

Four Decades of Service



Program Year 2017
ANNUAL REPORT

CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.
Creating Positive Change for Native Communities



CIMC

40 years ago

An extraordinary journey began

When a Condor spread its wings

Revealing an ambitious plan

Offer a hand where needed

Guidance and positive words too

Natives helping Natives

Making dreams come true

Through partnerships, collaborations

And friendships too

Giving back to our communities

Is what we do

40 years has passed

Since that first flight

CIMC is proud to be here

Still burning bright

Reaching out to Natives

And offering a hand

Keeping alive

Our Condor plan

E.K. Cooper



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*

PROGRAM YEAR 2017 ANNUAL REPORT

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The California Indian Manpower Consortium, Incorporated Program Year 2017 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.

Chicago Geographic Service Area

- American Indian Association of Illinois - Chicago, IL
- American Indian Center of Chicago - Chicago, IL
- American Indian Health Service of Chicago, Inc. - Chicago, IL
- American Indian Studies, UIUC - Urbana, IL
- Native American Chamber of Commerce of Illinois - Chicago, IL
- Native American Support Program - University of Illinois at Chicago - Chicago, IL
- Native American Tribal Equality Foundation - Saint Charles, IL
- Trickster Art Gallery - Schaumburg, IL

CIMC Geographic Service Area



Eastern Sierra Geographic Service Area

- Big Pine Paiute Tribe of the Owens Valley - Big Pine, CA
- Bishop Paiute Tribe - Bishop, CA
- Fort Independence Indian Reservation - 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
- Tejon Indian Tribe - Bakersfield, 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
- Inaja Cosmit Band of Indians - Escondido, CA
- Indian Health Council, Inc. - Valley Center, CA
- Jamul Indian Village of California - Jamul, 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
- San Pasqual Housing and Community Development - Valley Center, CA
- Southern California Tribal Chairmen's Association - Valley Center, CA
- Southern Indian Health Council, Inc. - Alpine, CA

Redding Geographic Service Area

- Berry Creek Rancheria - Oroville, CA
- Cortina Indian 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
- Fort Bidwell Indian Community Council - Fort Bidwell, CA
- Grindstone Indian Rancheria - Elk Creek, CA
- Lassen Indian Health Center - Susanville, CA
- Local Indians for Education, Inc. - Shasta Lake, CA
- Maidu Cultural and Development Group - Greenville, CA
- Maidu Summit Consortium - Chester, CA
- Mechoopda Indian Tribe of Chico Rancheria - Chico, CA
- Modoc Lassen Indian Housing Authority - Lake Almanor, CA
- Mooretown Rancheria of Maidu Indians - Oroville, CA
- Nor Rel Muk Wintu Nation - Weaverville, CA
- Pit River Tribe - Burney, CA
- Roundhouse Council, Inc. - Greenville, CA
- Susanville Indian Rancheria - Susanville, CA
- Susanville Indian Rancheria Housing Authority - Susanville, CA
- Wintu Tribe of Northern California & Toyon-Wintu Center - Shasta Lake, CA

Sacramento Geographic Service Area

- Big Sandy Rancheria - Auberry, CA
- Buena Vista Rancheria of Me-Wuk Indians - 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
- Fresno American Indian Health Project - Fresno, CA
- Ione Band of Miwok Indians - Plymouth, CA
- North Fork Rancheria of Mono Indians of CA - North Fork, CA
- Sierra Mono Museum - North Fork, CA
- Sierra Tribal Consortium - 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
- Inter Tribal Sports, Inc. - Temecula, CA
- Morongo Band of Mission Indians - Banning, CA
- Native American Environmental Protection Coalition - Murrieta, CA
- Riverside-San Bernardino County Indian Health, Inc. - Grand Terrace, CA
- Santa Rosa Band of Cahuilla Indians - Anza, CA
- Soboba Band of Luiseño Indians - San Jacinto, CA
- Torres Martinez Desert Cahuilla Indians - Thermal, CA

