

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



**California Indian Manpower Consortium, Inc.  
Program Year 2009 Annual Report**



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## 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  
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Ben W. Bendel, Retired  
Pacific Gas & Electric Company, Granite Bay, California

Jesse D. Burnett, II, Executive Director  
Northern California Tribal Economic Development Consortium,  
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Native Sons Enterprises, Talmage, California

Jack Jones, Writer/Producer  
Corporate Productions, Toluca Lake, California

Barbara E. Karshmer, Attorney at Law  
Law Office of Barbara Karshmer, Berkeley, California

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Intertribal Court of Southern California, Escondido, California

Kathy Martinez, Personnel Manager  
California State Personnel Board, Sacramento, California

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Center for International Trade  
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 2009 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](http://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.

# EXECUTIVE DIRECTOR'S REPORT

As with years before, Program Year 2009 was a very busy year for CIMC. We experienced extreme trying and turbulent times. Nonetheless, CIMC staff have remained committed to providing appropriate services to meet myriad level of needs facing our people and communities. Our hard work has had profound impacts for our Native families and communities. We have met and/or exceeded our goals for program outcomes and performance results. We are pleased to share our work with you.

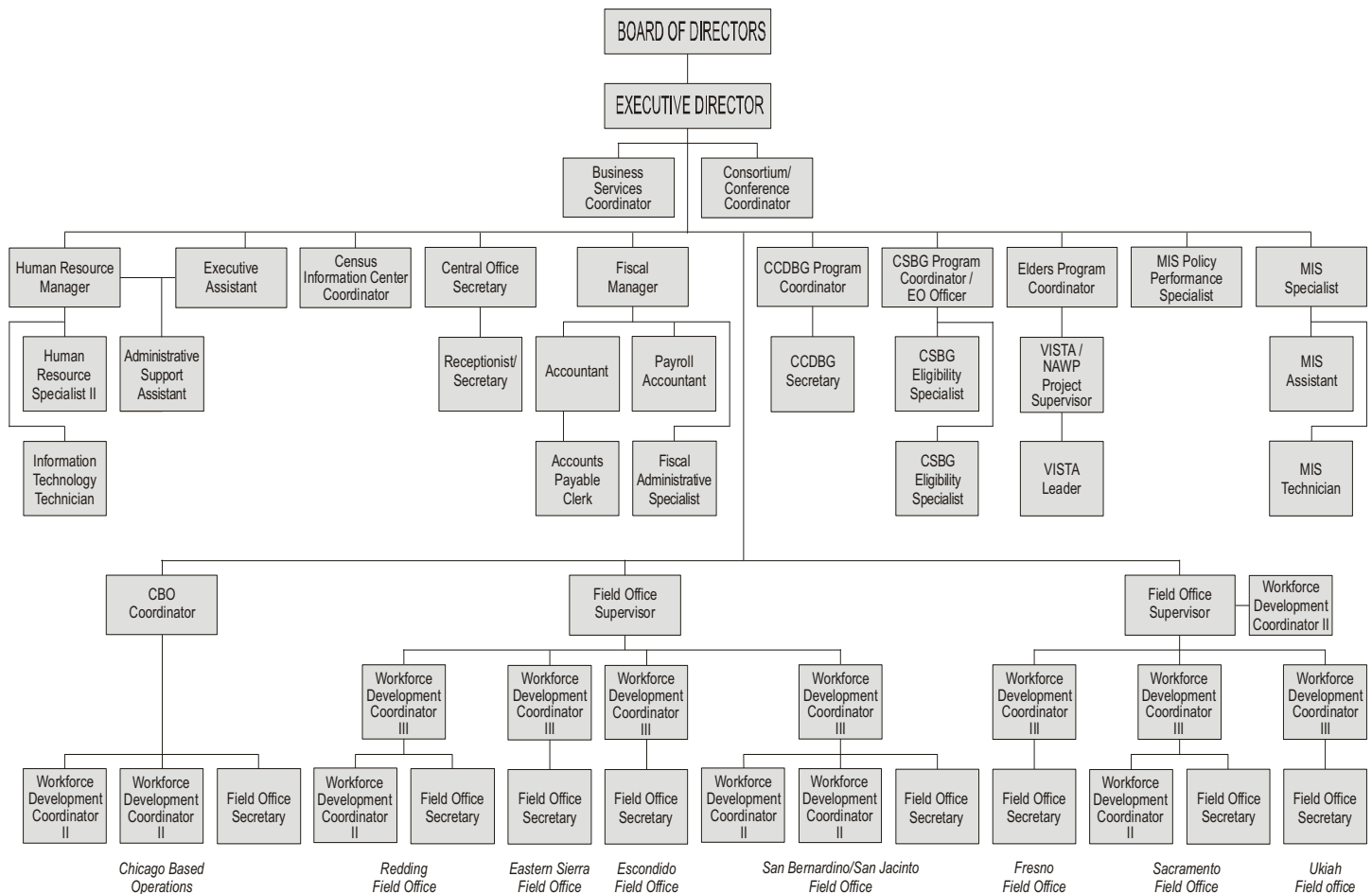
It is a satisfying and rewarding experience for all of us who invest our time and energy in order to fulfill the goals of CIMC. For each of us knows that we have contributed towards benefiting numerous individuals, families, tribes and communities in an effort to enhance the quality of life and culture for each. As we are working with strained budgets, we were required to make difficult choices when we allocated our program resources. By defining our priorities and focus accordingly, we continue to contribute to the economic and social wellbeing of those we service. In addition, we will continue to enhance our knowledge and work in the "green" field to meet these future opportunities.

