed with 331 people, 103 cities, and 30 counties represented. The assessment results indicated a need for

more knowledge in learning how to utilize social networks for employment purposes.

- Digital Literacy and Digital Responsibility trainings were developed to provide staff and clients more training on computer basics, online job applications, social media sites, privacy protection, and maintaining a professional online presence.
- A Communication Advisory Committee (CAC) was established and meets quarterly via webinars to provide important community guidance on project activities.
- Technology upgrades for some client computer labs and participating field offices including new computers, servers, and printers.



2 0 1 2
COMMUNICATION ASSESSMENT
Native Digital Nations
 Results and demographics from the Communications Assessment administered by the CIMC Native Digital Nations Project



CIMC was awarded funds from the Sacramento Employment and Training Agency (SETA) for the SETA Youth Services Program. Services are available for individuals, aged 18 through 21 years of age, who are not attending school or employed, live in Sacramento County, meet Federal income guidelines, and have at least one additional barrier.

Several youth were recruited by distributing flyers at functions and gatherings that are frequented by American Indian youth and their families. Staff scheduled personal recruitment visits with employees of Shingle Springs Tribal TANF, Sacramento Native American Health Center, California Rural Indian Health Board, Capitol Area Indian Resources, Inter-Tribal Council of California, various community centers, probation and juvenile agencies, and Native education groups.

During Program Year 2011, 30 interested youth were determined eligible, assessed and enrolled into the youth program. Participation was encouraged for all of the youth to stay involved and the goal, upon completion, is to have youth enroll in higher education or obtain employment.

It was a challenge to keep their interest in the subjects, to keep them engaged in the activities and to make contact with them on a regular basis. This was a definite learning experience for everyone involved.

Mandatory Activities for All Youth to Complete:

- Pre-Employment Workshops
- Work Readiness Training
- Leadership Elements
- Green Workshop
- Service Learning Activity:
- Work Experience
- Improvement of Basic Education

Activities Offered Depending on Individual's Interests and Needs:

- College Preparation
- Occupational Skills Training
- Secondary School Completion
- Alternative Secondary School Completion Services
- Leadership Development Opportunities
- Positive Social Behaviors
- Resume and Interview Preparation
- Peer-Centered Activities, Mentoring and Tutoring
- Comprehensive Guidance and Counseling
- Supportive Services and Follow-up Services

Through remaining grant funds and a purchase order agreement with the U.S. Department of Labor, CIMC has provided capacity building to the Indian and Native American (INA) Workforce Investment Act (WIA) Section 166 grantees and Public Law 102-477 grantees. The tasks included in this grant support and contribute to the overall improvement of performance of the WIA Section 166 program and PL 102-477 Programs. During Program Year 2011, activities included:

- **Support for National Technical Assistance and Training (TAT) Conferences** - Administered costs associated with: the creation, reproduction, and distribution of training materials; procurement of services of selected trainers; executive committee travel to plan and facilitate the TAT needs of the 33rd National Indian and Native American Employment and Training Conference held in April 2012 in Marksville, Louisiana; equipment and facilities, communications; and other related costs.
- **Peer-to-Peer On-Site Technical Assistance** - Supported travel of selected WIA grantees to provide in-depth on-site technical assistance to other INA WIA grantees.
- **Logistical Support for Multi-Regional TAT Meetings** - Provided support with the 2011 Eastern and Midwestern Multi-Regional Employment and Training Conference and the 2012 Western Regional Workforce Investment Act Conference.
- **Logistical Support for the Native American Employment and Training Council** - Provided support for Native American Employment and Training Council to improve overall WIA grantee performance and provide recommendations to the Secretary of Labor.
- **Logistical Support of Council Work Groups** - Provided support for census, information/technology, reporting/performance measures, effective management and "Our Story" historical research work groups to provide recommendations to the Native American Employment and Training Council.
- **Targeted Technical Assistance for Public Law 102-477 grantees** - Provided technical assistance in support of the demonstration effort under the Indian Employment, Training, and Related Services Demonstration Act of 1992 (PL. 102-477).
- **Information Technology** - Provided logistical and financial support to facilitate recommendations regarding information to be collected and the method of submission for reporting to INAP. Provided support for the improvement of the updated Native American Workforce Investment Act automated reporting system (Bear Tracks 2).

The Elders Program was operated by CIMC during Program Year 2011 with funding from the U.S. Department of Health and Human Services, Administration on Aging (AOA). The program is funded under Title VI of the Older Americans Act.