Ukiah Geographic Service Area

- Cahto Tribe of Laytonville Rancheria - Laytonville, CA
- Coyote Valley Band of Pomo Indians - Redwood Valley, CA
- Dry Creek Rancheria Band of Pomo Indians - Geyserville, CA
- Elem Indian Colony - Lower Lake, CA
- Guidiville Indian Rancheria - Talmage, CA
- Hopland Band of Pomo Indians - Hopland, CA
- InterTribal Sinkyone Wilderness Council - Ukiah, CA
- Northern Circle Indian Housing Authority - Ukiah, CA
- Potter Valley Tribe - Ukiah, CA
- Redwood Valley Little River Band of Pomo Indians - Redwood Valley, CA
- Robinson Rancheria of Pomo Indians - Nice, CA
- Scotts Valley Band of Pomo Indians - Lakeport, CA
- Sherwood Valley Band of Pomo Indians - Willits, CA
- United Native Housing Development Corporation - Ukiah, CA



BOARD OF DIRECTORS

OFFICERS

Chair

Benjamin Charley, Jr.

Bishop, California

Vice-Chair

Gary Rickard

Anderson, California

Secretary

Stacy Dixon

Susanville, California

Treasurer

Robert H. Smith

Pala, California

GEOGRAPHIC SERVICE AREA REPRESENTATIVES

Chicago

Kim Edward Cook

Chicago, Illinois

Eastern Sierra

Roseanne Moose

Big Pine, California

Escondido

Shelia Smith-Lopez

Pala, California

Virginia Hill

Pauma Valley, California

Redding

Barbara Bird

Oroville, California

Sacramento

Carol Bill

Tollhouse, California

San Jacinto

Jackie WiseSpirit

Temecula, California

Ukiah

Tanya Estrada

Redwood Valley, California

NAWIC (ex-officio)

Erna Smith

Oakland, California



Mr. Benjamin Charley, Jr. was honored for 30 years of service to CIMC as both a member of the Board of Directors and an employee at the 39th Annual Membership Meeting in November 2017.



Board of Directors at 39th Annual Membership Meeting: Jackie WiseSpirit, Erna Smith, Roseanne Moose, Virginia Hill, Tanya Estrada, Barbara Bird, Carol Bill, Benjamin Charley, Jr., Kim Edward Cook, Stacy Dixon, Gary Rickard, and Robert H. Smith

In Remembrance of Ms. Virginia Hill (1949-2017). Virginia, from the Seneca Nation, served as a member of the CIMC Board of Directors from November 2015 to December 2017 and was a Delegate for many years from the Iipay Nation of Santa Ysabel.

Ms. Florence Dick was honored for five years of service to the CIMC Board of Directors.

NATIVE AMERICAN WORKFORCE INVESTMENT COUNCIL

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, Illinois

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

G. David Singleton, Consultant - Community and Economic Development, Davis, California

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

Ex-Officio: Robert H. Smith, Board of Directors - California Indian Manpower Consortium, Inc., Pala, California

Benjamin Charley, Jr., Board of Directors - California Indian Manpower Consortium, Inc., Bishop, California



Photo Credit: William Dobovich

Mr. Benjamin Charley, Jr., CIMC Chair and U.S. Marine Corps veteran, along with members of the Big Sandy Rancheria Veterans of Foreign Wars, Pala Band of Mission Indians veterans, and CIMC staff members attended the 3rd Annual National Gathering of American Indian Veterans, held in Wheaton, Illinois in August 2017.

Mr. Ben W. Bendel was honored for 35 years of service to the CIMC Native American Workforce Investment Council at the 39th Annual Membership Meeting in November 2017.



NAWIC at 39th Annual Membership Meeting: Ben W. Bendel; Benjamin Charley, Jr.; Erna Smith; Kim Edward Cook; G. David Singleton; Robert H. Smith (Not in photo: Brooks D. Ohlson)

EXECUTIVE DIRECTOR'S REPORT

Forty years ago, on February 1, 1978, the first Board of Directors of the California Indian Manpower Consortium gathered to create an organization that would become the hallmark of Indian and Native American programs delivering quality employment and training to meet the unique needs of Native American communities throughout a vast geographic service area. That Board and the original members and communities would be proud of the place at which we find ourselves today. They would also be proud of our work and partnerships with tribal organizations and national organizations to fight for self-determination, strong Indian policies and support of a government-to-government relationship with the federal government -- the principles that guide our work today. I reflect on the employment and training programs and private sector initiatives of the late seventies and early eighties and I smile at where we are today.

