

California Indian Manpower Consortium, Inc.

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



Program Year 2013
ANNUAL REPORT

CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.
PROGRAM YEAR 2013 ANNUAL REPORT
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The California Indian Manpower Consortium, Incorporated Program Year 2013 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.

MEMBERSHIP (AS OF AUGUST 23, 2014)

Chicago Geographic Service Area

- American Indian Association of Illinois - Chicago, IL
- American Indian Center - Chicago, IL
- American Indian Health Service of Chicago, Inc. - Chicago, IL
- American Indian Studies - UIUC - Urbana, IL
- Metropolitan Tenants Organization - Chicago, IL
- Native American Support Program - University of Illinois at Chicago - Chicago, IL
- Trickster Art Gallery, Schaumburg, 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 Board of Trustees / Owens Valley Career Development Center - Bishop, CA
- Owens Valley Indian Housing Authority - Bishop, CA
- Timbisha Shoshone Tribe - Bishop, CA
- Toiyabe Indian Health Project, Inc. - Bishop, CA



Escondido Geographic Service Area

- Campo Band of Mission Indians - Campo, CA
- Lipay Nation of Santa Ysabel - Santa Ysabel, CA
- Indian Health Council, Inc. - Pauma Valley, CA
- La Jolla Band of Luiseño Indians - Pauma Valley, CA
- La Posta Band of Mission Indians - Boulevard, CA
- Mesa Grande Band of Mission Indians - Santa Ysabel, CA
- Pala Band of Mission Indians - Pala, CA
- Pala Cupa Cultural Center - Pala, CA
- Pala Fire Department - Pala, CA
- Pala Youth Center - Pala, CA
- Pauma Band of Mission Indians - Pauma Valley, CA
- Rincon Band of Luiseño Indians - Valley Center, CA
- San Pasqual Band of Mission Indians - Valley Center, CA
- Southern California Tribal Chairmen's Association - Valley Center, CA
- Southern Indian Health Council, Inc. - Alpine, 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
- Local Indians for Education, Inc. - Shasta Lake City, 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
- Wintu Tribe of Northern California - Shasta Lake City, 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
- 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
- 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
- Indian Child Welfare Consortium - Temecula, CA
- Morongo Band of Mission Indians - Banning, CA
- Native American Environmental Protection Coalition - Temecula, CA
- Reservation Transportation Authority - Temecula, CA
- Riverside-San Bernardino County Indian Health, Inc. - Banning, CA
- Santa Rosa Band of Cahuilla Indians - Anza, CA
- Soboba Band of Luiseno Indians - San Jacinto, CA
- Torres-Martinez Desert Cahuilla Indians - Thermal, CA

Ukiah Geographic Service Area

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

BOARD OF DIRECTORS

OFFICERS

Chairman

Robert H. Smith
Pala, California

Vice-Chair

Arlene Craft
Banning, California

Secretary

Linda K. Wenzel
Lone Pine, California

Treasurer

Benjamin Charley, Jr.
Bishop, 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 2013 Annual Membership Meeting: Erna Smith, Clarissa St. Germaine, Shelia Smith-Lopez, Elizabeth Hansen, Colleen Garcia, Stacy Dixon, Florence Dick, Joyce Alvey, Robert H. Smith, Linda K. Wenzel, Arlene Craft, Benjamin Charley, Jr.

NATIVE AMERICAN WORKFORCE INVESTMENT COUNCIL

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

Richard Anderson, Actor - Entertainment Industry, Beverly Hills, California

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

Kim Edward Cook, Board of Directors - American Indian Health Service of Chicago, Inc., Chicago, IL

Brooks D. Ohlson, Director, Center for International Trade Development - Los Rios Community College District, Sacramento, California

Erna Smith, Retired - USDA Forest Service, Oakland, California

Robert H. Smith, Chairman, Board of Directors - California Indian Manpower Consortium, Inc., Pala, California

EXECUTIVE DIRECTOR'S REPORT

During Program Year 2013 the amazing team of California Indian Manpower Consortium, Inc. caring professionals remained committed to creating a positive change throughout our Native communities through the delivery of quality programs and services benefitting many individuals, families and communities. Our Workforce Development Program experienced an increased connection with our customers, employers and communities through enhanced social media and upgraded computer labs through our Native Digital Nations (NDN) Project. Our MIS Specialist remained diligent in testing the new Credential Measure being added to our Indian employment and training program performance outcomes. She remained extensively involved on behalf of the Indian and Native American (INA) Program grantee community through the provision of testing and preparing for the implementation of the Credential Measure and upgrading our Bear Tracks reporting system. We graduated our fourteenth Leadership Training for Entrepreneurial/Small Business/Economic Development class. On three occasions, we offered the rewarding opportunity of culturally relevant Caregiver Training for individuals caring for Elders in their homes and communities.

We were surprised at the sudden passage in early summer of the Workforce Innovation and Opportunity Act (WIOA), the long overdue reauthorization of the Workforce Investment Act (WIA) legislation. We are involved in the discussions (such as the WIOA Town Hall), dissemination of information and input in the development of the WIOA regulations. Our involvement is critical to maintain the integrity of the Indian provisions of the WIOA legislation. The addition of entrepreneurial skills to the purpose further supports the work we began over a decade ago and we prepare to dialogue on the performance indicators for our INA programs; we have the best team in the country to address this challenge. I want to express my sincere appreciation to the CIMC Board of Directors, the Honorable Chairmain Robert H. Smith, the Southern California Tribal Chairmen's Association (SCTCA), the Pala Band of Mission Indians, the Iipay Nation of Santa Ysabel, the LaPosta Band Mission Indians, the Picayune Rancheria of the Chukchansi Indians and the Buena Vista Rancheria Me-Wuk Indians for supporting our 2013 Statement of Urgency to Secretary of Labor Thomas Perez.

The staff of the California Indian Manpower Consortium, Inc. continue to strive to meet the respective objectives for all of the programs of CIMC. As in the past, our accomplishments during Program Year 2013 reflect the untiring work of the CIMC staff, the guidance provided by our CIMC Board of Directors and the continued support of the CIMC Membership.

As during the prior year, Program Year 2013 demanded enormous energy and time in providing the ongoing program

services and tracking of participants in our Workforce Development Programs. We continued to be involved in the partnerships for WIA collaboration at the local, state and federal levels, not only for CIMC but also on behalf of other Indian and Native American communities. We continued participation on Local Workforce Investment Boards and Statewide Workforce Investment Boards on behalf of CIMC. We continued to share information and develop strategies to enhance the WIA programs and results on behalf of all Indian and Native American communities. The work we put into the WIA are well worth the effort as we engaged with the National Congress of American Indians in the

reauthorization process for this legislation. We continued to provide peer-to-peer technical assistance to Indian and Native American grantees. We continued our

"Our accomplishments in Program Year 2013 are attributed to the expertise, dedication, and untiring commitment of our caring CIMC team of professionals."

emphasis on enhancing basic skills education, GED preparation, job readiness, orientation to the World of Work and life management skills for many of our customers, rebuilding their self-confidence to assist them to successfully begin their career paths. We continued to tabulate and generate reports based on Census 2010 and American Community Survey data through our Census Information Center. We are pleased to participate in the capacity building and leadership development efforts for the greater Chicago Indian community. The Child Care and Development Block Grant (CCDBG) Program continued to coordinate and provide exceptional child care services to families from our participating tribes. Our Elders Program expanded to sixteen tribes and provided 43,115 meals to our participating elders. Both Community Services Block Grant (CSBG) funding and funding from the Federal Emergency Management Agency (FEMA) administered by our CSBG Program provided essential emergency services to eligible American Indian families and individuals. Our Native Digital Nations Project through the Administration for Native Americans will meet the objectives to enhance the employment opportunities and empower close to 500 individuals towards their career goals by the end of Year Three of the Project. The Rural Business Enterprise Grant continued support for international trade opportunities and support for entrepreneurial development. Our youth initiatives continues to assist youth to develop leadership skills, acquire training and work experience to transition into adulthood, careers, and further education and training. Our accomplishments in Program Year 2013 are attributed to the expertise, dedication, and untiring commitment of our caring CIMC team of professionals.