The Elders Program's primary purpose is to ensure that the nutritional needs of participating elders are being met. Through the CIMC Elders Program, noon meals were prepared and served at Berry Creek Rancheria, which has kitchen and seating facilities to accommodate the serving of meals to Indian elders, their spouses, and program volunteers.

Elders who are homebound and were unable to come to the congregate meal site were able to receive home-delivered meals at Big Sandy Rancheria, Coyote Valley Rancheria, Fort Bidwell Reservation and San Pasqual Reservation.

Elders at the following sites where meals were not prepared and served on-site received delivered hot meals from another nutrition program: Chico/Mechoopda Rancheria; Cold Springs Rancheria; Enterprise Rancheria; Mooretown Ranche-

Tribes participating in the grant during Program Year 2011 included:

- Berry Creek Rancheria/Tyme Maidu (Butte County)
- Big Sandy Rancheria (Fresno County)
- Chico Rancheria/Mechoopda (Butte County)
- Cold Springs Rancheria (Fresno County)
- Coyote Valley Reservation (Mendocino County)
- Fort Bidwell Reservation (Modoc County)
- Pauma Reservation (San Diego County)
- Robinson Rancheria (Lake County)
- San Pasqual Reservation (San Diego County)
- Santa Ysabel Reservation/Iipay Nation (San Diego County)
- Susanville Rancheria (Lassen County)

During the grant period of April 1, 2011 through March 31, 2012, a total of 4,725 meals were served in a congregate meal setting and another 36,670 meals were delivered to participating elders' homes.

ria; Pauma Reservation; Robinson Rancheria; Santa Ysabel Reservation; and Susanville Rancheria.

Throughout the program year, the Elders Program Coordinator worked with all participating tribes. The coordinators oversaw the program operations at each site, provided menu plans and monitored food purchases, processed payments, and worked to ensure that the programs overall goals were met.

The annual funding level for the CIMC Elders Program is quite limited, so we were fortunate that several of the participating tribes were able to contribute to the program operations. To help in making CIMC Elders Program operations successful, Berry Creek Rancheria contributed to the program by employing the cook who prepares the meals. Robinson Rancheria contributed to the program by employing an Elders Coordinator who works directly with all the Robinson Elders to improve Elder services. All sites contributed to the success of the program by providing site contacts that assist the Elders Program Coordinator with conducting intakes and distributing informational material.



NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

The CIMC Native American Caregiver Support Program has been providing services to families who are caring for an older relative with a chronic illness or disability, and to elders who are relative caregivers themselves. Services include information dissemination, referrals to various caregiver resources, counseling, training, and support, temporary respite relief for caregivers, and supplemental services, when possible.

During Program Year 2011, CIMC trained 37 tribal members at a 32-hour caregiver / 8-hour CPR class. Both the

students and the Registered Nurse/Trainer seemed to enjoy and learn from each other about how to improve the care of our elders.

The CIMC Elders Program greatly appreciates the contributions, cooperation, and support from all of the participating tribes. Through their input and support, quality services to our elders are assured. Furthermore, as a result of their involvement, the level of services that can be provided is increased.

CALIFORNIA TRIBAL CULTURE EXCHANGE

In June 2012, CIMC was awarded the Native Youth and Culture Fund from the First Nations Development Institute for the California Tribal Culture Exchange. The Culture Exchange is a video contest which seeks Native youth to work with tribal elders to submit short videos showcasing elements of their tribal cultures. Youth between the ages of 5 and 23 years from tribes in Lassen, Humboldt, Lake, Mendocino, San Diego, Riverside, and San Bernardino Counties are eligible.

During Program Year 2011, staff began the development of official rules and guidelines for the video contest. The contest ends December 31, 2012. Winning videos will receive prize money to present an intergenerational activity in their community. CIMC will then use clips from the submitted videos to create one longer educational video on California tribal culture.

In March 2010 CIMC was awarded a three-year AmeriCorps* Volunteers In Service To America (VISTA) Sponsor Grant through the Corporation for National and Community Service (CNCS) for a Native Americans to Work Project (NAWP) with the CNCS Arizona field office. The CIMC NAWP service area includes ten states – Arizona, Arkansas, California, Colorado, Kansas, Louisiana, Missouri, New Mexico, Oklahoma, and Texas.