With a new Congress on the horizon, we 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 that we will stand firmly to further policies and provisions which are consistent with the law and with federal Indian policy (including Tribal Sovereignty), and which will protect our ability as Indian Tribes and organizations to meet the needs of Indian people.

In closing, I thank the CIMC Board of Directors for their dedication and support, the CIMC staff for their untiring work, the Native American Workforce Investment Council and the California Native Entrepreneurs Opportunity Fund Advisory Committee for their input, and the CIMC Membership for your continued guidance and support. I am honored to be associated with each of you.

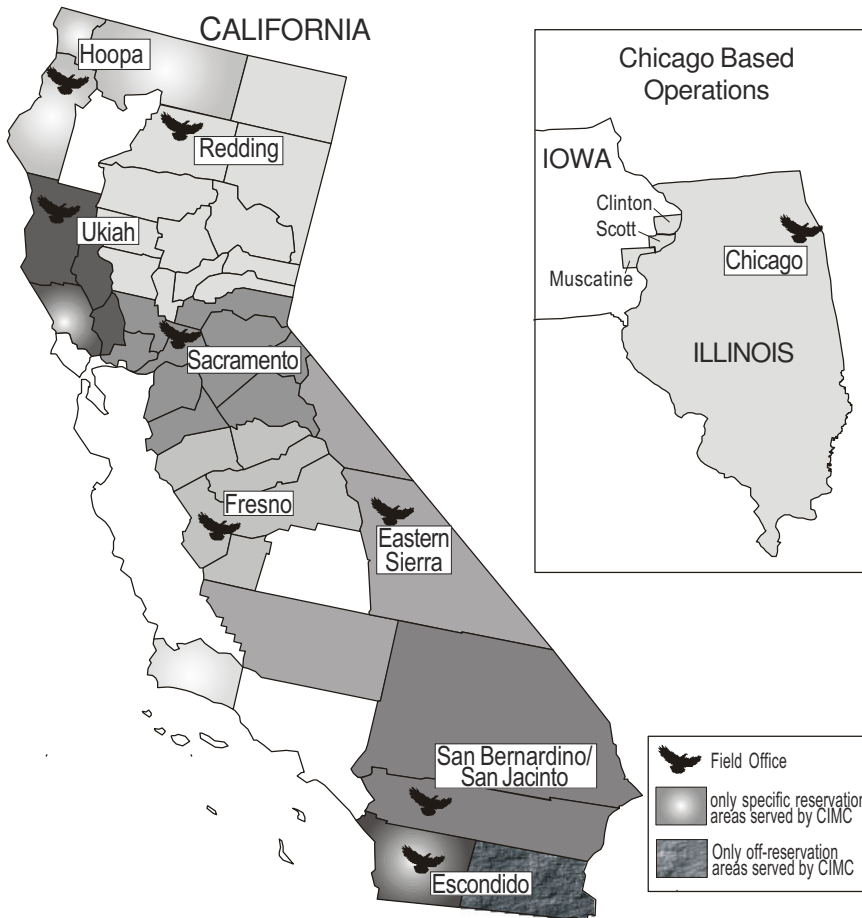
**Lorenda T. Sanchez**  
*Executive Director*

## Organizational Chart



# WORKFORCE DEVELOPMENT PROGRAM

## Program Year 2009 Service Area



## Program Year 2009 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

### **HOOPASATELLITE OFFICE**

P.O. Box 815, Hoopa, California 95546  
(530) 625-4331; (530) 625-9222 - 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) 467-5930 - fax

## COLLABORATION WITH SETA

**D**uring the Summers of 2009 and 2010, CIMC collaborated with the **Sacramento Employment and Training Agency (SETA)** utilizing American Recovery and Reinvestment Act (ARRA) funds and provided 31 youth with work readiness and work experience.

The overall purpose of the program was to provide subsidized employment to eligible Native youth within Sacramento County. Each youth were enrolled in a six-week work experience position. The first week was a job readiness training workshop that emphasized: the importance of getting to work on time; ap-

pearance; getting along with coworkers; career assessment; resume development; and interview techniques. During the remaining five weeks, youth were placed with an employer to provide them with an opportunity for a practical application of the job readiness skills learned as well as exposure to various occupations in Sacramento County.

The partnership with SETA was a great success resulting in an enhanced preparation of these youth for their future participation in the workforce and five of the youth being hired by their employer when the program ended.

## WORKFORCE INVESTMENT BOARD PARTICIPATION

**T**hrough active membership on local Workforce Investment Boards (WIBs) during Program Year 2009, CIMC had the opportunity to connect with employers, community business members and other service providers to enhance the availability of information and resources for CIMC's clients.

As part of the collaboration with One-Stop centers, CIMC staff had the opportunity to access labor market information and studies on critical industries and market trends funded by local WIBs; these valuable resources are available to CIMC at no cost. CIMC had access to the various workshops for clients, and cost

sharing for client activities, assessment testing, supportive services etc. Economic and employment trends captured in studies conducted by WIBs assist CIMC's offices in preparing information for career planning for CIMC Workforce Development Program participants.

# WORKFORCE DEVELOPMENT PROGRAM

The CIMC Workforce Development (WD) Program's main focus during Program Year 2009 was to assist clients in removing barriers and help them secure employment. A thorough assessment was conducted for each client and a strong case management approach was used to help clients overcome barriers to achieve their employment goal and to continue assisting them after exit to retain employment.

Workforce development services provided through the Workforce Investment Act (WIA) were geared to job seekers and employers and had three levels: 1) core (services available to everyone); 2) intensive (services available to individuals who meet certain requirements); and 3) training (services available only to those who have been through core and intensive, but need additional help).