In total, 3,176 workforce development customers received services in Program Year 2013. There were 29 participants enrolled in the Supplemental Youth Employment Program. As

Continued on Page 6

EXECUTIVE DIRECTOR'S REPORT (CONTINUED)

with the last program year, CIMC met all three Common Measures performance outcomes issued by the U.S. Department of Labor (DOL), Division of Indian and Native American Programs (DINAP) and those established by the CIMC Board of Directors for Program Year 2013. Continuing into Program Year 2014, CIMC pursued a successful collaboration with the Bureau of Indian Affairs, Southern California Agency for Wildland Firefighter Training graduating 20 students. Collaborations and partnerships are essential at a time when unemployment and jobless rates are high and resources are diminishing.

CIMC remains committed to strengthening a DOL/DINAP Partnership. It has been my privilege to continue to serve on the Native American Employment and Training Council at the request of the WIA grantee community. During this past year I participated on a number of Council Work Group sessions and efforts, while dedicating time and effort toward fostering a relationship with the new DOL Employment and Training Administration Assistant Secretary. Also, I was invited to participate in the White House Initiative on Long-Term Unemployment, including subsequent meetings with the Labor and Commerce Departments. More recently, I was grateful to be involved in the selection of Ms. Athena R. Brown, the new Division of Indian and Native American Programs Chief who heads the Indian unit in the U. S. Department of Labor. Her work already has begun to re-establish the partnership between the U.S. Department of Labor and the Native American job training community. Our work is far from done, but with the support and blessings of the CIMC Board of Directors and CIMC Membership I will continue to do my part to meet the challenges facing the Indian and Native American employment and training programs. CIMC will continue to have a strong voice and significant role in the current WIA issues as well as the WIOA implementation effort.

"CIMC will continue to enhance the quality of service and provide programs to address the unmet needs of our people and our communities."

On the regional and national level, Program Year 2014 will be one of the most challenging as we will spend a fair amount of time educating and establishing a stronger and united voice for support of our very vital programs. CIMC will continue to stand united in working towards solutions to social, economic, employment and training needs of Indian people and communities. At home, we will continue to work to empower a Native workforce towards strong career paths, to prepare a skilled Native workforce to meet the needs of Native and non-Native businesses throughout our communities, and to build future leaders and strong Native communities. To this end, CIMC will remain involved and stand committed to further policies and provisions under WIOA which are consistent with the law, with federal Indian policy (including tribal sovereignty), and which protect our ability as Indian tribes and organizations to meet the needs of Indian people.

Detailed information about our accomplishments of Program Year 2013 and challenges we shall strive to meet during Program Year 2014 are included in the Department Reports contained herein. CIMC will strive to enhance the quality of service and provide programs to address the unmet needs of our people and our communities.

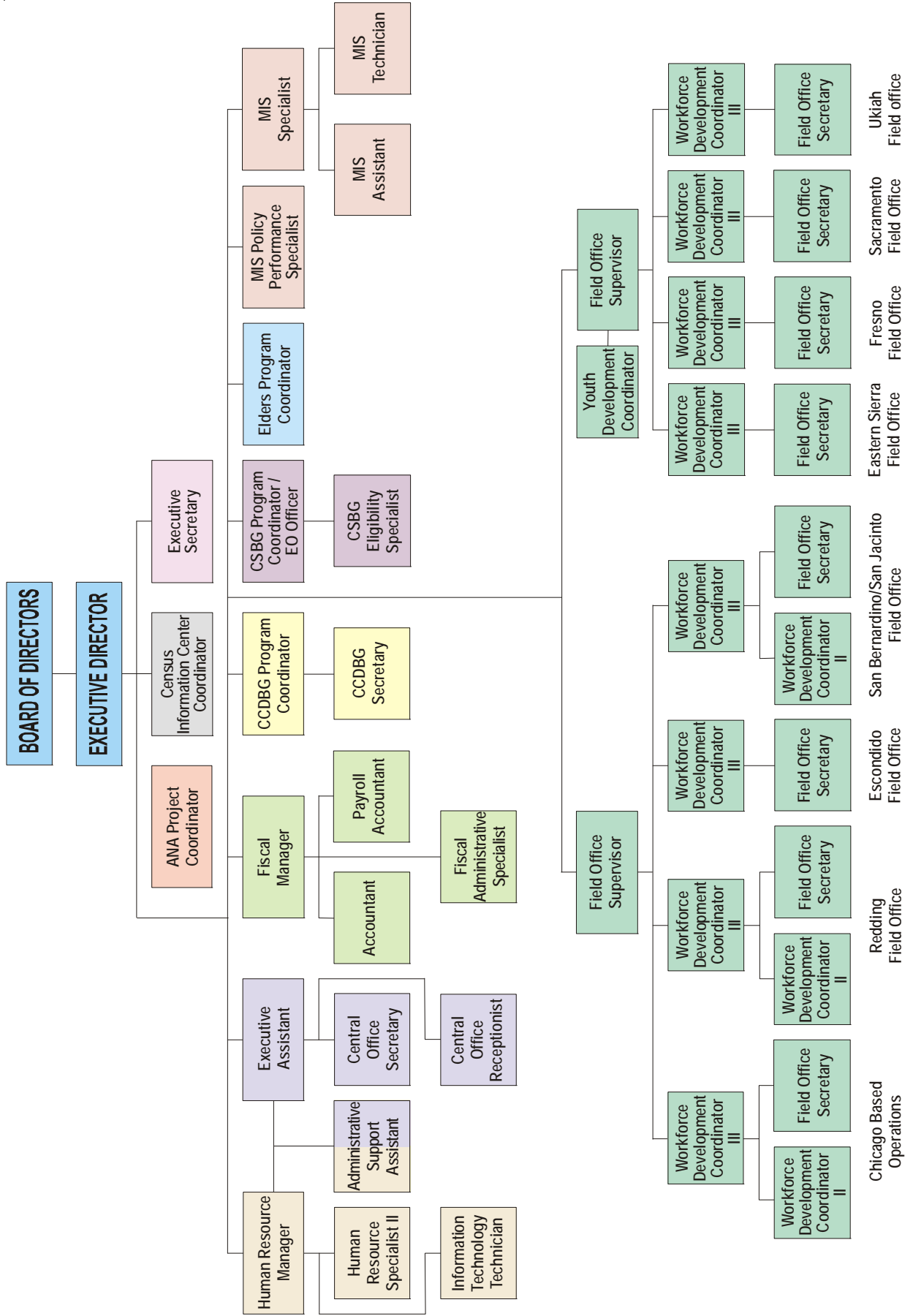
We truly embrace and are committed to "**creating positive change for our Native communities.**" Thank you to the CIMC Membership, CIMC Board of Directors, CIMC Native American Workforce Investment Council, CIMC Partners, and CIMC Staff - your support and continued commitment is second to none. In closing,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

Lorenda T. Sanchez
Executive Director



CIMC Staff at Staff Meeting in June 2014

ORGANIZATIONAL CHART



PROGRAM YEAR 2013 EXPENDITURES (July 1, 2013 to June 30, 2014)

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	\$153,550
Employment Services Expenditures	\$64,458
Other Program Services Expenditures	\$1,947,785
Administration Expenditures	\$563,387
Supplemental Youth Services Expenditures	\$110,226
NEW Program Expenditures	\$395,997

U.S. Department of Health and Human Services

Administration for Children and Families
 Native Employment Works (NEW)

Sacramento Employment and Training Agency (SETA)

Out of School Youth Program Subcontract

SETA Subcontract Expenditures - 2013	\$101,100
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NATIVE DIGITAL NATIONS (NDN) PROJECT

U.S. Department of Health and Human Services

Administration For Native Americans

NDN Project Expenditures	\$135,150
NDN In-Kind Contributions	\$32,692

CHILD CARE AND DEVELOPMENT BLOCK GRANT (CCDBG) PROGRAM

U.S. Department of Health and Human Services

Administration for Children and Families

CCDBG - FY12 Program Expenditures	\$139,531
CCDBG - FY13 Program Expenditures	\$208,310
CCDBG - FY14 Program Expenditures	\$73,389

COMMUNITY SERVICES BLOCK GRANT (CSBG) PROGRAM

State of California Department of Community

Services Development

Northern California Indian Development Council, Inc.

