

California Indian Manpower Consortium, Inc.

*The CIMC Movement: Creating Positive Change
for Native Communities*



Solano County

San Diego County

Program Year 2012 **ANNUAL REPORT**

Lake County

CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

MEMBERSHIP (AS OF AUGUST 24, 2013)

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

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 Community of Paiute Indians - Independence, CA
- Foundation for the Kern Valley Indian Community - Lake Isabella, CA
- Lone Pine Paiute-Shoshone Reservation - Lone Pine, 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
- 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

- Cortina Rancheria - Williams, CA
- Elk Valley Rancheria - Crescent City, CA
- Enterprise Rancheria - Oroville, CA
- Enterprise Rancheria Indian Housing Authority - Oroville, CA
- Feather River Tribal Health, Inc. - Oroville, CA
- Lassen Indian Health Center - Susanville, CA
- Maidu Cultural & Development Group - Greenville, CA
- Maidu Summit Consortium - Greenville, CA
- Mechoopda Indian Tribe of Chico Rancheria - Chico, CA
- Modoc Lassen Indian Housing Authority - Lake Almanor, CA
- Mooretown Rancheria of Maidu Indians of California - Oroville, CA
- Nor Rel Muk Wintu Nation - Weaverville, CA
- Pit River Tribe - Burney, CA
- Roundhouse Council - Greenville, CA
- Susanville Indian Rancheria - Susanville, CA

Sacramento Geographic Service Area

- Big Sandy Rancheria of Western Mono Indians - Auberry, CA
- Buena Vista Rancheria - Sacramento, CA
- Central Valley Indian Health, Inc. - Clovis, CA
- Cold Springs Rancheria - Tollhouse, CA
- D-Q University - Davis, CA
- Dunlap Band of Mono Indians - Dunlap, CA
- Ione Band of Miwok Indians - Plymouth, CA
- Picayune Rancheria of Chukchansi Indians - Coarsegold, CA
- Sierra Tribal Consortium, Inc. - Fresno, CA
- Southern Sierra Miwuk Nation. - Mariposa, CA
- The Mono Nation - North Fork, CA
- Tuolumne Band of Me-Wuk Indians - Tuolumne, CA
- Tuolumne Me-Wuk Housing Authority - 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
- Morongo Band of Mission Indians - Banning, CA
- Native American Environmental Protection Coalition - Temecula, CA
- Riverside-San Bernardino County Indian Health, Inc. - Banning, CA
- Santa Rosa Band of Cahuilla Indians - Anza, CA

Ukiah Geographic Service Area

- Bo-Cah-Ama Council - Fort Bragg, CA
- Cahto Tribe of Laytonville Rancheria - Laytonville, CA
- Coyote Valley Band of Pomo Indians - Redwood Valley, CA
- Dry Creek Rancheria Band of Pomo Indians - Santa Rosa, CA
- Guidiville Indian Rancheria - Talmage, CA
- Hopland Band of Pomo Indians - Hopland, CA
- InterTribal Sinkyone Wilderness Council - Ukiah, CA
- Northern Circle Indian Housing Authority - Ukiah, CA
- Redwood Valley Rancheria - Redwood Valley, CA
- Redwood Valley Rancheria - JOM - Redwood Valley, CA
- Sherwood Valley Rancheria - Willits, CA
- United Native Housing Development Corporation - Ukiah, CA

The California Indian Manpower Consortium, Incorporated Program Year 2012 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.

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 Colleen Garcia Needles, California	Sacramento Florence Dick Dunlap, California	Ukiah Elizabeth Hansen Redwood Valley, California	NAWIC (ex-officio) Erna Smith Oakland, California



CIMC Board of Directors at 2012 Annual Membership Meeting: L-R: Robert H. Smith, Linda K. Wenzel, Elizabeth Hansen, Benjamin Charley, Jr., Arlene Craft, Jackie WiseSpirit, Shelia Smith-Lopez, Joyce Alvey, Clarissa St. Germaine, Erna Smith

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	Kathy Martinez, Retired California State Personnel Board, Sacramento, California
Ben W. Bendel, Retired Pacific Gas & Electric Company, Granite Bay, California	Brooks D. Ohlson, Director <i>Center for International Trade Development</i> Los Rios Community College District, Sacramento, California
Jesse D. Burnett II, Executive Director Northern California Tribal Economic Development Consortium, Inc., Nice, California	Joseph Podlasek, Former Executive Director American Indian Center, Chicago, Illinois
Tilford Denver, Intergovernmental Affairs/PR Owens Valley Career Development Center, Bishop, California	Margie M. Scerato, Retired Accountant Tribal Business Representative, Valley Center, California
Walter D. Gray III, Owner Native Sons Enterprises, Talmage, California	Erna Smith, Retired USDA Forest Service, Oakland, California
Barbara E. Karshmer, Attorney at Law Law Office of Barbara Karshmer, San Francisco, California	Benjamin Charley, Jr., Chairman, Board of Directors California Indian Manpower Consortium, Inc., Bishop, California

EXECUTIVE DIRECTOR'S REPORT

This Program Year 2012 Annual Report marks the Thirty-Five Year Anniversary of the California Indian Manpower Consortium, Incorporated (CIMC). During Program Year 2012, CIMC continued our efforts to create positive change throughout our Native communities through the delivery of appropriate services to meet a myriad level of needs which often lead to profound impacts for our Native families and communities. We have met and/or exceeded program outcomes and performance results even during this trying and turbulent time. We are pleased to share our work with you in this Report.

It is a satisfying and rewarding experience for all of us who invest our time and energy in order to fulfill the goals of CIMC. For each of us knows that we have contributed toward benefiting numerous individuals, families, tribes and communities in an effort to enhance the quality of life and culture for each. We continue to build upon what works and define our priorities and focus accordingly. Our intent is to contribute to the economic and social well-being of those we serve.

As we reflect on our accomplishments over the years, it is imperative now more than ever that we work together to advocate for realistic funding to address the needs of our Native job seekers, entrepreneurs, children, elders, Tribal and Native communities as there is much that remains to be done.

Our Workforce Development Program provided an extensive and impressive range of employment, skills and job training, including limited educational opportunities throughout our vast geographic service areas. Through all of the CIMC programs we remained committed to providing valuable services to elders, children, families and communities. CIMC continued the entrepreneurial training and offered financial education and lending opportunities for the aspiring businessmen and women. We continue to decipher the Census 2010 and American Community Survey data in an effort to make sense of data which will determine our funding levels. Work continues on the Native Digital Nations Project, our social media initiative to connect our workforce development services, field offices, employers and communities. We are closely following the Workforce Investment Act (WIA) reauthorization legislation in partnership with the National Congress of American Indians (NCAI). With NCAI, we have expanded our influence and provide input as appropriate to insure that there is an Indian and Native American program administered at the national level included in the various proposed bills. On a daily basis, the CIMC staff strive to meet the objectives of all of our programs and it is reflected by the untiring efforts of this dedicated team of professionals continuing the dreams, promises and hopes which began thirty-five years ago.

During Program Year 2012, the Workforce Development

Program Year 2012 Annual Report



Lorenda T. Sanchez, Executive Director

Programs [WIA Comprehensive Services Program, Tribal Supplemental Youth Services (SYS) Program, Native Employment Works (NEW) Program and Sacramento Employment and Training Agency (SETA) Out-of-School Youth Program] provided services to more than 3,000 individuals. Once again, CIMC met all three Common Measures performance outcomes issued by the U.S. Department of Labor as well as meeting the program outcomes for the NEW Program and enrollment levels for the SETA Program. Our involvement in the partnerships for WIA collaboration at the local, state and federal levels continued to benefit not only CIMC but provided additional training resources for our participants. Our participation on the Local Workforce Investment

Boards (LWIBs) and the Statewide Workforce Boards has afforded opportunities to share information and develop strategies to enhance our WIA Program efforts. Our Leadership Training for Entrepreneurial/Small Business/Economic Development Project yielded another impressive group of graduates. Our MIS Specialist continuously provides assistance to the WIA grantee community and Information/Technology Work Group on our BearTracks reporting system. More recently, she is en-

"...it is imperative now more than ever that we work together to advocate for realistic funding to address the needs of our Native job seekers, entrepreneurs, children, elders, Tribal and Native communities as there is much that remains to be done."

gaged in the implementation of the U.S. Department of Labor Pilot Study for a Credential Measure for our programs. We continue to work with the P.L.102-477 Tribal Work Group maintaining a collaborative and supportive relationship.