The VISTA Project Supervisor is responsible for working with Site Supervisors from each site to write a specific VISTA Assignment Description; reviewing, pre-interviewing and conducting formal interviews from a large pool of VISTA applicants and the NAWP site; conducting monthly conference calls with VISTA members and Site Supervisors; working with CNCS Arizona state office staff; facilitating three, six, nine and twelve month evaluations and reporting to the Elders Program Coordinator, CIMC's Executive Director and CNCS.

In Program Year 2011 CIMC had placed VISTA members with:

- CIMC Central – Sacramento, California
- Hualapai Tribe Department of Labor Workforce Development Act Program – Peach Springs, Arizona
- American Indian Center of Arkansas, Inc. – Little Rock, Arkansas
- Ramah Navajo Continuing Education Program – Pine Hill, New Mexico
- Seminole Nation of Oklahoma Workforce Development Program – Seminole, Oklahoma

All VISTA members participated in national community service events such as 9/11 Day of Service and Remembrance, Veteran's Day, Dr. Martin Luther King, Jr. Day of Service and AmeriCorps Week.

CIMC NAWP project utilized VISTA members to reach its goals by having members:

- work with WD Program Staff to establish and/or improve career paths through activities such as job readiness training, self-reliance, empowerment and entrepreneurship;
- develop or improve leadership training and green job initiatives, assist in research, grant writing, capacity building and conduct community activities that will engage community members to support and focus on health, child care, education, job fairs, job training; and
- establish community support through consultations with colleges – particularly Tribal colleges, community colleges, universities, potential employers and entrepreneurs to help establish mentoring and academic achievement incentives such as tutoring and internships.



Some examples of CIMC's NAWP VISTA member's impact include:

Stephanie Moore, a first year VISTA serving the Seminole Nation of Oklahoma under the Native Americans to Work Project facilitated

a 9/11 Service Day Project to recognize the first responders of Seminole County. Three gift baskets, complete with handwritten thank you notes (67 total), were delivered on Monday, September 12, 2011 to representatives from the Seminole

Police Department, Seminole Fire Department, and Seminole Nation Light Horse. Donations were collected for the gift baskets; a total of \$56.80 in cash and roughly \$207.77 in-kind was raised. In response to Moore's project, members of surrounding communities rallied to show support for the first responders of Wewoka, OK.

In May 2011, CIMC received a grant from the Sacramento Employment and Training Agency for \$145,650 for year round youth employment and training. Native Americans to Work Project (NAWP) VISTA member Andrew Fitch wrote the grant proposal and managed to incorporate career pathways, service learning and green industries. The funding provided for the hiring of one CIMC staff member and services for 30 youth in the region providing them with work experience and on the job training.

Josalyn Williams, a VISTA member sponsored by the CIMC NAWP in Pinehill, New Mexico with the Ramah Navajo School Board, worked with community members to plan and hold a college readiness summer program for thirteen students. The program included ACT preparation, visits from college recruiters, a trip to the University of New Mexico's main campus, a community service project, and seminars on college life, college applications, financial aid, scholarships, goal setting, and leadership. The program recruited sixteen volunteers and received \$1,650 in donated funds and in-kind resources.

At the Hualapai Education and Training Center in Peach Springs, Arizona, NAWP VISTA member Ryan Cassutt sponsored by CIMC, completed two sessions of Skill Attainment workshops for Workforce Investment Act youth participants. The workshops focused on Job Readiness skills such as picking careers based on interest and values, interviewing, writing resumes, and completing applications. This year's sessions had a total of eighteen students creating resumes and participating in mock-interviews.



CCDBG CHILD CARE AND DEVELOPMENT BLOCK GRANT PROGRAM

Program Year 2011 saw the continued operation of the CIMC Child Care and Development Block Grant (CCDBG) Program, funded by the U.S. Department of Health and Human Services. Staff continued to assist eligible parents with their child care needs.

The CIMC CCDBG Program provided payment for child care services for eligible families. Payments were authorized through the issuance of child care certificates.

A major emphasis of the program is parental choice; parents were given the opportunity to choose their child care provider. Once providers were registered with the program, child care services were provided and payments were made.

During PY11, 85 children from 52 families received services. Each year, applications are taken on an ongoing basis and

child care certificates are issued until all available funds are obligated.

Also, CCDBG staff wrapped and distributed donated holiday gifts to children who participate in the Program. Gifts were also shared with some of the tribes located throughout California. The remaining donated toys and games have been utilized as birthday gifts for these children.