CSBG 2013 Subcontract Program Expenditures	\$280,028
CSBG 2014 Subcontract Program Expenditures	\$15,106

EMERGENCY FOOD AND SHELTER NATIONAL BOARD PROGRAM

U.S. Department of Homeland Security

Federal Emergency Management Agency (FEMA)

FEMA Program - Sacramento County Expenditures	\$2,830
FEMA Program - Yolo County Expenditures	\$1,077

RURAL BUSINESS ENTERPRISE GRANTS PROGRAM

U.S. Department of Agriculture

Rural Development

California Native Entrepreneur Opportunity Fund (CNEOF)

CNEOF Program Expenditures	\$50,963
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CALIFORNIA TRIBAL CULTURE EXCHANGE (CTCE) PROJECT

First Nations Development Institute

Native Youth Culture Fund

CTCE Program Expenditures	\$5,826
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MEDICARE IMPROVEMENTS FOR PATIENTS AND PROVIDERS ACT (MIPPA) PROGRAM

U.S. Department of Health and Human Services

Administration for Community Living /

Administration on Aging (ACL/AoA)

MIPPA-1 Program FY2013 Expenditures	\$1,000
MIPPA-2 Program FY2013 Expenditures	\$1,000
MIPPA-3 Program FY2013 Expenditures	\$1,000
MIPPA-4 Program FY2013 Expenditures	\$1,000
MIPPA-5 Program FY2013 Expenditures	\$1,000

ELDERS NUTRITION PROGRAM**U.S. Department of Health and Human Services**

Administration for Community Living /

Administration on Aging (ACL/AoA)

AOA-1 Program FY2013 Expenditures	\$59,565
AOA-2 Program FY2013 Expenditures	\$73,180
AOA-3 Program FY2013 Expenditures	\$58,561
AOA-4 Program FY2013 Expenditures	\$96,898
AOA-5 Program FY2013 Expenditures	\$59,755
AOA-1 Program FY2014 Expenditures	\$16,774
AOA-2 Program FY2014 Expenditures	\$18,525
AOA-3 Program FY2014 Expenditures	\$26,344
AOA-4 Program FY2014 Expenditures	\$22,998
AOA-5 Program FY2014 Expenditures	\$20,216
AOA-5 Program FY2014 Expenditures	\$18,044

NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM**U.S. Department of Health and Human Services**

Administration for Community Living /

Administration on Aging (ACL/AoA)

Caregiver-1 Program FY2013 Expenditures	\$10,935
Caregiver-2 Program FY2013 Expenditures	\$10,904
Caregiver-3 Program FY2013 Expenditures	\$10,766
Caregiver-4 Program FY2013 Expenditures	\$16,813
Caregiver-5 Program FY2013 Expenditures	\$18,106
Caregiver-1 Program FY2014 Expenditures	\$1,177
Caregiver-2 Program FY2014 Expenditures	\$1,915
Caregiver-3 Program FY2014 Expenditures	\$2,960
Caregiver-4 Program FY2014 Expenditures	\$3,449
Caregiver-5 Program FY2014 Expenditures	\$2,674
Caregiver-5 Program FY2014 Expenditures	\$1,274

NUTRITION SERVICES INCENTIVE PROGRAM (NSIP)**U.S. Department of Health and Human Services**

Administration for Community Living /

Administration on Aging (ACL/AoA)

NSIP-1 Program FY2013 Expenditures	\$5,152
NSIP-2 Program FY2013 Expenditures	\$5,335
NSIP-3 Program FY2013 Expenditures	\$3,283
NSIP-4 Program FY2013 Expenditures	\$4,144
NSIP-5 Program FY2013 Expenditures	\$3,714
NSIP-1 Program FY2014 Expenditures	\$2,339
NSIP-2 Program FY2014 Expenditures	\$1,927
NSIP-3 Program FY2014 Expenditures	\$1,204
NSIP-4 Program FY2014 Expenditures	\$1,387
NSIP-5 Program FY2014 Expenditures	\$2,967
NSIP-5 Program FY2014 Expenditures	\$1,503

ELDER CULTURAL ACTIVITY PROGRAM**Yocha Dehe Wintun Nation**

Community Fund

Elder Cultural Activity Expenditures	\$2,154
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WORKFORCE DEVELOPMENT PROGRAM

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

Through these four Field Offices, CIMC's Workforce Development (WD) Program continues to provide its clients with employment and training services. The focus has been to prepare youth and adults with a quality resume and interview skills, and to help them identify a potential career path that will be sustainable in the area in which they reside. Clients compete for jobs with four different generations, and staff strive to empower them for this task. High demand and emerging labor market sectors for potential employment opportunities are researched as well. Staff also try to address as many client barriers as possible, either directly or through a referral to an appropriate agency.

Providing assistance to the hard-to-serve and neediest clients continues to be one of CIMC's top priorities; however, field staff strive to reach all potential clients. Outreach took various forms such as grass roots posting of our flyers/brochures at gas stations, laundromats, malls, pow-wows, etc. During the meetings held in our various Geographic Service Areas, recruitment information was distributed to delegates and other interested persons. Staff were provided with new outreach materials such as a new display case, banners identifying their field office, etc.

Field staff continued to visit America's Job Centers to educate staff about CIMC program services and to be-



come familiar with the processes and services they provide to determine which of their services CIMC clients can utilize. To satisfy the demand for employment opportunities, WD staff are always seeking new partnerships with employers and businesses and maintaining existing relationships. As such, 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 2013, WD staff successfully collaborated with the Native Digital Nations (NDN) project, which is funded through the Administration for Native Americans. NDN conducted Digital Boot Camps for clients from the Redding Field Office and the Chicago Based Operations. These Digital Boot Camps provided information on using Microsoft Office, online job search, and using social media for employment. The Boot Camps were well received by those in attendance.

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

Each of these four Field Offices was successful in enrolling participants into both Workforce Investment Act (WIA) and Native Employment Workds (NEW) Programs.

The Fresno Field Office (FFO) met this year's plan for five Native Employment Works Program enrollments for this year. The planned enrollments for entered employment was also met.

A number of FFO participants successfully completed the Professional Edge Training provided by California Employers Association and are now working. CIMC partnered with the Fresno County Workforce Investment Board, who provided for the cost of the training.

Outreach efforts continued throughout the year. Informational booths were held at a number of Native events. A meeting was held with Owens Valley Career Development Center (OVDC) which brought about an enhanced coordination of services. A CIMC services presentation was given to Southern Sierra Miwok Tribal Council Mariposa which resulted with a number of applications from the Mariposa area. Last November outreach was conducted at the Fresno Department of Social Services In-service Day and Fresno Field Office staff met with Big Sandy Rancheria Life Skills staff, resulting in a number of youth applications.

Due to CIMC's linkages with the US Forest Service, Tribal Offices, and both OVDC TANF and North Fork Rancheria Tribal TANF, a number of job seekers were hired into various positions.

To facilitate job search and preparation, the resource room at the FFO has a variety of resource information and job announcement postings. Computers, copier and fax machine are available. Material on cover letters, labor market, resume development, job search preparation, interview techniques are available. Staff are available to provide assistance.

WORKFORCE DEVELOPMENT PROGRAM



The **Sacramento Field Office (SFO)** staff has improved sharing the knowledge of CIMC's process overall by conducting customer program orientations. This gave potential participants a better understanding of their responsibilities for participation in the program and establishes the program expectations. Job preparation workshops were incorporated and have been very successful in providing participants with the tools and confidence necessary to become more marketable in a very competitive labor force.

Six participants from the SFO area completed the CIMC Leadership Training for Entrepreneurial/Small Business/Economic Development course. Youth from SFO successfully participated in the Native Education Raising Dedicated Students (NERDS) youth conference.

SFO staff remained actively involved with the Amador-Calaveras Consensus Group as an advocate for the Native community on several major projects that bring jobs to the rural area. The partnership with the Calaveras Healthy Impact Product Solutions program continued to be successful.