These services targeted participants who were most in need and who could benefit most from the program. An appropriate plan of services was developed for each participant based on the assessment of the participant's skills and career interests. Participants were placed in employment and training activities that were based on employers' needs, thus improving participants' ability to compete in the workforce and the likelihood of obtaining and retaining unsubsidized employment.

Services provided to eligible clients through the Native Employment Works Program included: Job Development and Placement; Work Experience; Educational Training; Job Skills Development; On-the-Job Training; and Entrepreneurial Development.

CIMC staff continued to improve on the current cooperative and networking systems and to work in partnership with multiple One-Stop centers, established by local Workforce Investment Boards, within the 149 counties that CIMC is designated to serve. Linkages with the One-Stop centers in each geographic service area ensured the availability of client services such as use of the resource rooms for job search assistance (online research, developing resumes, completing employment applications, job coaching, and career guidance, etc.).

With the severe budget cuts that have impacted not only the states and counties but at local levels, staff plan to revisit all partners to strengthen their referral process and update information on what services are still available during this difficult time of recession.

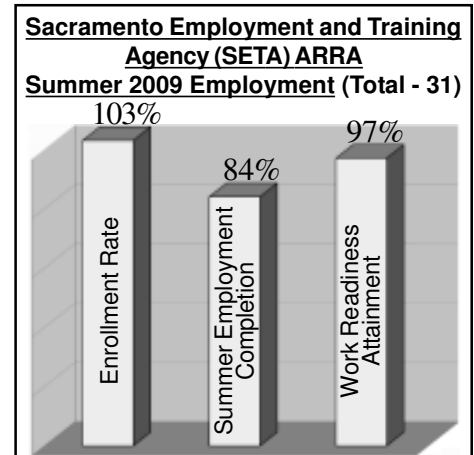
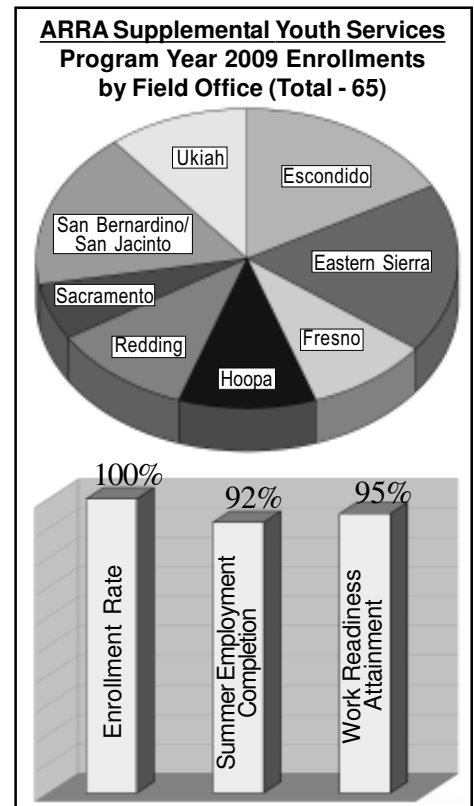
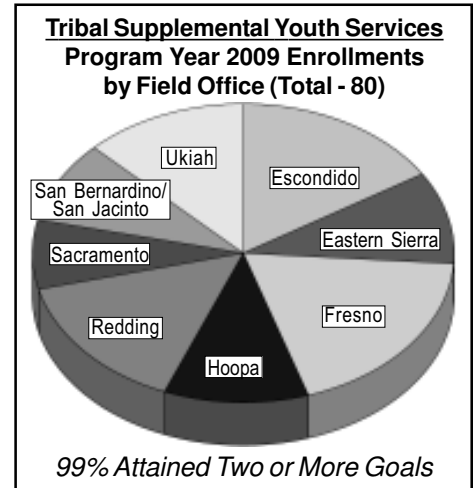
Many of the counties that CIMC serves received funding from the American Recovery and Reinvestment Act (ARRA) of 2009 for year round youth programs and adult and dislocated workers programs. CIMC field offices worked within their service areas to refer clients to agencies who received ARRA funds to assist with youth employment opportunities. Staff plan to refer adults as ARRA funding for adults becomes available.

This program year, CIMC was awarded CSBG American Recovery and Reinvestment Act (ARRA) funds to provide work experience to 90 youth, 16 through 24 years of age and who reside off of the reservations and rancherias. CIMC staff eagerly began to identify individuals that would benefit from their participation in a work experience situation. Staff sought out area businesses that offered applicable work experience opportunities and supervisors who would assist with the skills development the youth sought.

The youth and their parents enthusiastically began to gather the required documents and as a result 89 job seekers were enrolled into the program. Several participants were provided with safety gear, clothing and transportation needed to perform their job duties.

All participants had to complete a resume, cover letter, a master job application, list three references and receive information on interview techniques. Each participant was involved in an interview and were evaluated by the interviewer on their interview skills.