During Program Year 2017, the California Indian Manpower Consortium, Incorporated (CIMC) has realized challenges of issues and policies which need to be upheld in order for our programs and communities to thrive. These are not the best of times but we remain strong as we continue the work to overcome the trying and turbulent times faced by our people. As in years past, Program Year 2017 remained a very busy year for CIMC. CIMC staff dedicated their time and efforts to provide appropriate services and support to meet the overwhelming volume of needs which are a constant reflection of this challenging time. We have met our planned program outcomes and performance results for our various programs.

The satisfying and rewarding experience that results from our investment of time and energy to fulfill the goals of CIMC keeps us motivated to enhance the quality of life and culture for those we serve. We do this in spite of inadequate budgets and strained relations with our federal colleagues. We continue to build upon what works and define our priorities and focus accordingly. Our intent is to strive

for solutions and contribute to the economic and social well-being of those we serve.

As we reflect on our Workforce Development Program accomplishments, it is imperative that we work together to advocate for realistic funding and resources to address the needs of a changing work environment and the need to upgrade the skills and education of our Native job seekers, entrepreneurs, and youth. Additionally, we remain committed to providing quality services for our children, elders,

Tribal and Native communities through all the programs administered by CIMC. We are pleased to share our accomplishments of this past year in this Program Year 2017 Annual Report.

Our Workforce Development Program provided an extensive range of employment opportunities, job search and soft skills training, supportive services, job training and continued an impressive range of Career Pathways for Youth Program services for youth throughout our vast service areas. We ended the program year with an exemplary coding boot camp for 23 youth who successfully completed the development of a website by the end of their training. We continue to enhance our social media efforts for a stronger connection with our program services, field offices, employers and communities. CIMC continued our Native entrepreneurial training, graduating a class of 24 students. Our financial education training for the workforce development and emergency services programs have provided a meaningful template for our customers to plan and manage their budgets. We continue to follow the progress of plans for the 2020 Census and are pleased to have a presentation in conjunction with our Annual Membership Meeting this year. We continue to support the work on the development and implementation of Indian and Native American performance indicators for the Workforce Innovation and Opportunity Act (WIOA) programs. We remain involved with the

Continued on Page 6

CIMC recognized by the U.S. Census Bureau

CIMC was presented a Certificate of Appreciation by the U.S. Census Bureau for participation in hosting a special Tribal Consultation session in November 2016 for the 2020 Census.

The certificate was signed by **John Thompson**, Director of the U.S. Census Bureau, and presented by **Jessica Imotichey** from the Los Angeles Region to CIMC Executive Director **Lorenda T. Sanchez** at the 39th Annual Membership Meeting in November 2017.



EXECUTIVE DIRECTOR'S REPORT (CONTINUED)

National Congress of American Indians (NCAI) Policy Research Center to provide input for both WIOA and the 2020 Census efforts. We are pleased to have been included in the NCAI Workforce Development Toolkit which will be shared with our Membership this year. We are also working with the California Workforce Association to implement the funding for Assembly Bill 1111 - Removing Barriers to Employment Act: Breaking Barriers to Employment Initiative. Our CIMC team of professionals strive to meet the objectives of all the CIMC programs. Their hard work, untiring efforts and commitment continues the dreams, promises and hopes envisioned over the past forty years.