In the **Eastern Sierra Field Office (ESFO)** geographic service area, the main sources of employment for CIMC participants were the Bishop Paiute Tribe, the Paiute Palace Casino and OVCD, all located in Bishop, California.

A number of participants in the ESFO area have achieved measurable success in the CIMC Program. For example, one was hired at OVCD as a Case Counselor and is excelling in her occupation. Another is an In School youth participant who successfully completed a short term Work Experience position where she gained exposure to the profession of an administrative assistant. A NEW participant started a storage business that has all storage units filled to capacity and he is doing very well. Another NEW Program participant became hired as a Child Care Provider and continues to be successful.

The priority of the **Ukiah Field Office (UFO)** is to assist our participants in gaining and retaining employment -- a challenging task in our current job market. The service area covers 7,087 square miles and is mostly rural with the exception of Sonoma County. Some participants enter minimum wage positions and struggle to support themselves and their families. However, there has been increase in employment retention. UFO also has seen an increase in participants that are entering employment after years of being long term unemployed. These participants are now on their way to self-sufficiency.

UFO is located within the Mendocino Works One-Stop which provides many opportunities for participants and additional resources that assist with the process to help transition to unsubsidized employment. It is also another way to share information about CIMC services and build a stronger network for additional resources for participants.

UFO staff recognizes that partnerships are the key to success in providing services such as work experience and on-the-job training. Job readiness through work experience with local tribes or agencies help participants build their skills and abilities to transition to unsubsidized employment. Dur-

ing this time of budget cuts and limited resources, collaborations are a must.

As part of outreach efforts, an ongoing and vital part of CIMC's work, UFO visited the surrounding areas and participated at events such as health fairs, Big Times, job fairs, other One Stop's and community events. These outreach efforts maintained and strengthened CIMC's visibility and networking opportunities. UFO staff have visited the Ukiah TANF office and the Santa Rosa/Graton TANF office and exchanged information to assist participants. UFO staff attended a Wellness Clinic in Willits and were successful in delivering CIMC information to others that were in attendance.

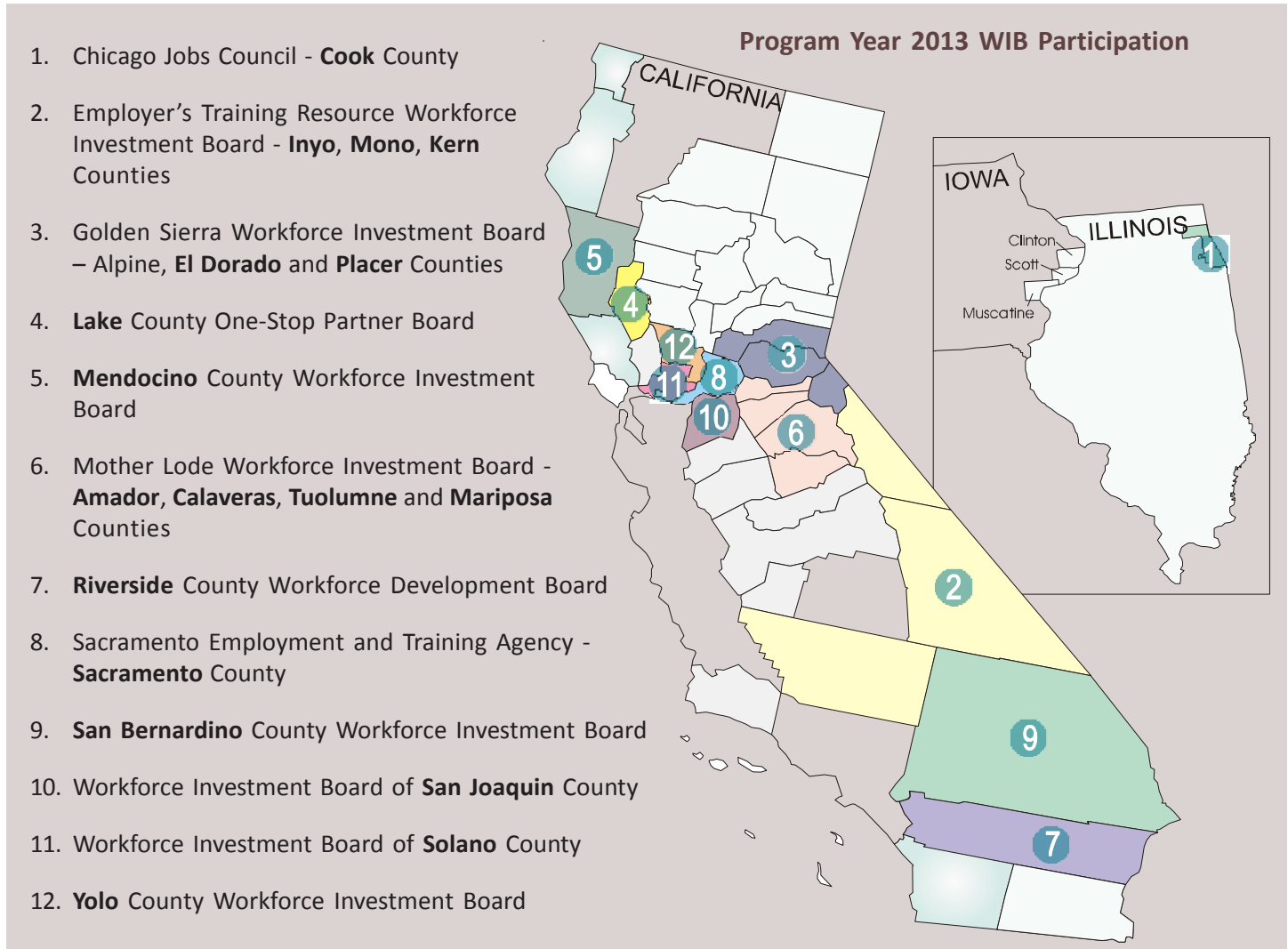
UFO collaborated with the Manchester Pt. Arena Tribe and Northern Circle Indian Housing Authority for a Community Betterment Project which will employ a construction crew (8-10 employees) for a year.

The staff at each of these Field Offices remain committed to meeting program goals for the next program year. In addition, identifying and working with potential employers and developing collaboration opportunities are major goals for the new program year.



WORKFORCE INVESTMENT BOARD PARTICIPATION

During Program Year 2013, CIMC was active on twelve Workforce Investment Boards (WIBs) within CIMC's geographic service area: the State of Illinois, the State of Iowa (counties of Clinton, Scott and Muscatine), and the State of California. Each WIB strives to align the State's workforce institutions and programs around the needs of regional growth sectors. The WIB accomplishes this by forming a partnership of innovative business and community leaders who provide vision, direction, and coordination of the local workforce, with the goal of enabling counties to have the most effective workforce attainable. Appointed by the local Board of Supervisors for each area, each WIB board is charged with the task of implementing the respective county's Strategic Five-Year Local Plan. It facilitates workforce development services and programs in such a way that together the WIB and the private sector can meet the workforce needs of workforce area employers and workers. These boards include:



In addition, CIMC has negotiated Memorandum of Understanding agreements with:

1. Northern Rural Training and Employment Consortium (NoRTEC) – Butte, Del Norte, Lassen, Modoc, Nevada, Plumas, **Shasta**, Sierra, Siskiyou, Tehama, and Trinity counties
2. Iowa Region 9 Workforce Investment Board – **Clinton**, Jackson, **Scott** and **Muscatine** Counties
3. San Diego Workforce Partnership – **San Diego** County

CIMC field office staff stay in regular contact with these America's Job Centers and refer clients for both Core services and Training and Intensive services. By working with the America's Job Centers, field staff can refer CIMC clients for workshops on interviewing skills, resume development and potential training funding. This results in a ready, willing and able workforce to meet the needs of the local employers.