The Child Care and Development Block Grant (CCDBG) Program continued to coordinate and provide exceptional child care services for families from our participating Tribes. Our Elders Program provided 54,858 meals to the elders from 13 participating Tribes. In addition, our Elders Program conducted two Caregiver Training sessions for elders through the Caregiver Support funding. We also received a mini-grant from the Yocha Dehe Community Fund to add cultural activities for our Elders Program. The Elders Program continued to provide support for our Volunteers in Service to America (VISTA) team. The VISTA team was successful in obtaining a grant from the First Nations Development Institute to fund the California Tribal Culture Exchange project targeting youth and Elders in videos participating in a cultural activity. The Community Services Block Grant (CSBG) Program provided a volume of emergency services to eligible American Indian families and individuals, many seeking services for the first time. The Rural Business Enterprise Grant (RBEG) continued work to build Native trade and Native entrepreneurial development. The Year Two of our Administration for Native Americans, NDN Project realized another successful year of empowering our workforce development participants and participating communities to further their digital skills development. I am extremely proud of our CIMC team.

It is hard to believe that Indian and Native American Employment and Training programs are still fighting to keep our Native programs at the national level and working to strengthen a DOL/DINAP Partnership with our programs. Serving as the Chairperson of the Native Employment and Training Council will soon end but I will continue to dedicate time and effort to fostering a relationship with the new Secretary of Labor and the Assistant Secretary for Employment and Training Administration. With the support and guidance of the CIMC Membership and Board of Directors, I will continue needed work to meet the challenges facing our communities.

I am confident that CIMC will do our part to make sure our agenda maintains a strong voice and plays a significant role in Indian and Native American employment and training issues, and will stand firmly to furthering policies and provisions which are consistent with the law, with federal Indian policy (including tribal sovereignty), and protect our ability as Indian tribes and organizations to meet the needs of Indian people. The education process is ongoing for the ever-changing Congress. CIMC will stand united in working toward solutions to social, economic, employment and training needs of Indian people and communities.

Detailed information about our accomplishments in Program Year 2012 and the challenges we strive to meet during Program Year 2013 is included in the respective department reports contained herein. CIMC staff will continue to enhance the quality of service and provide programs to address the unmet needs of our people and our communities.



Lorenda T. Sanchez was recognized by Assistant Secretary Jane Oates, Employment and Training Administration, U.S. Department of Labor, at the 2013 National Indian and Native American Employment and Training Conference in April 2013 in Acme, Michigan. Ms. Sanchez received this recognition for her years of great leadership and mentorship of the Workforce Investment Act Section 166 grantees and ETA staff as she worked to build the capacity of urban and reservation programs with her dedication, perseverance and passion for Native American communities.

This year 2013 - our 35th Anniversary Year - is a time to reflect on the memories and celebrate the accomplishments and growth of the past thirty-five years. We embrace and remain committed to *"creating positive change for our Native communities."* It is an honor to share in this truly special Annual Membership Meeting of the California Indian Manpower Consortium.

In closing, I thank the CIMC Board of Directors for their dedication and support, the CIMC staff for their untiring work, the California Native Entrepreneur Opportunity Fund Advisory Board and the Native American Workforce Investment Council for their input, and the CIMC Membership for your continued guidance and support. It is a privilege and pleasure to work for and with you.

Lorenda T. Sanchez
Executive Director

California Indian Manpower Consortium, Inc.

CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

PROGRAM YEAR 2012 EXPENDITURES (July 1, 2012 to June 30, 2013)

WORKFORCE DEVELOPMENT PROGRAM

U.S. Department of Labor

Employment and Training Administration

Division of Indian and Native American Programs

Workforce Investment Act of 1998

Training Services Expenditures \$122,911

Employment Services Expenditures \$43,897

Other Program Services Expenditures \$2,109,010

Administration Expenditures \$575,077

Supplemental Youth Services Expenditures \$73,459

U.S. Department of Health and Human Services

Administration for Children and Families

Native Employment Works (NEW)

NEW Program Expenditures \$376,973

Sacramento Employment and Training Agency (SETA)

Out of School Youth Program Subcontract

SETA Subcontract Expenditures - 2012 \$107,824

NATIVE DIGITAL NATIONS (NDN) PROJECT

U.S. Department of Health and Human Services

Administration For Native Americans

NDN Project Expenditures \$133,140

NDN In-Kind Contributions \$44,522

CHILD CARE AND DEVELOPMENT BLOCK GRANT (CCDBG) PROGRAM

U.S. Department of Health and Human Services

Administration for Children and Families

CCDBG - FY10 Program Expenditures \$9,462

CCDBG - FY11 Program Expenditures \$140,670

CCDBG - FY12 Program Expenditures \$133,137

CCDBG - FY13 Program Expenditures \$116,562

COMMUNITY SERVICES BLOCK GRANT (CSBG) PROGRAM

State of California Department of Community

Services Development

Northern California Indian Development Council, Inc.

CSBG 2012 Subcontract Program Expenditures \$287,177

CSBG 2013 Subcontract Program Expenditures \$9,177

EMERGENCY FOOD AND SHELTER NATIONAL BOARD PROGRAM

U.S. Department of Homeland Security

Federal Emergency Management Agency (FEMA)

FEMA Program - Sacramento County Expenditures \$3,000

FEMA Program - Yolo County Expenditures \$1,041

RURAL BUSINESS ENTERPRISE GRANTS (RBEG) PROGRAM

U.S. Department of Agriculture

Rural Development

California Native Entrepreneur Opportunity Fund (CNEOF)

Business Development Expenditures \$10,324

CNEOF Program Expenditures \$62,958

TRIBAL BUSINESS EXPORT DEVELOPMENT PROGRAM (TBED)

Los Rios Community College District

Center for International Trade Development

TBED Program Expenditures \$66,362

NATIVE AMERICANS TO WORK PROJECT (NAWP)

Corporation for National and Community Service

AmeriCorps*VISTA

NAWP Program Expenditures \$17,418

CALIFORNIA TRIBAL CULTURE EXCHANGE (CTCE) PROJECT

First Nations Development Institute

Native Youth Culture Fund

CTCE Program Expenditures \$10,181

ELDERS NUTRITION PROGRAM

U.S. Department of Health and Human Services

Administration for Community Living /

Administration on Aging (AOA)

AOA-1 Program FY2012 Expenditures	\$53,000
AOA-2 Program FY2012 Expenditures	\$48,104
AOA-3 Program FY2012 Expenditures	\$62,679
AOA-4 Program FY2012 Expenditures	\$67,627
AOA-5 Program FY2012 Expenditures	\$79,328
AOA-1 Program FY2013 Expenditures	\$8,720
AOA-2 Program FY2013 Expenditures	\$14,185
AOA-3 Program FY2013 Expenditures	\$9,839
AOA-4 Program FY2013 Expenditures	\$4,086
AOA-5 Program FY2013 Expenditures	\$17,797

NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

U.S. Department of Health and Human Services

Administration on Aging

Caregiver-1 Program FY2012 Expenditures	\$11,148
Caregiver-2 Program FY2012 Expenditures	\$11,236
Caregiver-3 Program FY2012 Expenditures	\$11,238
Caregiver-4 Program FY2012 Expenditures	\$21,024
Caregiver-5 Program FY2012 Expenditures	\$19,213
Caregiver-1 Program FY2013 Expenditures	\$1,627
Caregiver-2 Program FY2013 Expenditures	\$1,659
Caregiver-3 Program FY2013 Expenditures	\$1,796
Caregiver-4 Program FY2013 Expenditures	\$2,073
Caregiver-5 Program FY2013 Expenditures	\$2,265

NUTRITION SERVICES INCENTIVE PROGRAM (NSIP)

U.S. Department of Health and Human Services

Administration on Aging

NSIP-1 Program FY2012 Expenditures	\$5,320
NSIP-2 Program FY2012 Expenditures	\$6,242
NSIP-3 Program FY2012 Expenditures	\$4,321
NSIP-4 Program FY2012 Expenditures	\$3,998
NSIP-5 Program FY2012 Expenditures	\$5,537
NSIP-1 Program FY2013 Expenditures	\$1,717
NSIP-2 Program FY2013 Expenditures	\$1,778
NSIP-3 Program FY2013 Expenditures	\$1,094
NSIP-4 Program FY2013 Expenditures	\$-0-
NSIP-5 Program FY2013 Expenditures	\$1,237

ELDER CULTURAL ACTIVITY PROGRAM

Yocha Dehe Wintun Nation

Community Fund

Elder Cultural Activity Expenditures	\$5,346
--------------------------------------	---------

WORKFORCE DEVELOPMENT PROGRAM

Through these four Field Offices, CIMC's Workforce Development (WD) Program continues to provide its clients with quality employment and training. The focus has been to prepare the client with not only a quality resumé and interview skills, but to also build the self-esteem for some so they can be confident in their job search efforts. Clients compete for jobs with four different generations, and CIMC strives to empower them for this task. Staff members use a variety of resources -- on-line, print, and person-to-person -- to uncover employment opportunities. Staff research high demand and emerging labor market sectors for potential employment opportunities.