During Program Year 2017, the Workforce Development Programs [WIOA Comprehensive Services Plan (CSP), Tribal Supplemental Youth Services (TSYS) Program, Native Employment Works (NEW) Program and Career Pathways for Youth (CPY) Program] provided services to 2,641 participants. Our Leadership Training for Entrepreneurial/Small Business/Economic Development Project (Native Entrepreneur Training - NET) yielded another outstanding group of 24 graduates. CIMC is pursuing an on-line university venture to incorporate certificate training courses for the NET, CIMC's Caregiver Training and also Workforce Development Professionals. The Condor University will be announced formally at our Membership Meeting. We continue the review and testing for the WIOA proposed reporting system. CIMC continues our work on the development of a CIMC P.L. 102-477 Tribal Plan. CIMC's Four Year Strategic Plan and Designation was approved for our current geographic service area in August 2018.

The Child Care and Development Block Grant (CCDBG) Program continued to coordinate and provide

exceptional services to 104 children from our participating tribes. We will be adding two more Tribes to our CCDBG Program. Our Elders Program provided 37,551 meals to elders from 17 participating Tribes. Additionally, 81 individuals received Basic Caregiver Training, 29 caregivers attended the Elder Caregiver Health and Wellness Conference and 415 elders received Medicare Training in eight Regional Training Sessions. The Community Services Block Grant (CSBG) Program provided direct services to 283 families. Work continued throughout Program Year 2017 on the CIMC Mobile App. We continue to reach our communities through the Mobile App, our electronic newsletter, the [CIMC Condor Connection](#), and the CIMC website. I truly believe our CIMC team is second to none and I am extremely proud of the work they do.

Continuing the traditions of the past 40 years, 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 we will stand firmly in our quest 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 leadership and support, the CIMC staff for their untiring work, the Native American Workforce Investment Council for their input, and the CIMC Membership for your continued guidance and support. It is a privilege and honor to work with and for you.

Lorenda T. Sanchez
Executive Director

CIMC Staff Training

Two CIMC staff meetings were held during Program Year 2017 in Sacramento, California. In December 2017, staff received an update on CIMC program issues from Ms. **Lorenda T. Sanchez**, CIMC Executive Director. During the June 2018 meeting, motivational training was delivered by Mr. **D.J. Vanas** from Native Discovery, Inc. A presentation by Ms. **Paula Holden**, from the Senior Medicare Patrol, was made on the Medicare Improvements for Patients and Providers Act. Mr. **Armon Isaiah Batiste** provided information on home ownership.