WORKFORCE DEVELOPMENT PROGRAM YEAR 2013 SERVICE AREA



WORKFORCE DEVELOPMENT PROGRAM YEAR 2013 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 East 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

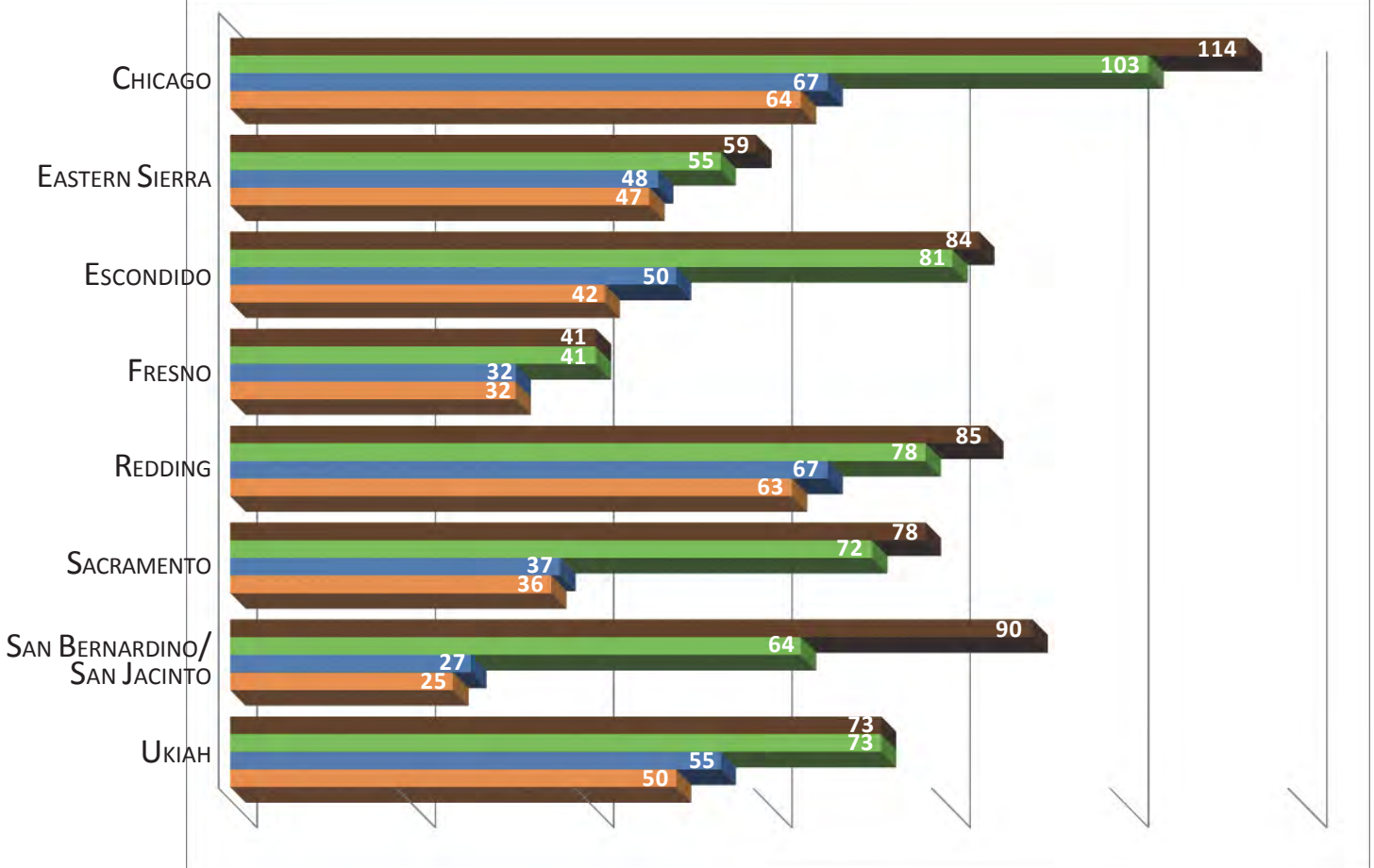
631 South Orchard Avenue, Ukiah, California 95482
(707) 467-5900; (707) 467-5964 - fax

WORKFORCE DEVELOPMENT PROGRAM YEAR 2013 PERFORMANCE

WORKFORCE INVESTMENT ACT COMPREHENSIVE SERVICES PLAN - PROGRAM YEAR 2013

TOTAL PARTICIPANTS SERVED	3,176
TOTAL EXITERS	567
ENTERED UNSUBSIDIZED EMPLOYMENT	383
ACHIEVED ENTERED EMPLOYMENT MEASURE	359

FIELD OFFICE

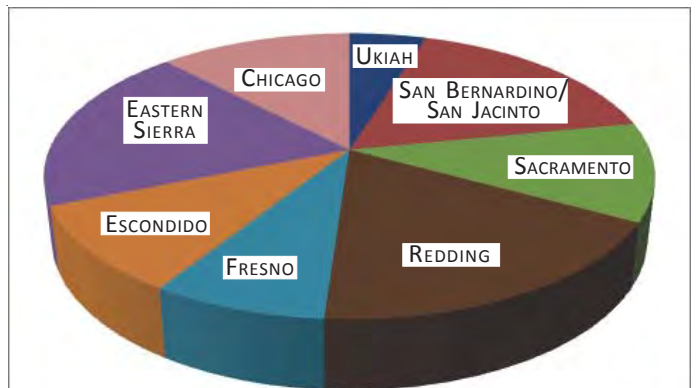


SETA OUT OF SCHOOL YOUTH PROGRAM (SACRAMENTO COUNTY)

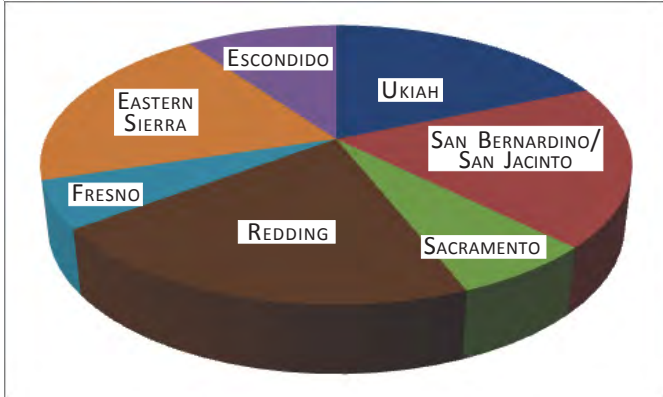
Program Year 2013
Total Enrollments 21

Performance Outcome
105% Enrollment Rate

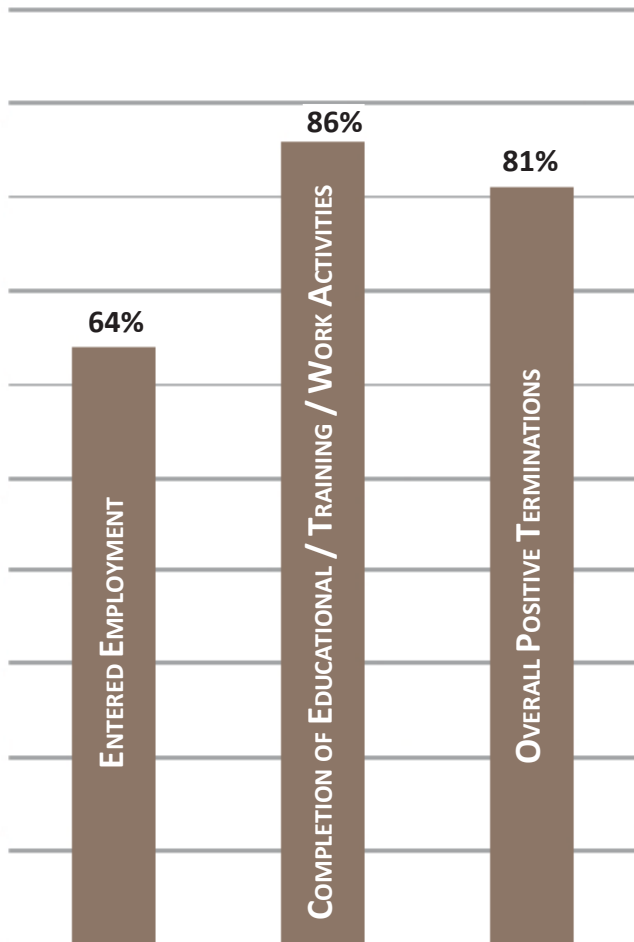
CORE SERVICES (SELF-DIRECTED ONLY) PROGRAM YEAR 2013 BY FIELD OFFICE (TOTAL - 2552)