CIMC's commitment to Native youth reflects a greater commitment to the future of Native America. The youth program provides skills development in job-readiness training and career assessments to youth between the ages of 14 and 21. 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. Staff also provides

- Chicago Based Operations
- Escondido Field Office
- Redding Field Office
- San Bernardino/San Jacinto Field Office

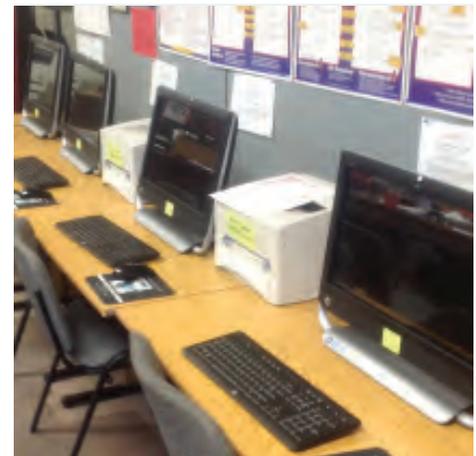
information on financial literacy and opportunities to continue education and social growth.



CIMC Native Digital Nations (NDN) Digital Boot Camp participants from the Redding Geographic Service Area

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. Outreach took various forms such as grass roots posting of flyers/brochures at gas stations, laundromats, malls, pow-wows, etc. During the various CIMC Geographic Service Area Meetings, recruitment information was distributed to delegates and other interested individuals. One-Stops were visited and their staff were educated about WD program services; CIMC staff became

familiar with their processes and services to determine which of their services can be utilized by CIMC clients. Staff attended job fairs specifically to reach out to employers. Information was secured on job availability, skill requirements, and referral processes from employers in various sectors.



Chicago Based Operations Career Center

To satisfy the demand for employment opportunities, WD staff continued to seek new partnerships with employers and businesses and worked to 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 met with employers in person.

During Program Year 2012, the WD Program has successfully collaborated with the CIMC Native Digital Nations (NDN) Project. The NDN Project works to integrate technology as a tool to improve services to WD clients and to assist CIMC in better serving Native communities. For example, the NDN project helped the Redding and Chicago field office staff to launch field office Facebook and Twitter accounts (@cimccbo and @cimcrfo) that quickly alert clients to job openings, career fairs, and community events.



CIMC partnered with Life Skills Education to customize a number of booklets to provide clients with valuable information on gaining and maintaining employment. Topics included:

- The Interview
- Planning Your Job Search - Making the Most of Your Time
- The Summer Job Book
- Making it at Work - How to Succeed in Your First Real Job
- Your First Resume
- You and Your Job - Making your Future Work for You
- 3 Steps to a Great Resume
- Your First Interview - Making the Right Impression
- Getting to Work - Taking the First Steps
- Good Work - Six Steps to Success

WORKFORCE DEVELOPMENT PROGRAM

Eastern Sierra, Fresno, Sacramento and Ukiah Field Office staff's main focus during Program Year 2012 was to provide activities that assisted participants to overcome barriers, enhance their skills for entering the labor market and to obtain and retain employment that will lead to self-sufficiency. Partnerships with employers and educational facilities were created. Connections were nurtured with community agencies that assist with health care, counseling, rehabilitation, substance abuse treatment, domestic violence counseling, child care, emergency services, legal services, nutrition, TANF, and training. Networks were established to develop cost-sharing relationships to enable participants to transition from being unemployed to gainful employment.



José Lemus, Jr., Owner of Shinline Janitorial - Eastern Sierra Field Office participant and graduate of the 2013 CIMC Native Entrepreneur Training Program

CIMC Resource Centers were available for participants to be involved in their job search. Job leads and job fairs were posted. Material on resume development, cover letters, interviewing techniques, job search skills, labor market information, career exploration and resource information was available and updated regularly.



Michael Duncan, Sacramento Field Office participant, received the Alice Big Pond Roach Memorial Award at the 2013 National Indian and Native American Employment and Training Conference in Acme, MI. Recipients are selected for outstanding community service.

These Resource Centers were equipped with computers for online job searching, a fax machine, copier, telephone, printer; resume paper was provided to either use on their own or

- Eastern Sierra Field Office
- Fresno Field Office
- Sacramento Field Office
- Ukiah Field Office

staff provided assistance.

Each field office provided program orientations to groups of interested applicants or on an individual basis. The information shared gave the potential participant a better understanding of the program activities and set the expectations of both participants and CIMC staff. Also, all Field Office staff encouraged participant involvement with the local One Stop partners resource centers. The One Stop Centers usually have a full time staff person that is available at all times to assist them in job search, unemployment insurance claims and conduct employment related workshops.

Eastern Sierra Field Office saw a great demand for On-the-Job Training (OJT). Staff coordinated OJT contracts with employers that included positions for a Water Treatment Specialist, a Commercial Janitorial Services Supervisor and a Tribal Police Officer.

Fresno Field Office worked with U.S. Forest Service (USFS) and Big Sandy Rancheria to provide for individuals to become employed and prepared to work as on-call fire-fighters for this fire season which, hopefully, will help participants develop a career with the USFS.

Sacramento Field Office continued a successful partnership with Calaveras Healthy Impact Product Solutions. Each successful participant was hired when they completed their work experience activity. Eight participants graduated successfully from the CIMC WIA entrepreneurial training program.

Ukiah Field Office developed working relationships with Manchester Point Arena, Laborers Union apprenticeship program, Sherwood Valley Rancheria, Graton Rancheria, Upper Lake Habematolel Tribe, Pinoleville Voca-



tional Rehabilitation, Hopland Band of Pomo Indians, and Pinoleville Tribe that resulted in employment for participants.



Motivated to obtain and retain stable employment during a critical time, **Harlan Dewey** turned to CIMC. With the help of CIMC's Workforce Development Program, he remains employed and engaged in building a secure future for his family.

Each of CIMC geographic service areas are diverse and encompass both rural and urban populations. Urban based participants grapple with the need to enhance their marketability in a highly competitive job market, while addressing personal barriers such as homelessness and felony convictions. Participants in rural areas address these same barriers and are further impacted by the

remote locations of the communities in which they reside. Individuals in all communities need intensive support to access the jobs and opportunities that will enable them to become self-sufficient.

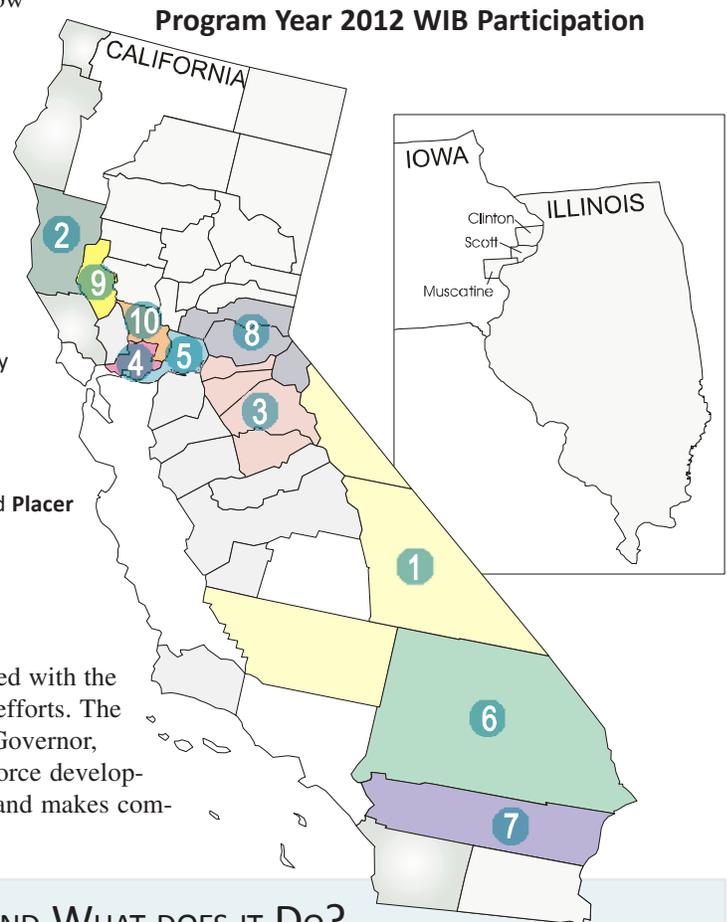


WORKFORCE INVESTMENT BOARD PARTICIPATION

During Program Year 2012, CIMC was an active board member on ten Local Workforce Investment Boards (LWIBs) within CIMC's geographic service area. The California State Workforce Investment Board is responsible for assisting the Governor in performing the duties and responsibilities required by WIA. All members of the Board are appointed by the Governor and represent many facets of workforce development. Below are the California LWIBs that CIMC held a seat during PY12. Other areas are monitored for potential involvement.