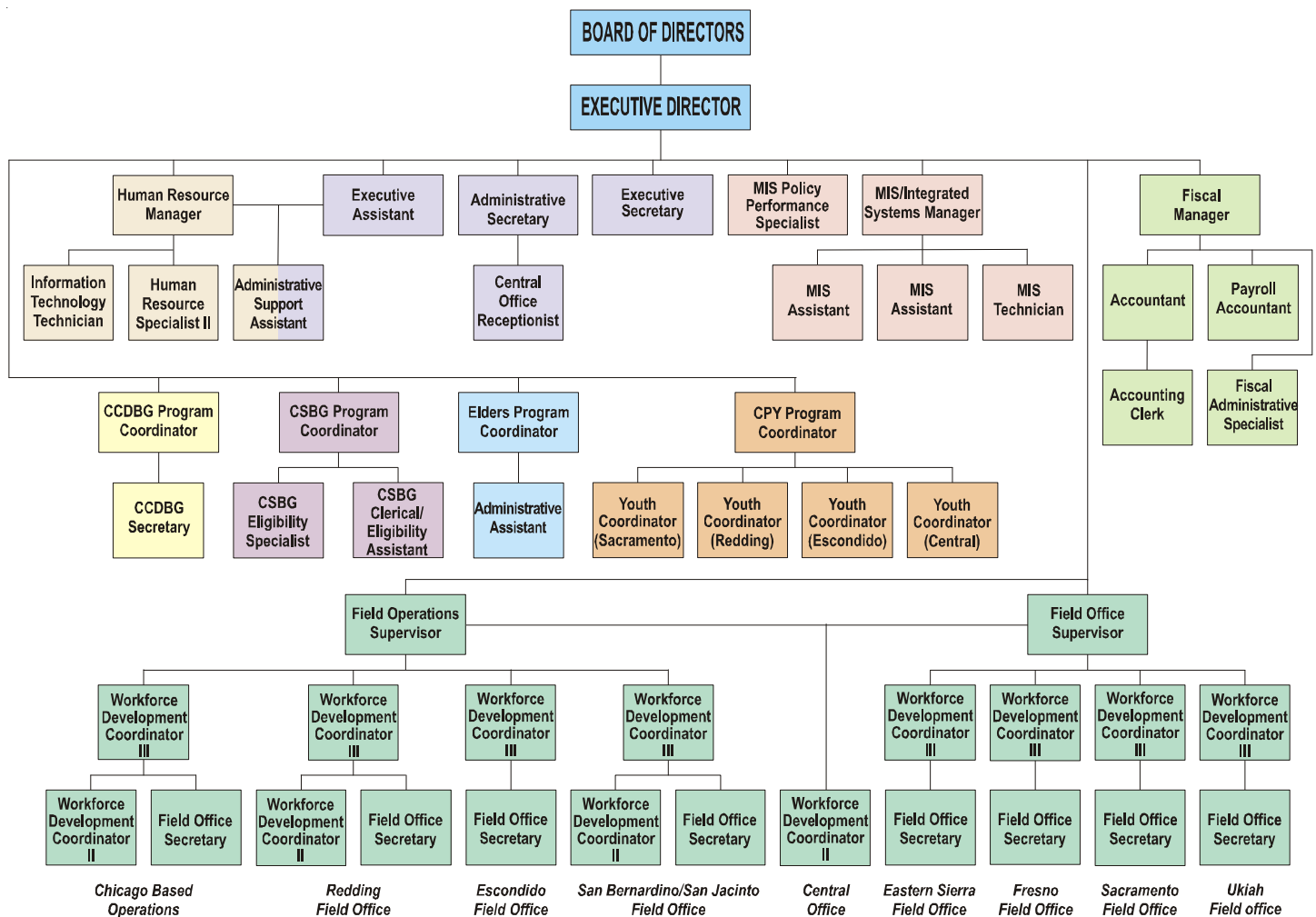
CIMC Awarded Grant by Sierra Health Foundation to Develop Customer Relationship Management System

In September 2017, California Indian Manpower Consortium, Inc. was awarded a \$15,000 grant from the Sierra Health Foundation 2017 Responsive Grant Program. The grant award addressed increasing efficiency in delivery of high quality programs and services to Native Americans throughout Northern California by deploying and implementing a Customer Relationship Management (CRM) system that streamlines manual processes and reduces staff time on administration. A CRM System allows businesses to manage business relationships and the data and information associated with them.

Sierra Health Foundation, a private philanthropy that forges new paths to promote health and racial equity in partnership with communities, organizations and leaders, awarded Responsive Grants Program grants to 22 organizations to improve health, promote access and reduce health inequity.

CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

ORGANIZATIONAL CHART



CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

PROGRAM YEAR 2017 EXPENDITURES (JULY 1, 2017 TO JUNE 30, 2018)

WORKFORCE DEVELOPMENT PROGRAM

U.S. Department of Labor

Employment and Training Administration
Division of Indian and Native American Programs
Workforce Innovation and Opportunity Act

Training Services Expenditures	\$148,387
Employment Services Expenditures	\$77,511
Other Program Services Expenditures	\$2,413,903
Administration Expenditures	\$447,839
Supplemental Youth Services Expenditures	\$110,402
Career Pathways for Youth Expenditures	\$783,170

U.S. Department of Health and Human Services

Administration for Children and Families
Native Employment Works (NEW)

NEW Program Expenditures	\$302,786
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WORKIN' SKILLS INTO CAREERS (WSC) PROJECT

U.S. Department of Health and Human Services

Administration for Native Americans

WSC Project Expenditures	\$35,649
WSC In-Kind Contributions	\$9,598

CHILD CARE AND DEVELOPMENT BLOCK GRANT (CCDBG) PROGRAM

U.S. Department of Health and Human Services

Administration for Children and Families

CCDBG - FY16 Program Expenditures	\$179,374
CCDBG - FY17 Program Expenditures	\$326,203

COMMUNITY SERVICES BLOCK GRANT (CSBG) PROGRAM

**State of California Department of Community
Services Development**

Northern California Indian Development Council, Inc.