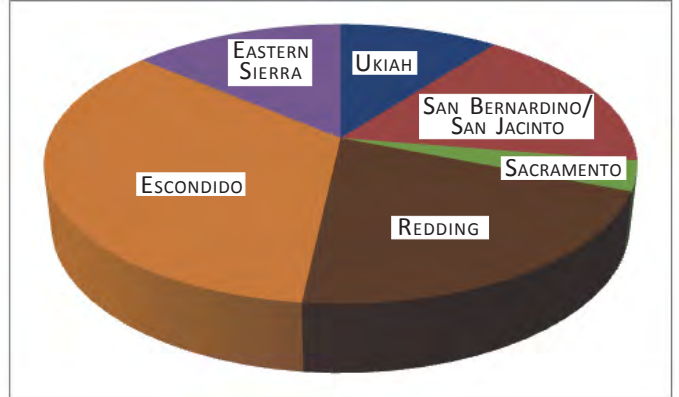
**NATIVE EMPLOYMENT WORKS PROGRAM
PROGRAM YEAR 2013 ENROLLMENTS BY FIELD OFFICE
(TOTAL - 91)**



**NATIVE EMPLOYMENT WORKS PROGRAM
PROGRAM YEAR 2013 PERFORMANCE OUTCOMES**



**TRIBAL SUPPLEMENTAL YOUTH SERVICES
PROGRAM YEAR 2013 ENROLLMENTS BY FIELD OFFICE
(TOTAL - 29)**



100% ATTAINED TWO OR MORE GOALS

Jennifer Whitmore, MIS Specialist, was the recipient of the "Chief's Award" -- the most prestigious award given by the U.S. Department of Labor Division of Indian and Native American Programs. Ms. Whitmore was honored at the National Indian and Native American Employment and Training event in Sioux Falls, South Dakota in April 2014.



Lorenda T. Sanchez and Jennifer Whitmore

SETA Out of School Youth Program

The Sacramento Employment Training Agency (SETA) Out of School Youth Program provided services to youth who are 18 to 21 years old, reside in Sacramento County, are low income, have one or more barriers to employment, and at the time of enrollment are not working or attending school. The total enrollment for this year consisted of thirty youth participants, nine of whom were carried over from the previous program year.

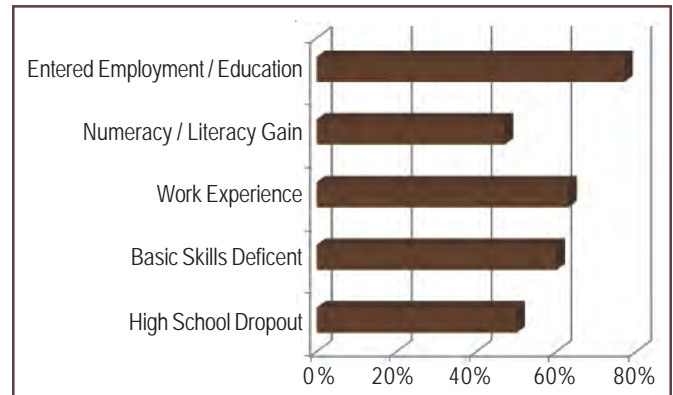
The program made some big strides in Program Year 2013. Half of the participants were high school dropouts. Eighteen youth were basic skills deficient and all were scheduled to attend tutoring in math and/or English. Fourteen of those participants achieved a numeracy/literacy gain of at least one grade level. Out of the nine carryover participants, five obtained their GED certificates and the remaining four are continuing to pursue their educational goals.

Through efforts to continue partnerships with local Native resources, Program staff were able to establish master work-site agreements for work experience with California Rural Indian Health Board, Inter-Tribal Council of California, Shingle Springs Tribal TANF, Buena Vista Child Development Center and the Department of the Interior Office of Valuations. Additionally, partnerships were established with Goodwill Industries and the State of

California Employment Development Department. Of the thirty youth participants in this year's program, nineteen participated in a Work Experience activity and four participants were hired into jobs that they sought out to obtain.

In addition, the majority of the youth had the opportunity to receive individual tutoring in math, English, and GED preparation, and received information on higher education and college preparation. Youth also had the opportunity to receive training in CPR-First Aid training, leadership, work readiness and they participated in the Digital Boot Camp, presented by the CIMC Native Digital Nations project.

Twenty-three of the thirty participants gained employment or began post-secondary education. Participants gained employment with Goodwill Industries, Foods Co., Sarakap Automotive Transport and Inter-Tribal Council of California. Participants are attending California State University Sacra-



mento, Sacramento City College, Cosumnes River College and Charles A. Jones Career and Education Center.

With this current wave of empowered youth entering employment and education, CIMC continues to create positive change for Native communities.



CENSUS INFORMATION CENTER

During Program Year 2013, the CIMC Census Information Center (CIC) worked directly with the U.S. Census Bureau to continue to provide the best up-to-date data specializing in American Indian/Alaska Native (AIAN) data. Data is constantly being released from the 2010 decennial census as well as the American Indian Community Survey (ACS) that provides updated data every year on topics such as income, 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. The CIC staff will continue to provide and assist with custom data tabulations using 2010 decennial census data as well as the ACS data.

California	AIAN	362,801
	AIAN in Combination	360,424
	AIAN Total	723,225
Illinois	AIAN	43,963
	AIAN in Combination	57,488
	AIAN Total	101,451
Clinton County, Iowa	AIAN	121
	AIAN in Combination	244
	AIAN Total	365
Muscatine County, Iowa	AIAN	133
	AIAN in Combination	197
	AIAN Total	330
Scott County, Iowa	AIAN	496
	AIAN in Combination	1,139
	AIAN Total	1,635

Source: 2010 Census

ANA NATIVE DIGITAL NATIONS PROJECT

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

At the end of three years, the NDN project completed a Master Social Development Policy and Strategy. This was accomplished through activities that integrated technology and media tools for the benefit of staff and clients.