1. Employer's Training Resource Workforce Investment Board - **Inyo, Mono, Kern** Counties
2. **Mendocino** County Workforce Investment Board
3. Mother Lode Workforce Investment Board - **Amador, Calaveras, Tuolumne** and **Mariposa** Counties
4. Workforce Investment Board of **Solano** County
5. Sacramento Employment and Training Agency - **Sacramento** County
6. **San Bernardino** County Workforce Investment Board
7. **Riverside** County Workforce Development Board
8. Golden Sierra Workforce Investment Board – **Alpine, El Dorado** and **Placer** Counties
9. **Lake** County One-Stop Partner Board
10. **Yolo** County Workforce Investment Board

The **Illinois State** WIB, appointed by the Governor, is charged with the task of reviewing the progress of the state's workforce planning efforts. The **Iowa Region 9** Workforce Investment Board, appointed by the Governor, plays a leading role in establishing policy for the region's workforce development system. CIMC monitors meetings of both of these Boards and makes comments when appropriate.



WHAT IS A WORKFORCE INVESTMENT BOARD AND WHAT DOES IT DO?

The federal Workforce Investment Act (WIA) was passed by the United States Congress and signed into law by President Bill Clinton on August 7, 1998. This law was passed in an effort to improve upon previous federal job training legislation by streamlining services and conveying much of the oversight responsibilities to state and local governments.

Generally, a Local Workforce Investment Area is made up of a single or multiple counties. Each Workforce Investment Area is administered by a Workforce Investment Board (WIB). The WIBs membership includes representatives from community-based organizations, economic development agencies, education, labor, and public sector partners. More than half of the board's members, as well as the board chair, must come from the private sector.

The WIA prohibits WIBs from directly providing services to businesses, workers and job seekers. These services are provided at the one-stop service delivery centers that are overseen by the WIBs. In California, these centers are America's Job Centers of California.

Each Workforce Investment Area must have at least one service delivery job center. These job centers offer a wide range of services to employed and unemployed adults who are

seeking a job or job training, as well as to businesses that are seeking new employees or training for current employees. These services are provided by employees of one of the federal, state or local agencies that are partners in the job center. Some of these partners are mandated by the WIA to be housed at the job centers, while others are contracted by the WIB to provide their services.

The WIB sets the performance measures that must be met by the job center partners. In addition to selecting the one-stop operator and overseeing its operation, the WIB is also responsible for negotiating performance measures with the local elected officials and the Governor, assisting in developing a statewide employment statistics system, coordinating activities with economic development agencies and employers, and identifying eligible providers of training services and youth activities.

CIMC field office staff stay in regular contact with these job centers and refer clients for Core services and Training and Intensive services. By working with job centers, field staff can refer clients for workshops on interviewing skills, resume development and potential funding for training.

WORKFORCE DEVELOPMENT PROGRAM YEAR 2012 SERVICE AREA



WORKFORCE DEVELOPMENT PROGRAM YEAR 2012 FIELD OFFICES

CHICAGO BASED OPERATIONS

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

EASTERN SIERRA FIELD OFFICE

1343 Rocking W Drive, Bishop, California 93514
(760) 873-3419; (760) 873-3989 - 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 Road - Suite 204, Moreno Valley, California 92557
(951) 784-9962; (951) 784-9945 - fax

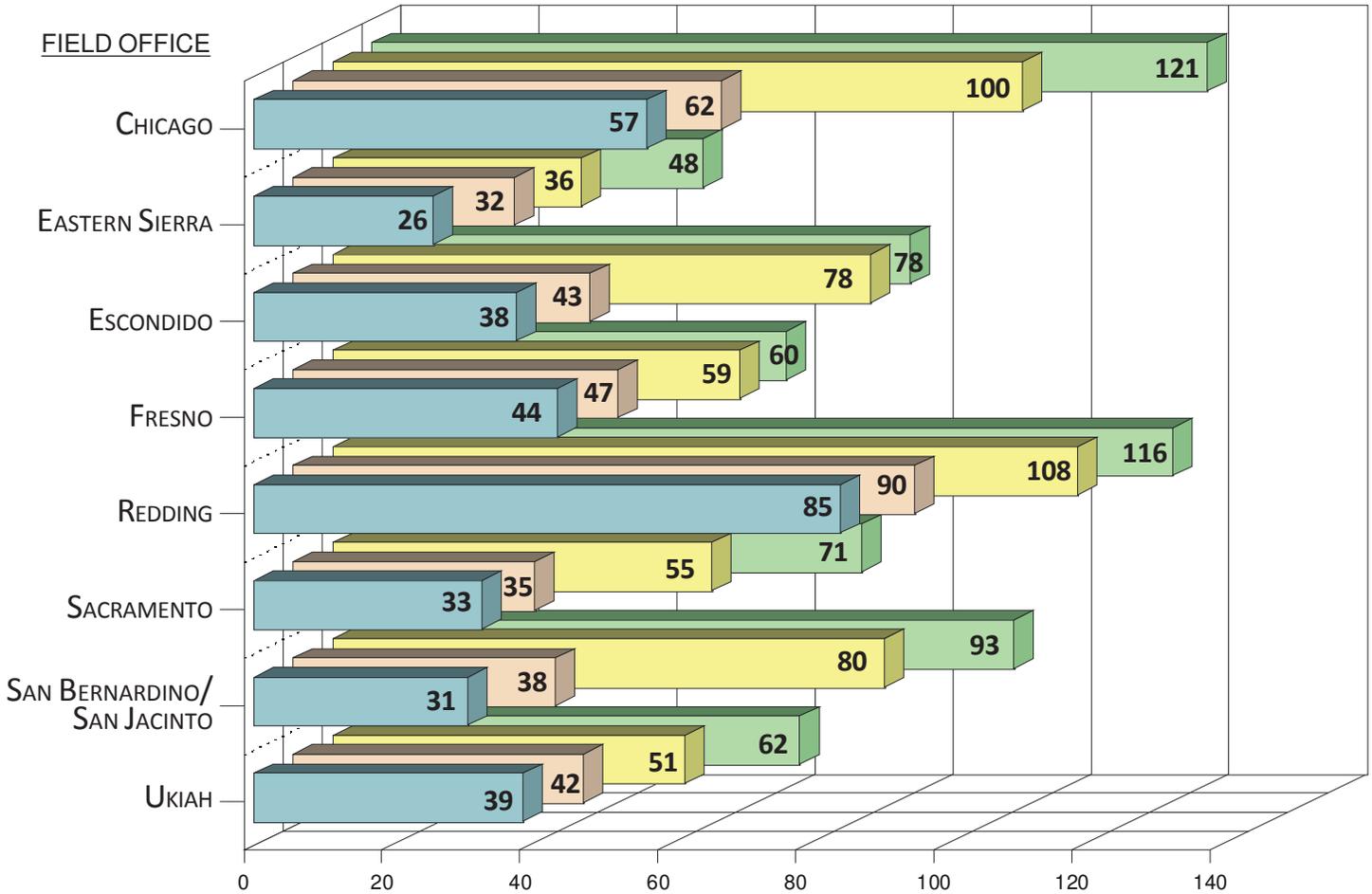
UKIAH FIELD OFFICE

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

WORKFORCE DEVELOPMENT PROGRAM YEAR 2012 PERFORMANCE

WORKFORCE INVESTMENT ACT COMPREHENSIVE SERVICES PLAN - PROGRAM YEAR 2012

TOTAL PARTICIPANTS SERVED	649
TOTAL EXITERS	567
ENTERED UNSUBSIDIZED EMPLOYMENT	389
ACHIEVED ENTERED EMPLOYMENT MEASURE	353