FY11 PARTICIPATING TRIBES

Cahuilla Band of Indians	Santa Rosa Reservation
Fort Independence Reservation	Santa Ynez Band of Chumash
Lone Pine Paiute-Shoshone Reservation	lipay Nation of Santa Ysabel
Mesa Grande Band of Mission Indians	Sherwood Valley Rancheria
San Pasqual Band of Mission Indians	Tuolumne Band of Me-Wuk Indians

CCDBG PROGRAM SERVICES

The CIMC CCDBG Program provides:

- Payments to child care providers.
- Resource and referral.
- Training and technical assistance for child care providers.

APPLICATION PROCESS

Parents/guardians may contact the CIMC CCDBG Program or the local tribal contact person for an application. Documentation is required to support eligibility.

CHILD CARE CERTIFICATE

Upon approval of the application, a child care certificate is issued. The certificate identifies the number of hours approved, child(ren), hourly/daily maximum rate, parent/guardian share of costs and valid dates.

ELIGIBILITY REQUIREMENTS

Parent/Guardian:

- reside in the service area as defined by the participating tribe;
- meet income guidelines; and
- be working or attending an educational or vocational training program (working parents receive priority).

Child:

- be from a participating tribe;
- under 13 years of age; or
- over 13 and under 18 years of age if disabled (unable to care for themselves) or under court supervision.

Provider:

- register with CIMC CCDBG Program;
- meet applicable State/Tribal licensing requirements; or
- if license-exempt, meet CCDBG health and safety standards

CSBG COMMUNITY SERVICES BLOCK GRANT PROGRAM

During Program Year 2011, the CIMC Community Services Block Grant (CSBG) Program provided emergency and supportive services to eligible low-income American Indian families that resided off-reservation in 29 California counties. All CSBG Program efforts were conducted with the intent to achieve a special vision, that is, to promote the self-sufficiency of American Indian households within our community through the provision of emergency services.

The CSBG Program provided emergency services such as housing, utilities (including firewood, kerosene and propane), and nutrition in emergency situations where there were no alternative services available within a reasonable period of time and the applicant's household would have been without basic necessities required to sustain even a temporary minimal subsistence. Also, there were limited supportive services available which are directly related to the applicant's vocational pursuits.

CSBG staff conducted outreach by distributing informational brochures and providing answers to questions.. They also implemented counseling sessions during intakes that covered each applicant's household budgeting practices, pattern of preparing healthy nutritious meals, efforts in obtaining adequate employment, and optimal leveraging of other resources and programs. This learning process was successfully conducted by engaging applicants in candid

discussions of daily examples of what steps were necessary to eventually attain a self-sufficient household. In this way, potential applicants became more proactive in the application process by providing the necessary basic documentation and became more apt to plan and take actions for the future through a better understanding of the various benefits derived from different programs.

The CIMC CSBG Program is funded through a subcontract with Northern California Indian Development Council, Inc. (for the provision of all emergency services), and a subcontract with the Local Board of the Sacramento Regional Emergency Food and Shelter Program (for food purchase orders only for eligible applicants in Sacramento and Yolo counties).

The CSBG Program continued to collaborate with a number of agencies, tribal offices, and field offices, which resulted in excellent service for eligible applicants and a better understanding of the program's services for others.

- California Tribal TANF Partnership
- Chapa-De Indian Health Program
- County of Shasta CalWorks Employment Services
- CIMC Redding Field Office
- CIMC Sacramento Field Office
- CIMC Ukiah Field Office
- CIMC Fresno Field Office
- Enterprise Rancheria
- Greenville Rancheria
- Northern Valley Indian Health, Inc.
- Sacramento Native American Health Center

The twelfth session of CIMC's Leadership Training for Entrepreneurial / Small Business / Economic Development was held during Program Year 2011.

This year, nineteen emerging Native entrepreneurs completed this culturally-relevant training which was held in a series of workshops held in different geographic areas in California: Pala; Cabazon; and Oroville.

Students were welcomed by Jesse Brown, Tribal Administrator of Tyme Maidu Tribe-Berry Creek Rancheria, the Honorable Gary Archuleta, Tribal Chairman of Mooretown Rancheria, and the Honorable Robert H. Smith, Tribal Chairman of Pala Band of Mission Indians.

This culturally-relevant training was held in four sessions (2-3 days each month) for four consecutive months which began in February 2012.

Students learned how to develop a business plan to start a

business or expand an existing business. They also learned essential business concepts including marketing, financial management, human resource management, and day-to-day operations.

The training was provided by faculty chosen for their expertise in their respective fields and their knowledge of Native entrepreneurship; most are Native American.