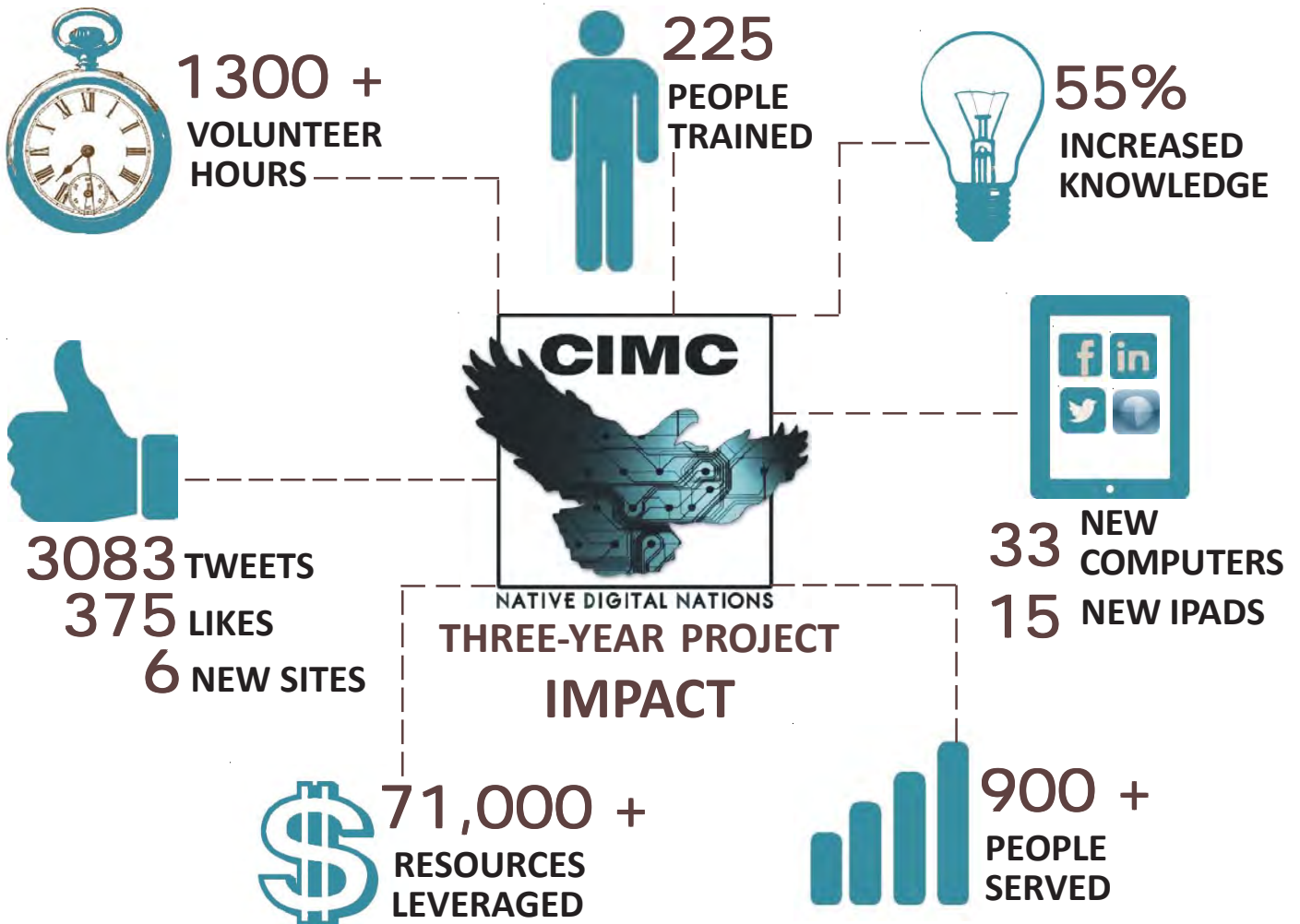
Project Year 3 Activities:

- NDN Digital Literacy and Responsibility Trainings occurred at the Chicago Based Operations (CBO), Redding Field Office (RFO), Sacramento Field Office (SFO), and geographic service areas including Bear River Band of Rohnerville Rancheria and Mechoopda Indian Tribe of Chico Rancheria.
- Overall, the NDN project provided 21 trainings in three years. These trainings covered computer basics, social media, online job searching, and safe computing practices.
- Facebook and Twitter accounts for CBO, RFO, and SFO were established and continue to be active with job announce-

ments, workforce information and CIMC updates.

- Annual Communication Assessments were completed with results indicating an increase in digital knowledge, mobile internet access, and social media usage throughout CIMC's communities.

The NDN project concludes with having provided staff with needed trainings, clients with upgraded computer labs, and community members with more opportunities to connect via social media. It is through the hard work and dedication of the field office staff, media consultants, volunteers, delegates, and CAC members that this project was able to leave effective resources and a lasting impact. #thankyou #condorsoar



CHILD CARE AND DEVELOPMENT BLOCK GRANT PROGRAM

Program Year 2013 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 PY13, 85 children from 48 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 50 or more children under 13 years of age. Tribes with fewer than 50 children may apply for funds as a member of a consortium. The consortium must have a cumulative total of 50 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

**Cahuilla Band of Indians
Fort Independence Reservation
Lone Pine Paiute-Shoshone Reservation
Mesa Grande Band of Mission Indians
Morongo Band of Mission Indians
San Pasqual Band of Mission Indians
Santa Rosa Reservation
Santa Ynez Band of Chumash
Lipay Nation of Santa Ysabel
Sherwood Valley Rancheria
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 CIMC CCDBG Program received a donation of toys and baby crib sets from Walking Shield, Inc., an organization that provides a variety of services to American Indian families. The gifts were sorted by age appropriateness and gift-wrapped by CCDBG staff and volunteers. These gifts were then distributed to the children who participate in the CIMC CCDBG Program. Gifts were also shared with some of the tribes located throughout California. The baby crib sets were sent out to parents who participate in CIMC CCDBG Program and were also given to community members 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 2013, 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 (emergency relocation or eviction prevention); (2) utilities (deposit for new service, disconnection prevention, or restore service); (3) other utilities (wood or other heating fuel); and (4) nutrition. Also, there are limited supportive services available (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 the CSBG Program's vision of promoting 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 discussions of daily examples of what steps were necessary to eventually attain a self-sufficient household. In this way, potential applicants became more pro-active in the application process by providing the necessary basic documentation, and were 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 nutrition assistance in Sacramento and Yolo counties).

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

The CSBG Program continued to collaborate with a number of agencies (city and county) and local companies, tribal offices and agencies, and CIMC field offices, which resulted in service for eligible applicants and a better understanding of the program in general.

- California Tribal TANF Partnership
- Chapa-De Indian Health Program
- Enterprise Rancheria
- Greenville Rancheria
- Mechoopda Indian Tribe
- North Fork Rancheria Tribal TANF Program
- Northern Valley Indian Health, Inc.
- Owens Valley Career Development Center Tribal TANF Program
- Sacramento Native American Health Center
- Shingle Springs Tribal TANF Program
- CIMC Field Offices (Redding, Ukiah, Fresno, Sacramento, Eastern Sierra)

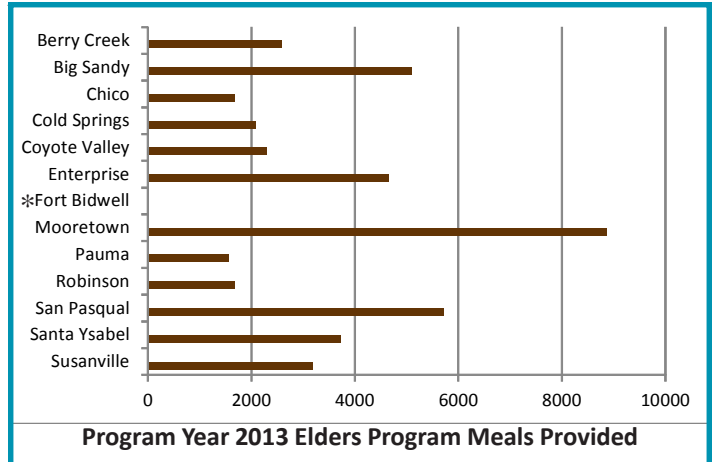


ELDERS PROGRAM

The CIMC Elders Program operated during Program Year 2013 with funding from the U.S. Department of Health and Human Services, Administration for Community Living/Administration on Aging (ACL/AoA). The program is funded under Title VI of the Older Americans Act.

The primary purpose of the program is to insure that the nutritional needs of participating elders are being met. During PY13, noon meals were 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.

1. Berry Creek
2. Big Sandy
3. Big Valley
4. Chico/Mechoopda
5. Cold Springs
6. Coyote Valley
7. Enterprise
8. Fort Bidwell
9. Mooretown
10. North Fork
11. Pauma
12. San Pasqual
13. Santa Ysabel
14. Scotts Valley
15. Susanville
16. Upper Lake

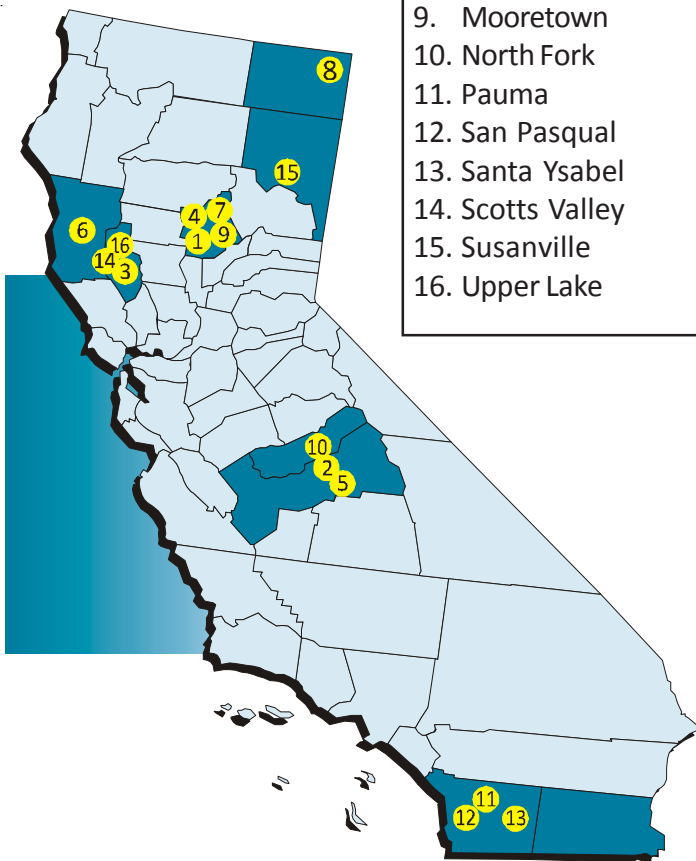


*On-site nutrition pending; only outreach and cultural activity during this report period.