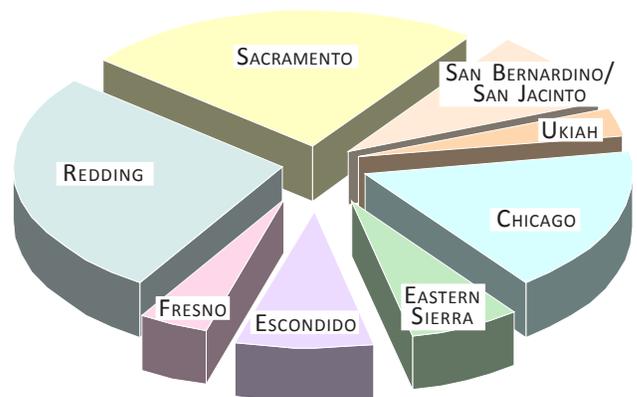


SETA OUT OF SCHOOL YOUTH PROGRAM (SACRAMENTO COUNTY)

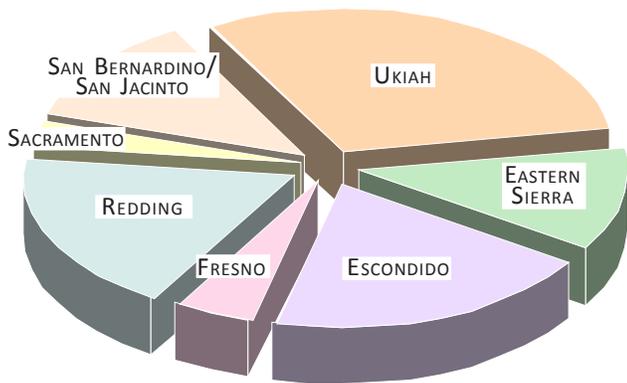
Program Year 2012
Total Enrollments 28

Performance Outcome
112% Enrollment Rate

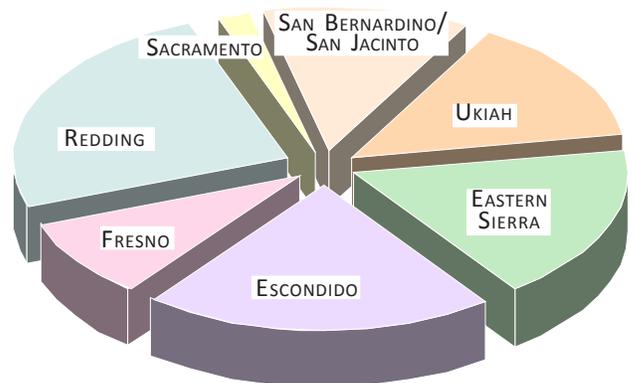
CORE SERVICES (SELF-DIRECTED ONLY) PROGRAM YEAR 2012 BY FIELD OFFICE (TOTAL - 2,365)



**NATIVE EMPLOYMENT WORKS PROGRAM
PROGRAM YEAR 2012 ENROLLMENTS BY FIELD OFFICE
(TOTAL - 101)**

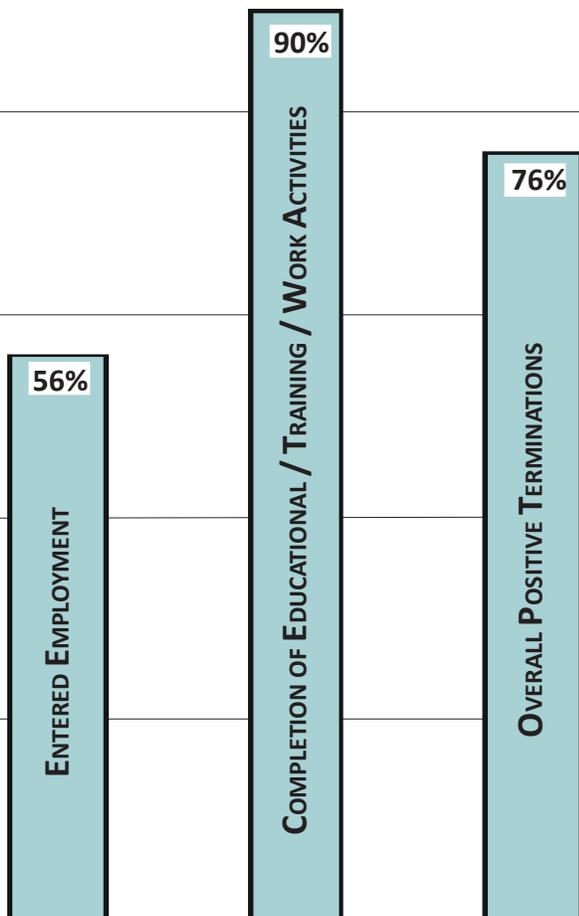


**TRIBAL SUPPLEMENTAL YOUTH SERVICES
PROGRAM YEAR 2012 ENROLLMENTS BY FIELD OFFICE
(TOTAL - 48)**



98% ATTAINED TWO OR MORE GOALS

**NATIVE EMPLOYMENT WORKS PROGRAM
PROGRAM YEAR 2012 PERFORMANCE OUTCOMES**



Jennifer Whitmore, MIS Specialist was honored by the U.S. Department of Labor at the 2013 National Indian and Native American Employment and Training Conference in Acme, Michigan for outstanding contributions to Indian and Native American programs on a national level.



SETA OUT OF SCHOOL YOUTH PROGRAM

CIMC received funding from the Sacramento Employment and Training Agency (SETA) to administer an Out of School Youth Program. Program services were available to a limited number of youth who met the following criteria: 18 through 21 years of age, have at least one barrier, are not attending school or working at the time of intake, meet the federal income guidelines, and are residents of Sacramento County.

Program Year 2012 began on July 1, 2012 with the active recruitment of participants while continuing to provide services to a number of participants who did not complete the required activities within the program year that ended June 30, 2012. Recruitment activities took place

at Tribal TANF programs, Indian health clinics, Native cultural gatherings and Native organizations.

With the help of a VISTA member, a tutoring program was established, educational materials were purchased, and a roster of tutors to work with the participants was developed. Staff continued making contacts and meeting with the individuals that were carried over from the previous program year. Services were provided to follow up with the individuals that needed to improve their educational level, complete their studies, test and obtain their GED or high

school diploma, complete their work readiness and work experience, obtain a job, or enroll in higher education. Participants were engaged and encouraged to perform in the activities. Incentives were given to each participant upon completion of each milestone.



Valerie Camargo and Matthew Contreras, both SETA OSY Participants, were hired full-time at California Rural Indian Health Board.

In addition, all of the youth were given opportunities to participate in the leadership activities to develop their potential as citizens and leaders by volunteering their services to assist within their communities.

The goal for the SETA Out of School Youth Program participants that exit the program within the program year is to meet the performance measures of: placement into employment or education; attainment of a degree or certificate; and literacy and numeracy gain.

It is rewarding for CIMC staff to be a part of the growth of each of these individuals as they progress through the program.



SETA Out of School Youth Tutoring Session

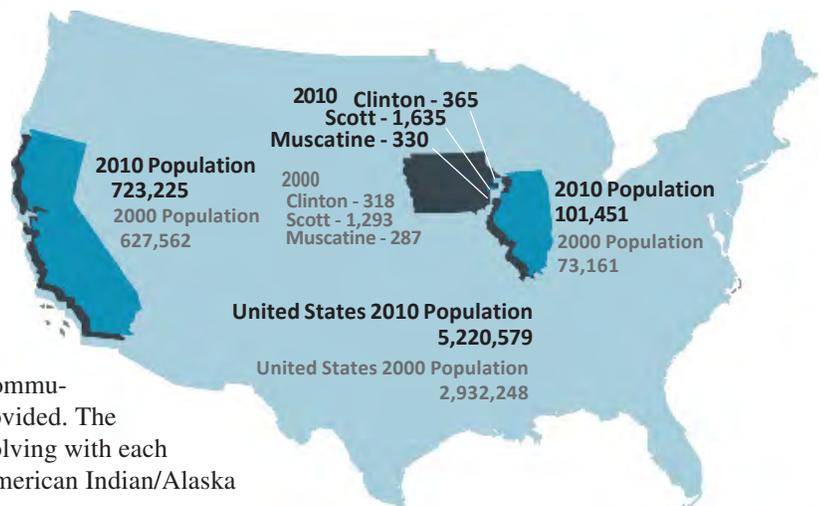
CENSUS INFORMATION CENTER

The CIMC Census Information Center (CIC) worked directly with the U.S. Census Bureau during Program Year 2012 to continue to provide the best up-to-date data, specializing in American Indian/Alaska Native populations. Data is constantly being released from the 2010 decennial census as well as the American Community Survey, which is an ongoing survey that provides data every year on topics such as: Income and Benefits; Education; Employment; Poverty; and Disabilities.