A ceremony marked the completion of the training at the Gold Country Casino and Hotel in Oroville, California. CIMC Board of Directors Chairman Benjamin Charley, Jr. presented Certificates of Completion to the graduates.



Standing: TeMashio Anderson (Scotts Valley Band of Pomo Indians); Erin Ives (VISTA/CIMC Elders Program); Robert Gonzales (Santa Ynez Band of Chumash Indians); Melissa Horn (Manchester/Point Arena Band of Pomo Indians); Liana Nelson (San Pasqual Band of Mission Indians); G. David Singleton (CIMC Native Entrepreneur Training Co-Coordinator); Marina Ortega (Iipay Nation of Santa Ysabel); Cynthia Soto (Rosebud Lakota); Eugene Luna (Costanoan Rumsen Carmel Tribe); Sonja Mix Baltazar (Tyme Maidu/Berry Creek Rancheria); Danny Choate (Caddo Nation of Oklahoma); Menil Madrigal (Pauma Band of Mission Indians); Kateri Madrigal (Pauma Band of Mission Indians)

Seated: Toni Huff (Bishop Paiute Tribe); Michael Duncan (Round Valley Indian Tribes); Benjamin Linton (Iipay Nation of Santa Ysabel); Jenna Aguilar (Pauma Band of Mission Indians); and Martina Daniels (Shingle Springs Rancheria)

Not in photograph: James Goodpasture (Pala Band of Mission Indians)

In addition to funding received under the Workforce Investment Act from the U.S. Department of Labor, this important training was also sponsored by:

Morongo Band of Mission Indians

Pala Band of Mission Indians

Berry Creek Rancheria

Whitney Stone, Inc.

Sage Capital Advisors, LLC

Willson Lane Management & Consulting

The CIMC Census Information Center staff have attended every Annual CIC training conference in Washington, D.C.; the U.S. Census Bureau has helped equipped the CIC with many useful tools to help strengthen, not only the CIC, but CIMC as well.

The CIMC CIC provides and assists with custom data tabulations using 2010 decennial census as well as the American Community Survey (ASC) data which is an ongoing survey that provides data every year on topics such as: Income and Benefits; Education; Employment; Poverty; and Disabilities.

The CIMC CIC is prepared to keep evolving with each passing year to provide the best Native American census data available.



RBEG

RURAL BUSINESS ENTERPRISE GRANT PROGRAM

During Program Year 2011, CIMC received a one-year no-cost extension from the Rural Development's Business and Cooperative Program for a grant received in 2010.

Nation to Nation Trade, Promoting International Trade for Native American Businesses

Through *Nation to Nation Trade, Promoting International Trade for Native American businesses* basic and advanced export business tools and skills were available to Native American businesses. CIMC is in partnership with the Los Rios Community College's Business and Economic Development Center and Center for International Trade Development (CITD) to provide all the necessary support and programs for basics of export training. Through this program and in partnership of CITD, six artisans will participate in a jewelry trade show in Vicenza, Italy, in September 2012.

CNEOF

CALIFORNIA NATIVE ENTREPRENEURS OPPORTUNITY FUND

California Native Entrepreneurs Opportunity Fund (CNEOF) is an emerging Community Development Financial Institution (CDFI), intended to establish a Native revolving loan fund, to provide micro and mini loans to Native entrepreneurs who reside on or near Indian reservations/rancherias in the target areas of the Sacramento region and the San Diego region.

During Program Year 2011, the CNEOF Advisory Board worked on updating the Loan Policy and Procedures, discussed fund raising opportunities, and reviewed the CDFI certification process.

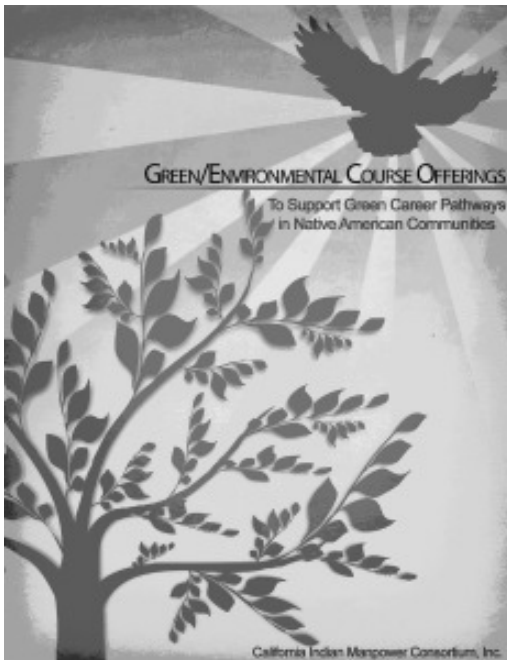
Also during PY11, CNEOF made its second loan. CNEOF continues to send out Pre-Qualifying Applications upon the request of graduates of CIMC's Native Entrepreneur Training Program and other Native owned business owners.