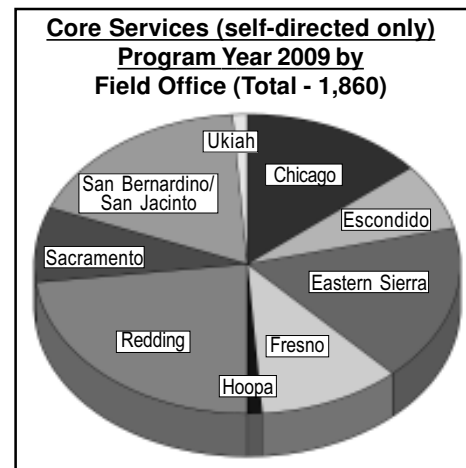
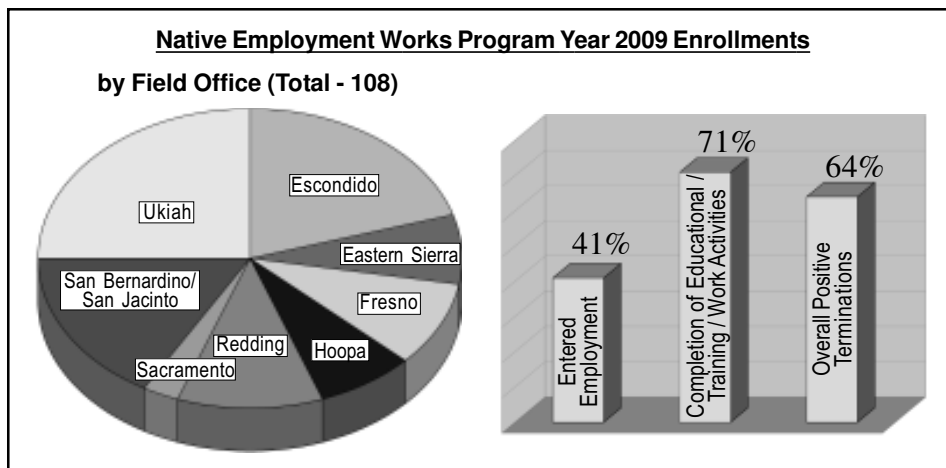
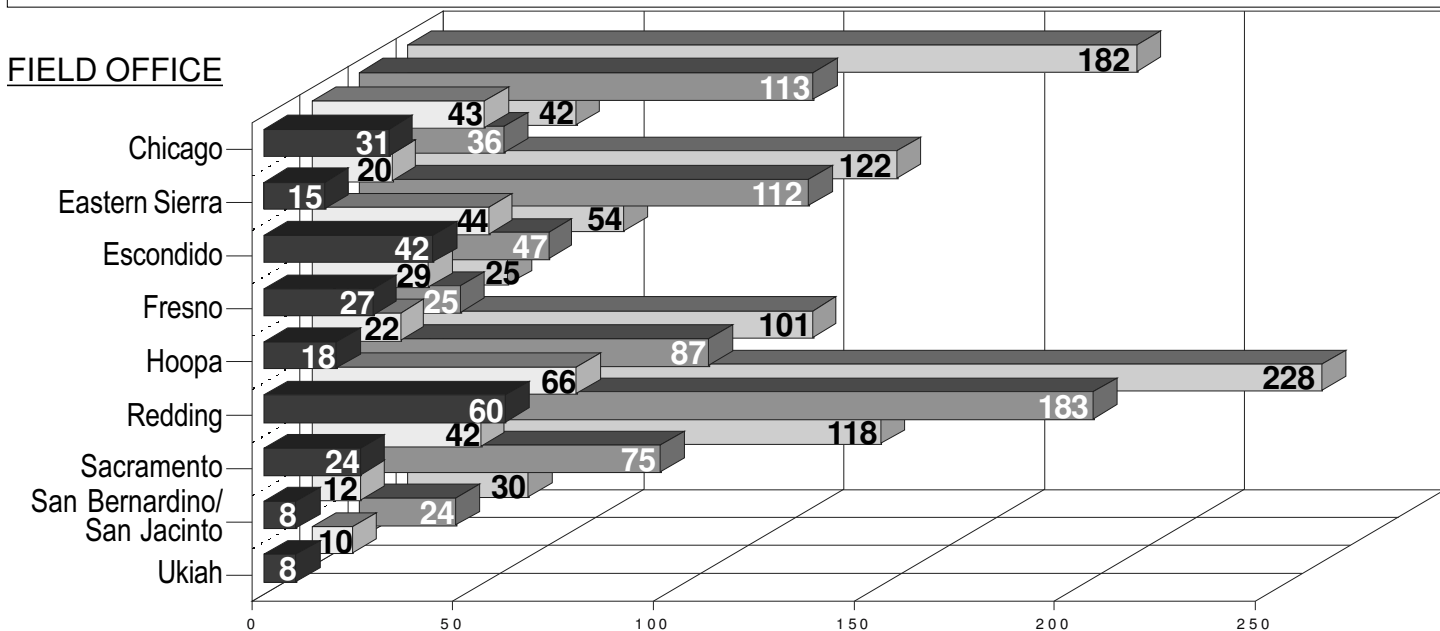
Eighty-six percent of the youth achieved successful results and a few of the youth were hired by the worksites. CIMC appreciates the worksites' assistance with this endeavor. It was a great experience to assist these families.





# WORKFORCE DEVELOPMENT PROGRAM YEAR 2009 PERFORMANCE

Total PY09 Total Participants Served.....	902
Total Exiters .....	702
Entered Unsubsidized Employment.....	288
Achieved Entered Employment Measure .....	233



## NATIVE ENTREPRENEUR TRAINING PROGRAM

The tenth session of CIMC's Leadership Training for Entrepreneurial / Small Business / Economic Development was held during Program Year 2009.

This year, twenty-eight emerging Native entrepreneurs completed this culturally-relevant training which was held in a series of workshops held in different geographic areas: Coarsegold, CA; Pala, CA; Laughlin, NV and Oroville, CA. The training was held in four sessions (2-3 days each month) for four consecutive months which began in March 2010.

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 is provided by faculty who are 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 & Hotel in Oroville, CA. Ms. Susan Masten, Board Secretary of The National Center for American Indian Enterprise Development and former President of the National Congress of American Indians, delivered the graduation address.