Partnering with the U.S. Census Bureau has equipped the CIMC CIC with many useful tools to help strengthen

not only the CIC, but CIMC as well. Assistance with custom data tabulations using 2010 decennial census as well as the American Community Survey will continue to be provided. The CIMC CIC is prepared to keep evolving with each passing year to provide the best American Indian/Alaska Native census data.

2010 AMERICAN INDIAN / ALASKA NATIVE ALONE OR IN COMBINATION POPULATION



ANA NATIVE DIGITAL NATIONS PROJECT

In September 2011, CIMC received a three-year grant from the U.S. Department of Health and Human Services, 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.

NDN Year 2 Activities:



- NDN Digital Literacy and Responsibility Trainings occurred at Chicago Based Operations and the Redding Field Office for both staff and clients. These trainings covered computer basics, social media, on-line job searching, and safe computing practices.

- Facebook and Twitter accounts were established for the Redding Field Office and Chicago Based Operations. These four new accounts are managed by field office staff and have been active with job postings, career tips, workforce information, and CIMC updates.
- NDN continued to upgrade and integrate technology with CIMC. This included acquiring iPads to assist staff while in the field, installing new computers in client labs, increasing internet speed at field offices, and utilizing webinars as a tool for virtual meetings or trainings.
- A Communication Assessment of CIMC's service area was completed with over 300 responses from

applicants, participants, delegates, community members, and staff. The assessment results indicated that many people are online, but need more knowledge in how to utilize social networks for employment purposes.

- NDN values community involvement and the many volunteers that have donated time or resources to the project. The project appreciates the members of the Communication Advisory Committee that met quarterly, media consultants that shared their expertise and others that connected on CIMC's new social media networks. #thankyou

NATIVE AMERICANS TO WORK PROJECT

During Program Year 2012, CIMC administered the third year of 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. CIMC placed VISTA members with tribes and organizations located in Arizona, Arkansas, California, New Mexico and Oklahoma.



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



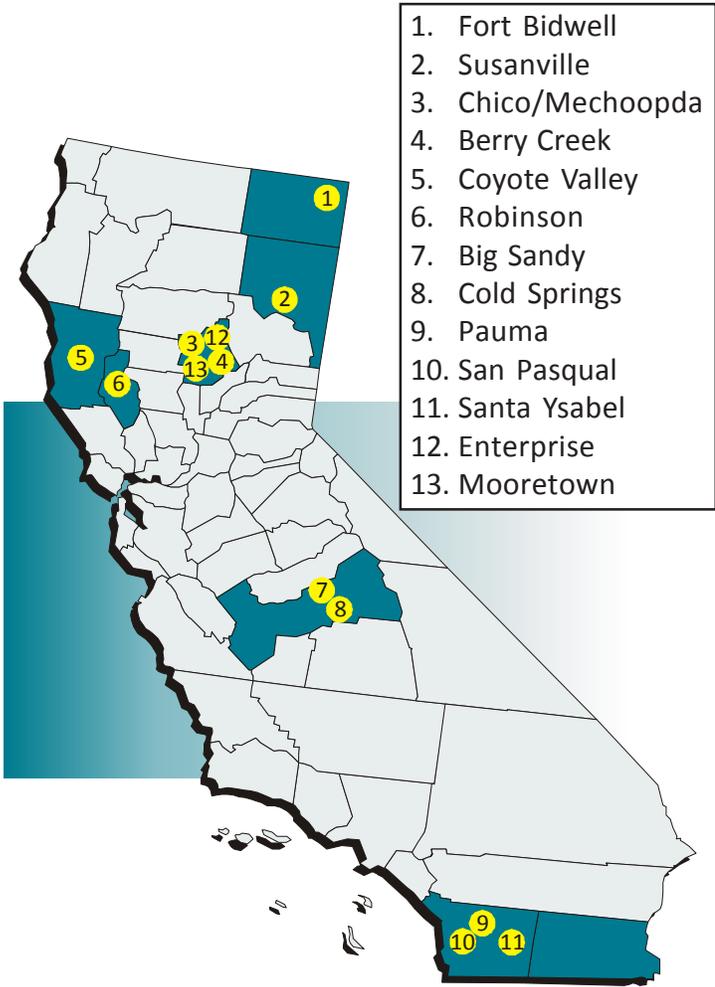
CIMC NAWP project utilized VISTA members to reach its goals by having members:

- 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.

ELDERS PROGRAM

The CIMC Elders Program operated during Program Year 2012 with funding from the U.S. Department of Health and Human Services, Administration for Community Living/Administration on Aging. The program is funded under Title VI of the Older Americans Act.

During the grant period of April 1, 2012 through March 31, 2013, a total of 6,455 meals were served in a congregate meal setting and another 48,403 meals were delivered to participating elders' homes.



Throughout the program year, the Elders Program Coordinator works with all participating tribes. The Coordinator oversees the operation of the program at each site, provides menu plans and monitors food purchases, processes payments, and works to insure that the program meets its overall goals.

The annual funding level for the CIMC Elders Program is quite limited, so we are fortunate that several of the participating tribes are able to contribute to the program operations. To help in making CIMC Elders Program operations successful, Berry Creek contributed to the program by employing the cook who prepares the meals. All sites contribute to the success of the program by providing site contacts that assist the Elders Program Coordinator with such tasks as completion of intakes as well as distribution of informational material.

It is the primary purpose of the program to insure that the nutritional needs of participating elders are being met. Through the CIMC Elders Program, noon meals are prepared and served at sites that have kitchen and seating facilities to accommodate the serving of meals to Indian elders, their spouses, and program volunteers. Elders who are homebound and unable to come to the congregate meal site may receive home-delivered meals. Elders at sites where meals are not prepared and served on-site receive delivered hot meals from another nutrition program, frozen meals, or shelf stable meals.



YOCHA DEHE WINTUN NATION COMMUNITY FUND

During the current grant period, CIMC received a mini-grant from Yocha Dehe Wintun Nation Community Fund to provide Elders Program participants with cultural native materials and an instructor to make traditional items during outreach meetings, including, but not limited to: basket weaving, dreamcatch-ers, felt moccasins, leather medicine bags, pine nut bracelets, pine nut necklaces, gourd pouches, and birdsinger gourds. CIMC cultural activity surveys reflect the Elder participants enjoyed the classes. Most tribes want to know when the next cultural activity class will take place.

MEALS ARE PURCHASED FROM OTHER NUTRITIONAL PROGRAMS FOR DELIVERY AT:		SHELF STABLE MEALS ARE PROVIDED AT:	CURRENTLY MEALS ARE PREPARED ON-SITE AT:
CHICO / MECOOPDA RANCHERIA	MOORETOWN RESERVATION	BIG SANDY RANCHERIA	BERRY CREEK RANCHERIA
COLD SPRINGS RANCHERIA	PAUMA RESERVATION	COYOTE VALLEY RANCHERIA	FORT BIDWELL RESERVATION
ENTERPRISE RANCHERIA	ROBINSON RANCHERIA	SAN PASQUAL RESERVATION	
SANTA YSABEL RANCHERIA	SUSANVILLE RESERVATION		

NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

The CIMC Native American Caregiver Support Program provides 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 and support, temporary respite relief for caregivers, and supplemental services when possible.

Last program year, CIMC trained 28 tribal members at a 32-hour caregiver / 8-hour CPR First Aid Class. CIMC staff have steadily developed and added health and wellness information into the class, such as the heart and the recent addition of a session on the liver. Heart and liver models were purchased and both the students and the RN seem to enjoy and learn from each other about how to improve individual health and the care of elders.

CIMC continued to leverage VISTA service through the Corporation for National and Community Service (CNCS) with the project sponsor Spirit of the Sun. The current CIMC Elder VISTA goal is to leverage resources for the following: chore services; caregiver classes; setting up Elder lending closets; and planning for senior centers.



Students performing learning exercise in Caregiver Training

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. Further, 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 a grant from the First Nations Development Institute's Native Youth and Culture Fund to address issues of cultural discontinuity as a reason for low high school graduation rates among Native American youth. The project entitled "California Tribal Culture Exchange" consisted of two parts: a video contest and developing and distributing an educational video on California Tribal culture with the involvement of youth and elders.