TBS

CIMC TRIBAL BUSINESS SERVICES, LLC

CIMC Tribal Business Services, LLC (TBS) is a for-profit subsidiary of CIMC. TBS was established to provide professional services and as a consulting business to aid Tribal communities and organizations.

TBS seeks to provide professional economic development services to assist American Indian Tribes and organizations in developing funding strategies and public private partnerships that will lead to greater economic vitality. Areas of specialization are: Economic Development, Entrepreneur and Business Development, Conference Services, International Business Development, Native American Communities, and Workforce Development.



Green Jobs Capacity Building Grant

During the beginning of Program Year 2011, CIMC completed a final report on "Green/Environmental Course Offerings: To Support Green Career Pathways in Native American Communities." This was the final product for the American Recovery & Reinvestment Act Green Jobs Capacity Building Grant received from the U.S. Department of Labor.

The report was the culmination of a year of research on Green Jobs curriculum at Tribal Colleges throughout the United States and within the California college systems.

The purpose of producing this report was to help prepare Indian Country for green energy jobs and identify the already established trainings and curriculum and any areas that still need development. This report can be used to assist workforce development programs with its ability to meet the demand for training.

PROGRAM YEAR 2011 EXPENDITURES (July 1, 2011 to June 30, 2012)

WORKFORCE DEVELOPMENT PROGRAM

U.S. Department of Labor

Employment and Training Administration
Indian and Native American Programs
Workforce Investment Act (WIA) of 1998

Training Services Expenditures	\$78,619
Employment Services Expenditures	\$33,547
Other Program Services Expenditures	\$2,219,135
Administration Expenditures	\$640,919
Supplemental Youth Services Expenditures	\$129,593
NEW Program Expenditures	\$403,423

U.S. Department of Health and Human Services

Administration for Children and Families
Native Employment Works (NEW)

Sacramento Employment and Training Agency

Youth Program Services Subcontract

SETA Subcontract Expenditures - 2011	\$80,685
--------------------------------------	----------

INDIAN AND NATIVE AMERICAN TECHNICAL ASSISTANCE AND TRAINING (TAT) GRANT

U.S. Department of Labor

Employment and Training Administration
Indian and Native American Programs

TAT Grant Expenditures	\$174,085
------------------------	-----------

NATIVE DIGITAL NATIONS (NDN) PROJECT

U.S. Department of Health and Human Services

Administration For Native Americans

NDN Project Expenditures	\$49,201
NDN In-Kind Contributions	\$9,191

CHILD CARE AND DEVELOPMENT BLOCK GRANT (CCDBG) PROGRAM

U.S. Department of Health and Human Services

Administration for Children and Families

CCDBG - FY09 Program Expenditures	\$3,882
CCDBG - FY10 Program Expenditures	\$150,313
CCDBG - FY11 Program Expenditures	\$128,486
CCDBG - FY12 Program Expenditures	\$120,607

COMMUNITY SERVICES BLOCK GRANT (CSBG) PROGRAM

State of California Department of Community Services Development

Northern California Indian Development Council, Inc.

CSBG 2011 Subcontract Program Expenditures	\$291,229
CSBG 2012 Subcontract Program Expenditures	\$3,381

EMERGENCY FOOD AND SHELTER NATIONAL BOARD PROGRAM

U.S. Department of Homeland Security

Federal Emergency Management Agency (FEMA)

FEMA Program - Sacramento County Expenditures	\$4,808
FEMA Program - Yolo County Expenditures	\$1,077

RURAL BUSINESS ENTERPRISE GRANTS (RBEG) PROGRAM

U.S. Department of Agriculture

Rural Development

Business Development Expenditures	\$66,366
Entrepreneurial Expenditures	\$12,897
Revolving Loan Fund Expenditures	\$277

INTERNATIONAL TRADE DEVELOPMENT PROGRAM

Los Rios Community College District

Center for International Trade Development

Program Expenditures	\$10,632
----------------------	----------

DOMESTIC HUNGER GRANT PROGRAM

Evangelical Lutheran Church of America

Food Assistance	\$2,000
Supportive Services	\$1,000

California Indian Manpower Consortium, Inc.