Elders who are homebound and unable to come to the congregate meal site were able to receive home-delivered meals. Elders at sites where meals are not prepared and served on-site received delivered hot meals from other nutrition programs, frozen meals, or shelf stable meals.

Throughout the program year, Elders Program staff worked with all participating tribes and provided oversight of the program operation at each site, provided menu plans, monitored food purchases, processed payments, and made efforts to ensure that the program meets its overall goals.

MEALS ARE PURCHASED FROM OTHER NUTRITIONAL PROGRAMS FOR DELIVERY AT:		SHELF STABLE MEALS ARE PROVIDED AT:	CURRENTLY MEALS ARE PREPARED ON-SITE AT:
CHICO / MECHOOPDA 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.

During Program Year 2013, a 32-hour caregiver/8-hour CPR First Aid class was conducted in which 32 tribal members were trained. The program has progressively developed and added

health and wellness information into each class, such as a session on the heart and the recent addition of a session on the liver. Heart and liver models were purchased for these sessions. Both students and the instructor, a registered nurse, continued learning from each other about how to improve individual health and the care of elders.

The CIMC Elders Program greatly appreciates the contributions, cooperation, and support from all of the participating tribes. Through their input and support, quality services to elders are assured.

NATIVE ENTREPRENEUR TRAINING PROGRAM

The fourteenth session of CIMC's Leadership Training for Entrepreneurial / Small Business / Economic Development was held during Program Year 2013.



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

Morongo Band of Mission Indians

Pala Band of Mission Indians

Cahuilla Band of Indians

This program year, 20 emerging Native entrepreneurs completed this training which was conducted in a series of workshops held in different geographic areas in California: Pala; Valley Center; Loleta; and Oroville. This culturally-relevant training was held in four sessions (2-3 days each month) for four consecutive months which began in February 2014.

Students learned how to develop a business plan, enabling them 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.

A ceremony marked the completion of the training at the Gold Country Casino & Hotel in Oroville, California. CIMC Board of Directors Chairman Robert H. Smith presented Certificates of Completion to the graduates.



Back Row: Henry Sonny Olvera, III (Ione Band of Miwok Indians), David Morgan (Navajo Nation), Lisa Steele (Maidu), Joel Rodriguez (Cheyenne River Sioux Tribe), Nathan Garcia (Pala Band of Mission Indians), Francisco Perez, Jr. (Western Shoshone/Maidu), Joe Stra (Pomo - Cloverdale Rancheria); Middle Row: Tonya Albers (Karuk Tribe), Vanessa Minott (Santa Rosa Band of Cahuilla Indians), Marea Flores (Miwok - Wilton Rancheria), Lydia Sigala (Pinoleville Pomo Nation), Elizabeth Martinez (Manchester Point Arena Band of Pomo Indians), Lorraine Villalobos (San Pasqual), Tracy Tripp (Ione Band of Miwok Indians), Frank Portillo (Tolowa - Elk Valley Rancheria); Front Row: Dorothy Reiting (Meskwaki Sac & Fox of the Mississippi), Henrietta Charlie (Navajo Nation), P. Jean LaMarr – (Pit River/Paiute - Susaville Rancheria), Shannon Magee (Pala Band of Mission Indians)
Not in photograph: Cindy Yazzie (Navajo Nation/Pala Band of Mission Indians)

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)**
- **Lawrence Bryan - Owner, Native Air 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, Hoka Media Productions (Quechan)
- Peter H. Hackbert, PhD - Director, Entrepreneurship for the Public Good, Berea College
- **Monica Heredia - Owner, Monica Heredia Skin Care (Gabrielino/Diegueño)**
- Marcia Hoaglen - Owner, Wailaki Indian Tacos (Round Valley)
- Eduardo "Eddie" Landeros, MBA - Community Loan Officer, CDC Small Business Finance Corporation
- Anthony Madrigal, Sr. - Attorney at Law (Cahuilla)
- Panda Morgan - Director, Greater Sacramento Small Business Development Center
- Robert Nash - CEO, Superior California Economic Development, Inc.
- 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)
- **Michael Rodriguez, Jr. - Co-Owner, Creative Innovation Landscape and Design (Costanoan Rumsen Carmel)**
- Hai-Na-Nu Saulque - Graphic Artist, Nooligan Productions; Census Information Center Coordinator, California Indian Manpower Consortium, Inc. (Benton-Paiute)
- Paul Stone - Artist and Musician (Washoe/Paiute)
- **Robert Stone - President/CEO, Whitney-Stone, Inc. (Maidu)**
- PaPai X. Thomas, MPA - Business Services Coordinator, California Indian Manpower Consortium, Inc. (El Dorado Miwok)
- Billee Willson, MBA - CEO, Willson Lane Management & Consulting (Yurok)
- Sharon Wise - Executive Director, Native American Housing Service (Choctaw)

TRAINING CO-COORDINATORS

G. David Singleton | Teresa Marie Willson

Former Entrepreneur Training Graduates

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 the Sacramento Region and the San Diego Region.



During Program Year 2013, CNEOF provided financial workshops addressing: Financial Literacy; Your Credit; Checking/Savings/Loans; and Credit Repair.

One-on-one technical assistance for potential entrepreneurs was provided and one revolving loan was managed..

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

TRIBAL BUSINESS EXPORT DEVELOPMENT PROGRAM

During Program Year 2013, CIMC continued to work with the Los Rios Community College's Business and Economic Development Center and Center for International Trade Development in Sacramento, California to identify prospective funding opportunities for global markets.



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, Census Services, and Workforce Development Technical Assistance.



In Program Year 2014, the CIMC California Native Entrepreneurs Opportunity Fund Advisory Board, the CIMC Native American Workforce Investment Council and the CIMC Executive Director will engage in the development of a Strategic Plan to update these three initiatives.

YEARS OF SERVICE RECOGNITION

Board of Directors / Native American Workforce Investment Council

Twenty-Five Year Recognition

Richard Anderson

Twenty Year Recognition

Erna Smith

Ten Year Recognition

Linda K. Wenzel

Employees

Ten Year Recognition

*Hai-Na-Nu Saulque
Jennifer Whitmore*

Five Year Recognition

*Faleena Martinez
Kristi Synold
Peter A. Zaragoza, Jr.*

Thirty-Five Year Membership

Owens Valley Board of Trustees / Owens Valley Career Development Center

Thirty Year Membership

<i>Chemehuevi Indian Tribe</i>	<i>Hopland Band of Pomo Indians</i>
<i>Lone Pine Paiute-Shoshone Reservation</i>	<i>Campo Band of Mission Indians</i>
<i>Toiyabe Indian Health Project, Inc.</i>	<i>San Pasqual Band of Mission Indians</i>
<i>Coyote Valley Band of Pomo Indians</i>	

Twenty-Five Year Membership

Cortina Rancheria
InterTribal Sinkyone Wilderness Council

Twenty Year Membership

Mechoopda Indian Tribe of Chico Rancheria
North Fork Rancheria of Mono Indians
Guidiville Indian Rancheria

Fifteen Year Membership

Bo-Cah-Ama Council

Ten Year Membership

Southern California Tribal Chairmen's Association

Five Year Membership

Ione Band of Miwok Indians

***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

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