2010 CIMC Native entrepreneur training students on report cover (back to front): Anne Charley-Castillo; Carlos Willcuts; Fanny Lingenfelter; Nicole Garcia; Toni Espinoza; Christine Runningbear; Kerri Malloy; Eric Barela; Steven Cesena, Sr.; Ali Meders-Knight; Christopher Hope; Brandie Taylor; Manuel Razo, Sr.; Dennis Scott

## ELDERS NUTRITION PROGRAM

The CIMC Elders Program operated during Program Year 2009 with funding from the U.S. Department of Health and Human Services, Administration on Aging. The program is funded under Title VI of the Older Americans Act.

The program's primary purpose is 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.

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.

During the grant period of April 1, 2009 through March 31, 2010, a total of 6,207 meals were served in a congregate meal setting and another 34,144 meals were delivered to participating elders' homes. Currently, meals are prepared on-site at Berry Creek Rancheria and Fort Bidwell Reservation, shelf stable meals are provided at San Pasqual Reservation, Big Sandy Rancheria, Chico Rancheria, and Coyote Valley Rancheria. Meals were purchased from other nutrition programs for delivery at Cold Springs Rancheria, Pauma Reservation, Santa Ysabel Reservation, Susanville Indian Rancheria, and Robinson Rancheria.

As the annual funding level for the CIMC Elders Program is quite limited, it is fortunate for the program that several of the participating tribes are able to contribute to the program

operations. To assist in making CIMC Elders Program operations successful, Robinson Rancheria and Susanville Rancheria contributed to the program by employing the cooks who prepare the meals. Big Sandy Rancheria contributed to the program by employing a driver who delivers the meals. All sites contributed to the success of the program by providing site contacts that assisted the Elders Program Coordinator with such tasks as completion of intakes as well as distribution of informational material.

Tribes participating in the grant during Program Year 2009 included:

- Berry Creek (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 (San Diego County)
- Susanville Rancheria (Lassen County)

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 the elders are assured. Further, as a result of their involvement, the level of services that can be provided is increased.

### CHICAGO BASED OPERATIONS

The Chicago Based Operations' (CBO) main focus was assisting participants to obtain and retain employment above entry level positions. This was accomplished by providing job readiness information, resume preparation, mock interviewing, and employment referrals.

The resource center was redesigned to focus more on posting information on free short-term classes to assist clients in becoming more employable with more certifications in their portfolios. Also, job fair information and current job announcements were posted. Client computers have been designed to allow clients easy access to employment websites.

CBO's main focus for youth was teaching them to seek employment. Intense job readiness information was provided. Youth were assisted with developing their resumes, creating a master job application, and mock interviewing along with learning the importance of cover letters and thank you letters.

Workforce Development Coordinators conducted outreach at pow-wows, One Stop/Work Net centers and schools throughout the State of Illinois and three counties in

Iowa (Clinton, Scott and Muscatine). CBO staff attended community functions and disseminated brochures and business cards to potential clients and their families. The office sent letters to various agencies in each county to provide information about CIMC and request outreach assistance.

CBO made contact with employers by telephone calls and written correspondence and staff attended employer job fairs. Staff traveled throughout our service areas and met with the business community to assist in CIMC's job development effort. CBO worked with existing Native agencies and requested outreach assistance as well. Linkages were maintained with agencies that provide employment and training services, as well as agencies that do not provide employment and training services.

CBO staff attended training at the Chicago Jobs Council on effective ways to approach employers. Staff also had a refresher course on job development and making cold calls to employers to introduce CIMC's program and develop job leads for clients. Another workshop titled 'Working with Felons' was a valuable training session for staff.

# CORPORATION FOR NATIONAL AND COMMUNITY SERVICE / AMERICORPS\*VOLUNTEER IN SERVICE TO AMERICA (VISTA) PROJECTS

## Intergenerational Culture Preservation Project — California State Project

In October 2006, CIMC was awarded a three-year VISTA Sponsor Grant through the Corporation for National and Community Service (CNCS) for an Intergenerational Culture Preservation (ICP) Project with the CNCS California field office. CIMC placed VISTA members with CIMC tribal communities to work on projects designed to bridge the generation gap between elders and youth, provide socialization for elders and mentorship for youth and preserve tribal culture. VISTA members assisted in designing, creating, fundraising and sustaining all activities.

Projects included a mural depicting past, present and future Pomo people in downtown Santa Rosa, an online tribal member only photography database in partnership with the Phoebe Hearst Museum of Anthropology at the University of California, Berkeley, storytelling nights, community gardens, community cultural grounds, parade floats, Elder committees, cultural committees, a youth radio program, and an annual harvest festival.

During Program Year 2009, CIMC placed five VISTA members that served with Bishop Reservation, Cold Springs Tribe, Dry Creek Rancheria, Mechoopda/Chico Rancheria and Toiyabe Indian Health Project. The VISTA members:

- developed over \$60,491 in cash resources
- developed \$76,192 in non-cash resources
- recruited over 1,150 volunteers who have donated over 2,225 hours for their various projects
- organized and put on 8 health information workshops dealing with information including drug and alcohol awareness, diabetes and nutrition.