ELDERS NUTRITION PROGRAM

U.S. Department of Health and Human Services
Administration on Aging (AOA)

AOA-1 Program FY2011 Expenditures	\$62,543
AOA-2 Program FY2011 Expenditures	\$51,089
AOA-3 Program FY2011 Expenditures	\$59,125
AOA-4 Program FY2011 Expenditures	\$62,739
AOA-5 Program FY2011 Expenditures	\$59,643
AOA-1 Program FY2012 Expenditures	\$19,220
AOA-2 Program FY2012 Expenditures	\$16,353
AOA-3 Program FY2012 Expenditures	\$12,630
AOA-4 Program FY2012 Expenditures	\$7,361
AOA-4 Program FY2012 Expenditures	\$22,775

NUTRITION SERVICES INCENTIVE PROGRAM (NSIP)

U.S. Department of Health and Human Services
Administration on Aging

NSIP-1 Program FY2011 Expenditures	\$5,160
NSIP-2 Program FY2011 Expenditures	\$6,055
NSIP-3 Program FY2011 Expenditures	\$4,192
NSIP-4 Program FY2011 Expenditures	\$3,879
NSIP-5 Program FY2011 Expenditures	\$7,161
NSIP-1 Program FY2012 Expenditures	\$1,773
NSIP-2 Program FY2012 Expenditures	\$2,080
NSIP-3 Program FY2012 Expenditures	\$1,440
NSIP-4 Program FY2012 Expenditures	\$-0-
NSIP-4 Program FY2012 Expenditures	\$1,845

NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

U.S. Department of Health and Human Services
Administration on Aging

Caregiver-1 Program FY2011 Expenditures	\$10,230
Caregiver-2 Program FY2011 Expenditures	\$10,962
Caregiver-3 Program FY2011 Expenditures	\$10,876
Caregiver-4 Program FY2011 Expenditures	\$14,705
Caregiver-5 Program FY2011 Expenditures	\$15,047
Caregiver-1 Program FY2012 Expenditures	\$2,212
Caregiver-2 Program FY2012 Expenditures	\$2,124
Caregiver-3 Program FY2012 Expenditures	\$2,122
Caregiver-4 Program FY2012 Expenditures	\$2,493
Caregiver-4 Program FY2012 Expenditures	\$2,634

NATIVE AMERICANS TO WORK PROJECT (NAWP)

Corporation for National and Community Service
AmeriCorps*VISTA

NAWP Program Expenditures	\$19,435
---------------------------	----------

CALIFORNIA TRIBAL CULTURE EXCHANGE (CTCE) PROJECT

First Nations Development Institute
Native Youth Culture Fund

CTCE Program Expenditures	\$14
---------------------------	------

YEARS OF SERVICE RECOGNITION

Board of Directors

Twenty-Five Year Recognition

Benjamin Charley, Jr.

Twenty Year Recognition

Elizabeth Hansen

Five Year Recognition

Shelia Smith-Lopez

Clarissa St. Germaine

Employees

Thirty Year Recognition

Rita Smith

Twenty Year Recognition

Rosemary Kirkpatrick

Fifteen Year Recognition

L. Mark LaRoque

Christina Arzate

Native American Workforce Investment Council Members

Thirty Year Recognition

Ben W. Bendel

Ten Year Recognition

Kathy Martinez

Joseph Podlasek

Ten Year Recognition

Tara-Dawn Andrade

Deborah A. Nero

Susan Stanley

Five Year Recognition

Adrienne K. Lopez





Twenty Year Membership

Central Valley Indian Health, Inc.

Pala Cupa Cultural Center

Indian Child and Family Services

Picayune Rancheria of Chukchansi Indians

Riverside-San Bernardino County Indian Health, Inc.

Scotts Valley Band of Pomo Indians

Fifteen Year Membership

Dry Creek Rancheria Band of Pomo Indians

Dunlap Band of Mono Indians

Redwood Valley Rancheria - JOM

Sierra Tribal Consortium, Inc.

Ten Year Membership

Kern Valley Indian Council

Native American Environmental Protection Coalition

Five Year Membership

American Indian Health Service of Chicago, Inc.

Buena Vista Rancheria

Southern California
Tribal Chairmen's Association



TRIBAL TANF

Temporary Assistance
for Needy Families

*Empowering Native
American Families*

TRIBAL TANF

Tribal Temporary Assistance for Needy Families (TANF) is a federal and state funded program that provides cash assistance and supportive services to Native American families who are in need.