Activity for this grant continued through Program Year 2012.

Tribal youth between the ages of 5 and 23 years from the eligible service areas were invited to submit short videos showcasing their California Tribal culture.

The video contest was open to members of state and federally recognized American Indian tribes from the California counties of Humboldt, Mendocino, Lassen, Lake, Riverside, San Diego, and San Bernardino.

Winning entries received up to \$1,200 in prize money to better their tribal community. Each video was accompanied by an essay describing where and how the prize money would be utilized for the community. The selected video submissions have been compiled into a DVD for distribution to schools, tribes, and individuals throughout California for educational purposes.

Winning video submissions were selected by a panel of judges, who have knowledge of film and are active in the Native American community:

- Michael Duncan (Con-Cow/Wailaki/Wintu)
- Morning Star Gali (Pit River)
- Daniel Golding (Quechan)
- Julian Lang (Karuk)
- Liana Nelson (San Pasqual)
- Brooks Lockhart (Pomo)
- Lorenda T. Sanchez (Northern Paiute)
- Michelle Hall Shining Elk (Colville)
- G. David Singleton



The Native Youth and Culture Fund makes grants annually to support Native youth and culture programs throughout Native American communities.

WINNING VIDEO SUBMISSIONS

- *Coastal Abalone People*: Submitted by Clifford Castillo of the Manchester Point Arena Band of Pomo Indians. This video showcases traditional methods of gathering abalone. The prize money will be used for bringing more youth to the ocean to teach them traditional food gathering methods.
- *Elders Teaching Youth to Birdsing*: Submitted by Morongo Youth of the Morongo Band of Mission Indians. This video documents Walter Holmes, a tribal Elder, teaching youth of the Tribe a traditional song. The prize money will be used for events to counsel the youth in drug abuse prevention.
- *I Am Beautiful Because I Dance*: Submitted by the Ye-Ma-Bax Dance Group of the Scotts Valley Band of Pomo Indians. This video features the children of the tribe helping to revive traditional dancing, and demonstrating their pride in their connection to their culture. The prize money will be used for further education of the youth on the Tribe's heritage.

CHILD CARE AND DEVELOPMENT BLOCK GRANT PROGRAM

Program Year 2012 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 (HHS). Staff continued to assist eligible parents with their child care needs.

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

A major emphasis of the program is parental choice; parents choose their child care provider. Once a provider is registered with the program, child care services can be provided and payments can be made.

During PY12, 70 children from 47 families received services. Each year, applications are taken on an ongoing basis and child care certificates are issued until all available funds are obligated.

In order for a tribe to receive CCDBG funds directly from HHS, they must have fifty or more children under 13 years of age. Tribes with fewer than fifty children may apply for funds as a member of a consortium. The consortium must have a cumulative total of fifty or more children in order to receive funding.



'Oos Morales, 'Emmay Morales, and 'Eshash Morales, San Pasqual Band of Mission Indians

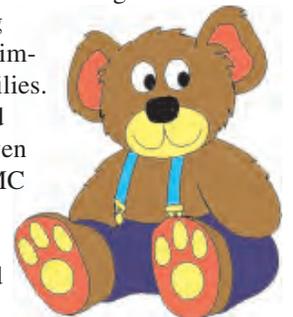
Each fiscal year, a tribe may decide to operate its own CCDBG Program (if it meets the requirement for number of

children) or to participate as a part of a consortium program. Further, tribes may elect to change the consortium in which they participate from one year to another. Any tribe wishing additional information regarding inclusion in the CIMC CCDBG Program may contact program staff.

PARTICIPATING TRIBES	
Cahuilla Band of Indians	Santa Rosa Reservation
Fort Independence Reservation	Santa Ynez Band of Chumash
Lone Pine Paiute-Shoshone Reservation	Iipay 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

During this report period, the CCDBG Program staff put together backpacks that were filled with age appropriate school supplies. Each child participating in the CIMC CCDBG Program received an age appropriate backpack that was filled with enough school supplies to last throughout the entire school year.

Also during this report period, the CCDBG Program received a donation of toys from Walking Shield, Inc., an organization dedicated to improving the lives of American Indian families. The CCDBG staff and volunteers wrapped each gift and sorted them by age to be given to the children who participate in the CIMC CCDBG Program. The gifts were boxed up and sent to each participating family. Gifts were also shared with tribes located throughout California.



CCDBG PROGRAM SERVICES

The CIMC CCDBG Program provides:

- Payments to child care providers
- Resources and referrals
- 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; and
- under 13 years of age or
- 13 - 17 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

COMMUNITY SERVICES BLOCK GRANT PROGRAM

During Program Year 2012, the CIMC Community Services Block Grant (CSBG) Program provided emergency assistance to eligible low-income Native American families that reside off-reservation/off-rancheria in 29 California counties.

An emergency situation is defined as an unplanned circumstance where there are no alternative services available within a reasonable period of time and in the absence of such services the applicant's household would be without basic necessities required to sustain even a temporary minimal subsistence.

Emergency services provided include:

- (1) housing (e.g., emergency relocation or eviction prevention)
- (2) utilities (e.g., deposit for new service, disconnection prevention, or restore service)
- (3) other utilities (e.g., wood or other heating fuel)
- (4) nutrition (e.g., food purchase order for basic nutritional food items).



Also, there are limited supportive services available (e.g., employment or education), which are directly related to the applicant's vocational pursuits.

There are different timeline limitations applied to the delivery of each emergency assistance or supportive service. All CSBG Program efforts are conducted with the intent to achieve a special vision, that is to promote the self-sufficiency of Native American households through the provision of emergency services.

CSBG Program staff conducted educational outreach to the community by distributing informational brochures and providing answers to questions at a number of events. They also implemented a tailored intake interview 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, pragmatic discus-



ELIGIBILITY REQUIREMENTS

- Reside off-reservation/off-rancheria within the CIMC CSBG service area
- Verified Native American
- Household income satisfies the federal poverty guideline and is sufficient to sustain a stable home
- At least 18 years of age or verified emancipated youth
- Made reasonable efforts to pay household bills
- Emergency situation due to no fault of applicant

sions of daily examples of what steps were necessary to attain a self-sufficient household. In this way, potential applicants became more proactive in the application process by providing the necessary basic documentation and more apt to plan and take actions for the future through a better understanding of available services.

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 Field Offices
- Enterprise Rancheria
- Greenville Rancheria
- Northern Valley Indian Health, Inc.
- Sacramento Native American Health Center

NATIVE ENTREPRENEUR TRAINING PROGRAM

The thirteenth session of CIMC's Leadership Training for Entrepreneurial / Small Business / Economic Development was held during Program Year 2012.

This program year, 28 emerging Native entrepreneurs completed this training which was conducted in a series of workshops held in different geographic areas in California: Pala; Cabazon; Oroville and Jackson. This culturally-relevant training was held in four sessions (2-3 days each month) for four consecutive months which began in February 2013.

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 man-

agement, human resource management, and day-to-day operations.

A ceremony marked the completion of the training at the Jackson Rancheria Casino Resort in Jackson, California. CIMC Board of Directors Chairman Benjamin Charley, Jr. presented Certificates of Completion to the graduates.