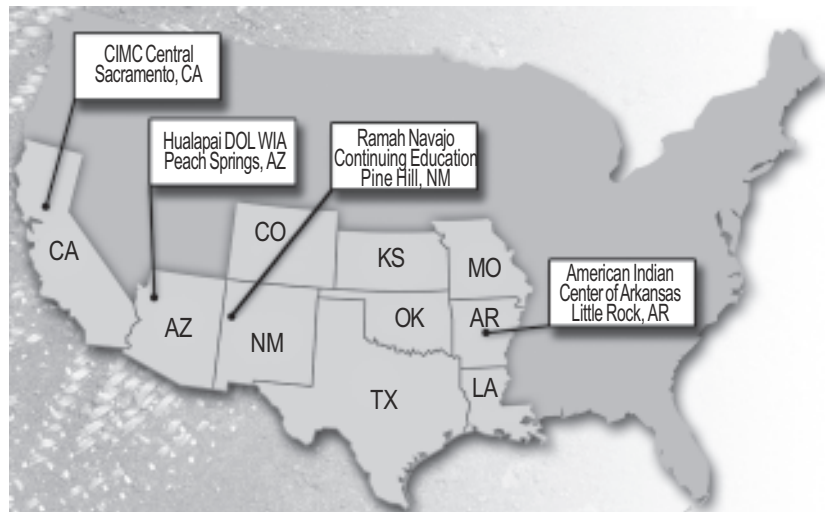
## Native Americans to Work Project — National Project

In March 2010, CIMC was awarded a three-year VISTA Sponsor Grant through the Corporation for National and Community Service (CNCS) for a Native Americans to Work Project with the CNCS Arizona field office. The CIMC NAWP service area will initially place VISTA members in 25 tribal communities in 10 states – Arizona, Arkansas, California, Colorado, Kansas, Louisiana, Missouri, New Mexico, Oklahoma, and Texas.

### VISTA members will:

- 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.
- 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.

CIMC Native Americans to Work Project  
SERVICE AREA



## NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

The CIMC Native American Caregiver Support Program provided services to Native families who were caring for an older relative with a chronic illness or disability and to elders who were relative caregivers themselves. Services included information dissemination, referrals to various caregiver resources, counseling, training, and support, temporary respite relief for caregivers, and supplemental services when possible. The first group of Native American caregivers have been trained and the implementation stages have begun.

Participating Tribes provided input and support, thereby assuring quality services to the Tribal elders. Their involvement and commitment resulted in an improved level of available services.



## RURAL BUSINESS ENTERPRISE GRANTS

The California Indian Manpower Consortium, Inc. (CIMC) was awarded four Rural Business Enterprise Grants (RBEG) by the U.S. Department of Agriculture, Office of Rural Development during Program Year 2007 which were extended for two years as no-cost extensions. These one-year grants, funded through the Rural Development's Business and Cooperative Program were designed to address tribal business and Native entrepreneurship at various levels of development. In Program Year 2009 (PY09), CIMC was awarded two additional RBEG grants to continue its work with Native entrepreneurs and foreign trade.

Through the **Accessing Foreign Markets, A Tribal Business Export Development Program Which Creates and Retain Jobs For Native American Indians** program, 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 to provide all the necessary support and programs for basics of export training.

The new PY09 **Nation to Nation Trade, Promoting International Trade for Native American Businesses** grant was written with a similar objective to the Accessing Foreign Markets grant to help introduce foreign trade to Native-owned businesses.

During PY09, the **Building the Native American Economy Through Entrepreneurs** program fostered employment and entrepreneurial opportunities by establishing technical assistance capacity and professional services available to Tribal members residing in the California counties of Humboldt, Mendocino, Riverside, San Diego, and Sonoma. Twelve Native individuals participated in CIMC's Native entrepreneur training program through this grant during PY09.

The new PY09 **Building a Native American Economy Through Entrepreneurs** grant has the same objective as the PY07 grant. However, two additional counties were added to the service area. The seven target counties now include: Butte, Humboldt, Mendocino, Riverside, San Diego, Shasta, and Sonoma Counties.

CIMC began developing a platform for a Think Tank on Tribal Economic Development and International Trade through the **Create a Link Between Native American Businesses and International Trade** program. The purpose of this Think Tank is to create an organization, the Native American World Trade Center, which will ultimately aid in the leveling of the playing field for Tribal businesses and Native American entrepreneurs in international trade. In PY09, CIMC held its second meeting to introduce the idea of a Native American World Trade Center. During this meeting, Tribal participants had an opportunity to provide comments and input to the concept.

This **California Native Entrepreneurs Opportunity Fund (CNEOF)** grant was written to complement the CIMC Community Development Financial Institution (CDFI), is intended to establish a revolving 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 PY09, the CNEOF was able to make its first micro-loan to a graduate of CIMC's Native entrepreneur training program. CNEOF continues to send out pre-qualifying applications upon request by the entrepreneur training graduates and other Native-owned businesses.

## 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.

### CIMC's Green Initiative

During Program Year 2009, TBS worked cooperatively with CIMC in the development of CIMC's Green Initiative, announced on May 12, 2009. Under the new initiative, CIMC will develop relationships with government entities, nonprofit organizations, and public and private companies interested in developing environmentally friendly programs and/or technologies. Under the pro-

gram, CIMC will be helping empower local Tribal communities to take leadership roles in restoring the land, air and water of not only their tribal lands, but for the greater community as a whole.

Also as part of the Green Initiative, TBS continues to work with CIMC's partner, U.S. Science and Technology. Through this partnership, CIMC and TBS will utilize U.S. Science and Technology's

engineering and project management expertise to explore the feasibility and development of renewable energy installments that utilize versatile and environmentally friendly technologies across Tribal communities within the state of California. Projects under consideration could utilize commercially proven waste-to-energy, solar and winder poser technologies.

## COMMUNITY SERVICES BLOCK GRANT PROGRAM

During Program Year 2009, the CIMC Community Services Block Grant (CSBG) Program made a consistent effort to provide the best emergency and supportive services possible to eligible low-income American Indian families that reside off-reservation in specific California counties and the California reservations of Cortina, San Pasqual, Santa Rosa, and Santa Ynez.

Emergency services provided include: housing; utilities; and nutrition. Also, supportive services were provided which were directly related to the applicant's vocational pursuits.

During PY09, there were different timeline limitations applied to the delivery of each emergency 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 American Indian households within our community through the provision of emergency services.