CSBG 2017 Subcontract Program Expenditures	\$238,760
CSBG 2018 Subcontract Program Expenditures	\$114,745

CIMC MOBILE APP

Sierra Health Foundation

2016 Responsive Grants Program

CIMC Mobile App Expenditures	\$5,174
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"HACK THE REZ" CODING BOOT CAMP PROJECT

The NBC Universal Foundation

Project Innovation Grants Program

Coding Boot Camp Expenditures	\$25,000
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ELDERS NUTRITION PROGRAM

U.S. Department of Health and Human Services
Administration for Community Living / Administration on Aging
(ACL/AOA)

<u>ACL/AOA-1 2017 Expenditures</u>	<u>\$54,848</u>
<u>ACL/AOA-2 2017 Expenditures</u>	<u>\$73,241</u>
<u>ACL/AOA-3 2017 Expenditures</u>	<u>\$75,106</u>
<u>ACL/AOA-4 2017 Expenditures</u>	<u>\$71,075</u>
<u>ACL/AOA-5 2017 Expenditures</u>	<u>\$70,520</u>
<u>ACL/AOA-6 2017 Expenditures</u>	<u>\$61,055</u>
<u>ACL/AOA-7 2017 Expenditures</u>	<u>\$49,877</u>

NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

U.S. Department of Health and Human Services
Administration for Community Living / Administration on Aging

<u>Caregiver-1 2017 Expenditures</u>	<u>\$23,056</u>
<u>Caregiver-2 2017 Expenditures</u>	<u>\$26,785</u>
<u>Caregiver-3 2017 Expenditures</u>	<u>\$20,992</u>
<u>Caregiver-4 2017 Expenditures</u>	<u>\$18,886</u>
<u>Caregiver-5 2017 Expenditures</u>	<u>\$26,929</u>
<u>Caregiver-6 2017 Expenditures</u>	<u>\$16,170</u>
<u>Caregiver-7 2017 Expenditures</u>	<u>\$15,940</u>

NUTRITION SERVICES INCENTIVE PROGRAM (NSIP)

U.S. Department of Health and Human Services
Administration for Community Living / Administration on Aging

<u>NSIP-1 2017 Program Expenditures</u>	<u>\$3,926</u>
<u>NSIP-2 2017 Program Expenditures</u>	<u>\$7,845</u>
<u>NSIP-3 2017 Program Expenditures</u>	<u>\$4,818</u>
<u>NSIP-4 2017 Program Expenditures</u>	<u>\$6,739</u>
<u>NSIP-5 2017 Program Expenditures</u>	<u>\$9,011</u>
<u>NSIP-6 2017 Program Expenditures</u>	<u>\$7,256</u>
<u>NSIP-7 2017 Program Expenditures</u>	<u>\$5,381</u>

MEDICARE IMPROVEMENTS FOR PATIENTS AND PROVIDERS ACT (MIPPA) PROGRAM

U.S. Department of Health and Human Services
Administration for Community Living / Administration on Aging

<u>MIPPA-1 2016 Expenditures</u>	<u>\$1,494</u>	<u>MIPPA-1 2017 Expenditures</u>	<u>\$1,380</u>
<u>MIPPA-2 2016 Expenditures</u>	<u>\$1,754</u>	<u>MIPPA-2 2017 Expenditures</u>	<u>\$1,540</u>
<u>MIPPA-3 2016 Expenditures</u>	<u>\$1,753</u>	<u>MIPPA-3 2017 Expenditures</u>	<u>\$750</u>
<u>MIPPA-4 2016 Expenditures</u>	<u>\$1,753</u>	<u>MIPPA-4 2017 Expenditures</u>	<u>\$930</u>
<u>MIPPA-5 2016 Expenditures</u>	<u>\$1,991</u>	<u>MIPPA-5 2017 Expenditures</u>	<u>\$852</u>
<u>MIPPA-6 2016 Expenditures</u>	<u>\$1,545</u>	<u>MIPPA-6 2017 Expenditures</u>	<u>\$900</u>
		<u>MIPPA-7 2017 Expenditures</u>	<u>\$706</u>