L-R: *Salvador Michael Frease* (Wintun-Pomo-Wailaki); *Richard Lewis, Jr.* (Western Mono-Big Sandy); *Richard Wilson* (Winnemem Wintu); *Delores Wyatt* (Costanoan Rumsen Carmel Tribe); *Marlene Johnson* (Western Mono-Big Sandy); *Joseph Kowalski* (CIMC Elders Program); *Francelia Luna* (Northern Maidu-Greenville); *Tracy Alvarado* (Yurok Tribe); *Jolene Mangilinan* (Cahuilla Band of Indians); *Sarah Tinsley* (Cahuilla Band of Indians); *Rhonda Hodges* (Sac and Fox Nation); *Elizabeth Reynoso* (San Pasqual); *Irene Jewel Willson* (Yurok Tribe); *Christopher Baker* (Wintu-Redding); *Scott Brooks* (Hoopa Valley Tribe); *José Lemus, Jr.* (Big Pine Paiute Tribe); *Carlos Concha* (Te-Moak Tribe of Western Shoshone); *Ciarra Ciccone-Burley* (Maidu-Enterprise); *Arnold Ferris, Jr.* (Hoopa Valley Tribe); *Victoria Ramos* (Sac and Fox Nation of Missouri); *Running Bear Stean-Mann* (Karuk Tribe); *Christy Gomez* (San Pasqual); *Stephanie Avalos* (Mechoopda-Chico); *Lawrence Longee, Jr.* (Assiniboine Sioux); and *Michelle Baugher* (Pokagon Band of Potawatomi Indians)

Not in photo: *Angelique Duran* (Ione Band of Miwok Indians); *Joseph Miller* (Big Pine Paiute Tribe); and *Michelle Reid* (Western Mono-Big Sandy)

TRAINING FACULTY

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

- *TeMashio Anderson* - Tribal Energy Program, Scotts Valley Band of Pomo Indians (Scotts Valley Pomo)
- *Preston J. Arrow-weed* - President, Ah-Mut Pipa Foundation (Quechan)
- *Kenneth Banks* - Artist, *Kenneth Banks Designs* (Santa Ysabel)
- *Armon Isaiah Batiste* - Resource For Native Development (Yahmonee Maidu)
- *Diana Blair* - President, *Sage Capital Advisors, LLC*
- *Lawrence Bryan* - Owner, *NativeAir Heating and Cooling, LLC* (Mojave)
- *Dirk Charley* - Tribal Liaison Officer, *Sierra National Forest* (Mono)
- *Michael L. Connolly* - CEO, *Laguna Resource Services, Inc.* (Kumeyaay)
- *Daniel Golding* - Owner, *Hokan Media Productions* (Quechan)
- *Peter H. Hackbert, PhD* - Director, *Entrepreneurship for the Public Good*, Berea College
- *Marcia Hoaglen* - Owner, *Wailaki Indian Tacos* (Round Valley Indian Tribes)
- *Susan Lamping* - Loan Officer and Technical Assistance Coordinator, *CDC Small Business Finance Corporation*
- *Julian Lang* - Chairman, *The INK - Institute for Native Knowledge - People* (Karuk)
- *Panda Morgan* - Director, *Greater Sacramento Small Business Development Center*
- *Joseph Orozco* - Station Manager, *KIDE-FM*, Hoopa Valley Tribally-Owned Radio Station (Hupa)
- *Christopher H. Peters* - President, *Seventh Generation Fund*; CEO, *Red Deer Consulting* (Pohlik-lah/Karuk)
- *Hai-Na-Nu Saulque* - Graphic Artist, *Nooligan Productions* (Benton-Paiute)
- *Paul Stone* - Artist and Musician (Washoe/Paiute)
- *Robert Stone* - President/CEO, *Whitney-Stone, Inc.* (Maidu)
- *PaPai X. Thomas, MPA* - Business Services Coordinator, *CIMC* (El Dorado Miwok)
- *Clarence Williams* - CEO, *California Capital Financial Development Corporation*
- *Billee Willson, MBA* - Owner, *Willson Lane Management & Consulting* (Yurok)
- *Sharon Wise* - Executive Director, *Native American Housing Service* (Choctaw)

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

Sage Capital Advisors, LLC

San Pasqual Band of Diegueno Mission Indians

Cahuilla Band of Indians

Elk Valley Rancheria

TRAINING CO-COORDINATORS

G. David Singleton

Teresa Marie Willson

TRIBAL BUSINESS EXPORT DEVELOPMENT PROGRAM

During Program Year 2012, CIMC received a no-cost extension from the Rural Development's Business and Cooperative Program for a grant received in 2010. This grant was designed to address Tribal business and Native Entrepreneurship at various levels of development

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 the partnership with CITD, six artisans participated in a jewelry trade show in Vicenza, Italy in September 2012.



Artisans from five different tribes throughout California attended and displayed their work at the VicenzaOro jewelry trade show in Vicenza, Italy. Their trip started off in Milan, Italy where the six participants were able to walk through a Macef gift and craft trade show. This allowed the participants an opportunity to see how a large trade show is set up and to see the current trends in gifts and crafts, including jewelry and fashion. The VicenzaOro trade show was five days long. During this time, the participants set up their jewelry for display and were available to answer any questions regarding their merchandise. Some of the artisans were asked to return and one was asked to be an exclusive provider of merchandise.



CALIFORNIA NATIVE ENTREPRENEURS OPPORTUNITY FUND

California Native Entrepreneurs Opportunity Fund (CNEOF) is an emerging Community Development Financial Institution (CDFI), intended to establish a 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 Sacramento Region and San Diego Region.



During Program Year 2012, CNEOF began providing business financial training sessions and credit counseling sessions. CNEOF provided credit counseling to seven of the PY12 Native Entrepreneur Training Program students and provided business financial training to a number of graduates of the CIMC Native Entrepreneur Training Program. Training included the following topics: Financial Literacy; Credit Building and Repair, Basic Business Bookkeeping; and Savings/Checking/Loans.

CNEOF ADVISORY BOARD

Chairman: **Walter D. Gray III** - Talmage, California
Vice Chair: **Diana Blair** - La Jolla, California
Secretary: **Theresa J. Nieto** - Pala, California
Treasurer: **Jesse D. Burnett II** - Ukiah, California
Members: **Alsace LaFramboise** - Albuquerque, NM
G. David Singleton - Davis, California
Robert H. Smith - Pala, California

Each session was an individual comprehensive course provided to Native entrepreneurs interested in improving their personal and business financial capabilities and applying for micro loans through the CNEOF revolving loan fund. Sessions were held in May and June of 2013.

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.

Program Year 2012 Annual Report



YEARS OF SERVICE RECOGNITION

Board of Directors

Five Year Recognition

Joyce Alvey

Jackie WiseSpirit

*Native American Workforce
Investment Council*

Thirty-Five Year Recognition

Margie M. Scerato

*California Native Entrepreneur
Opportunity Fund Advisory Board*

Five Year Recognition

Diana Blair

Walter D. Gray III

Alsace LaFramboise

Employees

Thirty-Five Year Recognition

Diana Alvarez

Cleo Foseide

Lorenda T. Sanchez

Thirty Year Recognition

Velma WhiteBear

Twenty-Five Year Recognition

Brooks Lockhart

Twenty Year Recognition

Marsha Jinapuck

Teresa Marie Willson

Fifteen Year Recognition

Deanna Quintana

Ten Year Recognition

M. Ligaya Hattari

Five Year Recognition

Ramona Amado

Matthew Begay

Darcia Blackdeer-Lent

Carol Jennings

Jeff Morris

David Winsor

MEMBERSHIP RECOGNITION

Thirty-Five Year Membership

<i>Big Pine Paiute Tribe of Owens Valley</i>	<i>Pauma Band of Mission Indians</i>
<i>Bishop Paiute Tribe</i>	<i>Rincon Band of Luiseno Indians</i>
<i>Iipay Nation of Santa Ysabel</i>	<i>Round Valley Indian Tribes</i>
<i>Modoc Lassen Indian Housing Authority</i>	<i>Santa Rosa Band of Cahuilla Indians</i>
<i>Morongo Band of Mission Indians</i>	<i>Sherwood Valley Rancheria</i>
<i>Pala Band of Mission Indians</i>	<i>Susanville Indian Rancheria</i>

Thirty Year Membership

Cold Springs Rancheria
Redwood Valley Rancheria
Roundhouse Council

Twenty-Five Year Membership

<i>Cahto Tribe of Laytonville Rancheria</i>	<i>Mesa Grande Band of Mission Indians</i>
<i>Cahuilla Band of Indians</i>	<i>Pala Fire Department</i>
<i>Fort Mojave Indian Tribe</i>	<i>Pit River Tribe</i>
<i>Lassen Indian Health Center</i>	<i>Robinson Rancheria</i>

Twenty Year Membership

La Posta Band of Mission Indians

Ten Year Membership

American Indian Studies - UIUC
Native American Support Program - University of Illinois at Chicago
United Native Housing Development Corporation

Five Year Membership

Lake County Citizens Committee on Indian Affairs, Inc.



*35 years after the birth of a dream,
At times a rushing river, sometimes a gentle stream.*

*So many faces, some lost and in need,
Other faces beaming with the knowledge we have planted a seed.*

*Success stories measured not in numbers,
But success measured in the knowledge we've created such thunder!*

*There are now welders, security guards, tribal administrators and
chairpersons to name a few
As a writer, I include myself, for I am one of them too.*

*CIMC is honored to have been able to help so many from across this
great land,
We gratefully thank you, for accepting our helping hand.*

By B. Lockhart, soon to be...

***A**s 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.

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