CSBG Eligibility Specialists conducted educational outreach to the community by distributing informational brochures and providing answers to questions at a number of events. They also implemented an experiential learning process regarding each applicant's household budgeting practices, pattern of preparing healthy nutritious meals, efforts in obtaining adequate employment, and optimal leveraging of other available resources and programs. This learning process was successfully conducted by engaging applicants in candid, pragmatic 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 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 Ukiah Field Office
- Enterprise Rancheria
- Greenville Rancheria
- Northern Valley Indian Health, Inc.
- Sacramento Native American Health Center
- Washoe Native Tribal TANF Program

## CHILD CARE AND DEVELOPMENT BLOCK GRANT PROGRAM

Program Year 2009 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 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 PY09, 52 children from 29 families received services. Each year, applications are taken on an ongoing basis and child care certificates are issued until all available funds are obligated.

During this report period, 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, CCDBG staff and volunteers 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.

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.

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

FY2009	FY2010
Cahuilla	Cahuilla
Fort Independence	Fort Independence
Lone Pine	Lone Pine
Mesa Grande	Mesa Grande
San Pasqual	San Pasqual
Santa Rosa Reservation	Santa Rosa Reservation
Santa Ynez	Santa Ynez
Santa Ysabel	Santa Ysabel
Sherwood Valley	Sherwood Valley
Tuolumne	Tuolumne

# INDIAN & NATIVE AMERICAN WIA SECTION 166 TECHNICAL ASSISTANCE GRANT

Through a contract 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. The tasks included in this grant support and contribute to the overall improvement of performance of the WIA Section 166 program. During Program Year 2009, grant activities included:

- **Support for National Technical Assistance and Training (TAT) Conferences** - Assisted with providing technical assistance; costs associated with the creation, reproduction, and distribution of training materials; procurement of services of selected trainers; executive committee travel associated with planning and facilitating the TAT needs of the 30th National Indian and Native American Employment and Training Conference held in April 2010 in Albuquerque, New Mexico; equipment and facilities, communications; and other related costs.
- **Peer-to-Peer On-Site Technical Assistance** - Supported travel of selected WIA grantees to provide on-site technical assistance to other WIA grantees in need of in-depth technical assistance.
- **Logistical Support for Multi-Regional TAT Meetings** - Provided assistance with the 2009 Eastern and Midwestern Multi-Regional Employment and Training Conference and the 2010 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 information/technology, reporting/performance measures, strategic transitional plan, census, and effective management 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 Public Law 102-477, the Indian Employment, Training, and Related Services Demonstration Act of 1992.
- **Information Technology** - Assisted with travel costs for Indian and Native American Program (INAP) staff and selected grantee staff to discuss and make recommendations regarding information to be collected and the method of submission for reporting to INAP. Provided support in the development of the updated Native American Workforce Investment Act automated reporting system (Bear Tracks 2).

## GREEN CAPACITY BUILDING GRANT

CIMC was awarded a Green Capacity Building Grant from the U.S. Department of Labor to develop curriculum for Green Jobs in the Waste to Energy Field. In the first six months of the grant, the Business Services Coordinator and CIMC Business Relations Specialist Intern gathered information on the Green Job training and curriculum that has been established in California Community Colleges and Tribal colleges throughout the states. The next step of the grant will be to contract with a Tribal College to help develop the cultural perspective of the curriculum and to identify an individual or company to prepare the information for publishing.

## CENSUS INFORMATION CENTER

Through the Census Information Center, CIMC advocated for an accurate count of Native people during Program Year 2009. Activities included the following:

- Participated in the California Complete Count Committee
- Participated in the CIC steering committee
- Supplied information for flyers and documents to help provide awareness and educate Native people on the Census.
- Provided a testing site for job recruitment during the 2010 Census
- Distributed outreach items that increased awareness on the 2010 Census
- Maintained a close working relationship with the Regional Census Office located in Seattle, Washington.

CIMC CIC staff have attended every Annual CIC training conference in Washington, D. C. and 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 custom mapping and data tabulations and is equipped to print large posters and maps.

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

The U.S. Census Bureau announced that 74 percent of households in the United States filled out and mailed back their 2010 Census questionnaire, matching the final mail participation rate achieved in the 2000 Census. Twenty-two states, 1,553 counties, and 278 cities and townships of 50,000 or more met or exceeded their 2000 Census participation rates.

Approximately 47 million households that did not mail back a census form by the deadline were visited by census takers in person as part of a series of operations and methods to ensure as complete a count as possible. The Census Bureau either received a form or attempted repeated visits to 100 percent of the identified housing units in the country.

California Participation Rate: 73%

# PROGRAM YEAR 2009 EXPENDITURES

July 1, 2009 to June 30, 2010

## 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 \$240,760

Employment Services Expenditures \$172,762

Other Program Services Expenditures \$2,247,505

Administration Expenditures \$678,844

Supplemental Youth Services (SYS) Expenditures \$129,108

ARRA-Supplemental Youth Services Expenditures \$147,327

ARRA-SYS Administration Expenditures \$11,092

### U.S. Department of Labor

Employment and Training Administration  
*American Recovery and Reinvestment Act (ARRA) of 2009*