The Southern California Tribal Chairmen's Association (SCTCA) offers the Tribal TANF program to all Native American families residing in San Diego County and designated service areas of Santa Barbara County.

Our program has been created by Native Americans for Native Americans with the purpose of addressing the cultural, social and economic needs of families.



CONTACT INFORMATION

To apply for assistance or to get more information, please contact the office closest to where you live.

SAN DIEGO COUNTY OFFICES

San Diego Tribal TANF

8100 La Mesa Blvd, Suite 100
La Mesa, CA 91942

(866) 913-3725

Escondido Tribal TANF

350 East Grand Avenue, Suite 100
Escondido, CA 92025

(866) 428-0901

RESERVATION OFFICES

Pala Tribal TANF

Physical: 36146 Pala Temecula Rd., Bldg G
Mailing: 35008 Pala Temecula Rd., PMB 70
Pala, CA 92059

(888) 806-8263

Manzanita Tribal TANF

Physical: 39A Crestwood
Mailing: P.O. Box 1292
Boulevard, CA 91905

(866) 931-1480

Santa Ynez Tribal TANF

290 Valley Station Rd., Suite 104
Buellton, CA 93427

(866) 855-8363

WEB ADDRESS

www.tanfonline.com

BUSINESS HOURS

Monday-Friday
8:00AM to 4:30PM
Closed holidays





Rincon

Rincon Band of Luiseño Indians

P.O. Box 68, Valley Center, California 92082

760-749-1051 - www.rinconmembers.net

Proud Supporter of
California Indian Manpower Consortium, Inc.



TOIYABE
INDIAN HEALTH
PROJECT, INC.

52 Tu Su Lane Bishop CA 93515
760-873-8464 - www.toiyabe.us

Proud Supporter of
California Indian Manpower Consortium, Inc.



FORT MOJAVE INDIAN TRIBE

500 MERRIMAN AVENUE, NEEDLES, CA 92363
PHONE: (760) 629-4591 FAX: (760) 629-5767
WWW.MOJAVEINDIANTRIBE.COM

Proud Supporter of
California Indian Manpower Consortium, Inc.



SAGE
CAPITAL ADVISORS LLC.

Sage Capital Advisors, LLC

5672 La Jolla Boulevard, La Jolla, California, 92037

858-459-0172 - www.sage-cap.com

Proud Supporter of
California Indian Manpower Consortium, Inc.



Pauma Band of Mission Indians

P.O. Box 369, Pauma Valley, CA 92061

760-742-1289 - www.pauma-nsn.gov

Proud Supporter of

California Indian Manpower Consortium, Inc.

PALA BAND OF



MISSION INDIANS

12196 Pala Mission Road, Pala, CA 92059

(760) 891-3500 - www.palatribe.com

Proud Supporter of
California Indian Manpower Consortium, Inc.

SO MANY WAYS TO WIN!™



11154 Highway 76

Pala, California 92059 USA

1-877-WIN-PALA (1-877-946-7252)

www.palacasino.com

Proud Supporter of
California Indian Manpower Consortium, Inc.

COWRIE SHELL LEVEL SPONSORS



Experience Morongo!

Morongo has more than 2000 of your favorite slot machines and 100 Vegas style table games all within a world class 4-Diamond hotel resort & spa. Experience all that Morongo has to offer, from gaming and live entertainment to shopping and relaxation.


Morongo Casino Resort & Spa is the best choice to play and stay.

49500 Seminole Drive, Cabazon, CA 92230 • www.morongo.com



CALIFORNIA TRIBAL BUSINESS ALLIANCE

www.caltba.org
(916) 346-4205



ELK VALLEY RANCHERIA
 RANCHERIA

"It is the Vision of the Elk Valley Rancheria to have respect and dignity for all, preserve our culture, be self-sufficient and diversified for the good of the Tribe, County, Community and Region"

www.elk-valley.com

*With Sincere
 Appreciation to
 Our Sponsors*



Cupa Cultural Center
 Pala, California

Randall L. Jorgensen
 Sacramento, California



California Indian Manpower Consortium, Inc.

738 North Market Boulevard, Sacramento, California 95834

916.920.0285 / 800.640.CIMC (2462) / TTY: 800.748.5259 / Fax: 916.641.6338

www.cimcinc.org

CIMC is an equal opportunity employer/program. Auxiliary aids and services to individuals with disabilities are available upon request.