NEW Program Expenditures \$448,805

### U.S. Department of Health and Human Services

Administration for Children and Families  
*Native Employment Works (NEW)*

### Sacramento Employment and Training Agency

*SYS Summer Youth Subcontract*

SYS Subcontract Expenditures - 09 \$33,954

SYS Subcontract Expenditures - 10 \$16,248

## 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 Program Expenditures \$429,240

## Green Capacity Building Grant

### U.S. Department of Labor

Employment and Training Administration  
*Green Capacity Building Grants*

Green Jobs - Curriculum Development Expenditures \$15,806

## Child Care and Development Block Grant (CCDBG) Program

### U.S. Department of Health and Human Services

Administration for Children and Families

CCDBG - FY08 Program Expenditures \$136,774

CCDBG - FY09 Program Expenditures \$135,507

CCDBG - FY09 ARRA Program Expenditures \$75,530

CCDBG - FY10 Program Expenditures \$65,102

## Rural Business Enterprise Grants (RBEG) Programs

### U.S. Department of Agriculture

Rural Development

Business Development Expenditures \$39,564

Entrepreneurial Expenditures \$55,302

Revolving Loan Fund Expenditures \$22,184

World Trade Center Think Tank Expenditures \$23,025

## **Elders Nutrition Program**

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

AOA-1 Program Expenditures	\$73,580
AOA-2 Program Expenditures	\$76,446
AOA-3 Program Expenditures	\$76,018

**U.S. Department of Health and Human Services**  
Administration on Aging  
*Nutrition Supplement Incentive Program (NSIP)*

NSIP 1 Program Expenditures	\$9,328
NSIP 2 Program Expenditures	\$6,497
NSIP 3 Program Expenditures	\$5,377

**U.S. Department of Health and Human Services**  
Administration on Aging  
*ARRA - Supplemental Food Program*

ARRA 1 Program Expenditures	\$3,032
ARRA 2 Program Expenditures	\$832
ARRA 3 Program Expenditures	\$646

## **Medicare Improvements for Patients and Providers Program**

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

MIPPA 1 Program Expenditures	\$1,000
MIPPA 2 Program Expenditures	\$1,000
MIPPA 3 Program Expenditures	\$1,000

## **Native American Caregiver Support Program**

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

Caregiver 1 Program Expenditures	\$9,306
Caregiver 2 Program Expenditures	\$10,041
Caregiver 3 Program Expenditures	\$13,868

## **Intergenerational Culture Preservation (ICP) Project**

**Corporation for National and Community Service**  
AmeriCorps\*VISTA

ICP Program Expenditures	\$6,996
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## **Native Americans to Work Project (NAWP)**

**Corporation for National and Community Service**  
AmeriCorps\*VISTA

NAWP Program Expenditures	\$6,373
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## **Community Services Block Grant (CSBG) Program**

**State of California Department of Community  
Services Development**  
Northern California Indian Development Council, Inc.

CSBG 2009 Subcontract Program Expenditures	\$289,670
CSBG 2010 Subcontract Program Expenditures	\$26,818
CSBG 2010 ARRA Youth Work Exper. Expenditures	\$3,312

## **Emergency Food and Shelter National Board Program**

**U.S. Department of Homeland Security**  
Federal Emergency Management Agency (FEMA)

FEMA Program Expenditures	\$3,096
FEMA / ARRA Program Expenditures	\$1,307



# IN RECOGNITION

## Board of Directors Recognition

### Ten Year Recognition

*Robert H. Smith*

## Membership Recognition

### Thirty Year Membership

*Bridgeport Indian Colony*

*Fort Bidwell Paiute Indian Reservation*

*Northern Circle Indian Housing Authority*

### Fifteen Year Membership

*Enterprise Rancheria*

*Fort Bidwell Reservation Elders Organization*

### Twenty-Five Year Membership

*Berry Creek Rancheria Tyme Maidu Tribe*

*Big Sandy Rancheria*

*La Jolla Band of Luiseno Indians*

*Sierra Mono Museum*

### Five Year Membership

*The Mono Nation*

## Years of Service Recognition

### Thirty Year Recognition

*Althea L. Boyd*

### Twenty-Five Year Recognition

*Pauline Duro*

### Twenty Year Recognition

*Sarah M. King*

### Five Year Recognition

*George Bartic*

*Emily King*

*Elizabeth McPherson*

*Kathy Rodriguez*

## PROGRAM YEAR 2009-10 CIMC MEMBERSHIP (AS OF SEPTEMBER 19, 2010)

### Chicago Geographic Service Area

- American Indian Center, Inc. - Chicago, IL
- American Indian Association of Illinois - Chicago, IL
- Metropolitan Tenants Organization - Chicago, IL
- Native American House at University of Illinois at Urbana Champaign - Urbana, 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
- Cline Howard All Indian Veterans of Foreign Wars Post 4330 - Bishop, 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 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 Luiseno 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 Tyme Maidu Tribe - Oroville, CA
- Cortina Indian 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
- Fort Bidwell Reservation Elders Organization - Fort Bidwell, CA
- Grindstone Indian Rancheria - Elk Creek, CA
- Lassen Indian Health Center - Susanville, CA
- Local Indians for Education - 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 Toyon-Wintu Center - Redding, 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 - Ione, CA
- North Fork Rancheria of Mono Indians - North Fork, CA
- Picayune Rancheria of Chukchansi Indians - Coarsegold, CA
- Sierra Mono Museum - North Fork, CA
- Sierra Tribal Consortium, Inc. - Fresno, 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 - Pajoma, CA
- Fort Mojave Indian Tribe - Needles, CA
- Indian Child & 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 Mission Indians - Hemet, CA
- Soboba Band of Luiseno Indians - San Jacinto, CA

### Ukiah Geographic Service Area

- Bo-Cah Ama Council - Fort Bragg, CA
- Cahto Tribe of Laytonville - Laytonville, CA
- Dry Creek Rancheria - Healdsburg, CA
- Guidiville Indian Rancheria - Talmage, CA
- Hopland Band of Pomo Indians - Hopland, CA
- Indian Senior Center - 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

*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.

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