CIMC MOBILE APP

This year, over 400 clients and partners downloaded the CIMC Mobile App, with a record usage of over 4,500. The CIMC Mobile App notifies clients, delegates and community members of available job opportunities in their geographic service area; upcoming trainings, workshops or community gatherings; and informs CIMC Delegates of critical programs for their communities. The CIMC Mobile App is available on iPhones, iPads, Androids and Blackberries and includes multiple features such as:

- GPS directions to the nearest CIMC Field Office
- Online Career Readiness courses

- All contact information for CIMC Field Offices
 - Workforce Development Program application with ability to submit necessary documents
 - Events Listing
 - Information on CIMC programs
 - Push notifications that send messages about upcoming job trainings, available job openings, and upcoming events
 - Automated Survey Response feature to help assist with eligibility
- The CIMC Mobile App may be downloaded from the Apple Store and Google Play. The App may also be



downloaded by texting "CIMC" to 96362.

Grant funding for the development of the CIMC Mobile App was received from the Sierra Health Foundation, a private philanthropy that forges new paths to promote health and racial equity in partnership with communities, organizations and leaders.

CIMC FACEBOOK

In February 2018, CIMC launched a Facebook page to share information through social media. The page gives updates on CIMC's overall activities in Native communities.

Posts from Program Year 2017 included information about the CIMC 40th Anniversary, CIMC Native Entrepreneur Training updates, Elders Program activities and trainings, national recognitions, participation in national and regional events, the coding boot camp grant award, the CIMC Condor Connection e-news-



letter, and CIMC Staff meeting activities. Each field office also has a facebook page to share information that pertains to their respective service areas.

CIMC CONDOR CONNECTION

During Program Year 2017, CIMC continued distribution of its electronic newsletter, the CIMC Condor Connection. Subscribers included CIMC Delegates, Board of Directors, NAWIC members, staff and other interested individuals. It was shared as well on social media.

These e-newsletters provided updates on CIMC activities in the Native community and were delivered to subscribers' email addresses. Updates from the Elders Program, Career Pathways for Youth, and the Native Entrepreneur Training Program were regular features. The newsletter also introduced new employees and shared information on staffing changes.

Program Year 2017 ended with 518 subscribers, with a growth of approxi-

mately 130 subscribers since the previous program year. Links to subscribe and to view archived editions are available on the CIMC website: www.cimcinc.org.

CIMC Condor Connection Program Year 2017 Highlights:

- CIMC met with USDA Food and Nutrition Service (August 2017)
- Update on CIMC 39th Annual Membership Meeting (December 2017)
- CIMC Support for 2017 Native Breast Cancer Walk/Run Event (December 2017)
- CIMC Reached Milestone of 40 Years of Service to Indian Country (May 2018)
- CIMC Awarded Project Innovation Grant by The NBC Universal Foundation to host "Hack the Rez" Coding Boot Camp for Native Youth (May 2018)
- CIMC Participant Recognized as "Outstanding" at National Native Employment Conference (May 2018)
- CIMC Executive Director Re-Elected as Treasurer of the National Native Employment Conference (May 2018)
- CIMC Staff Members Recognized for Contributions to Success of National Native Employment Conference (May 2018)
- CIMC Staff Member Received Master's Degree with Outstanding Recognition (May 2018)
- CIMC Member News: Trickster Art Gallery named Best Gallery or Museum in Illinois (May 2018)



The CIMC Movement: Creating Positive Change for Native Communities

PROGRAM YEAR 2017 OVERVIEW

The CIMC Movement: Creating Positive Change for Native Communities

Workforce Development Program served a total of 2,641 Participants.



81 individuals received Basic Caregiver Training.

29 caregivers attended the Elder Caregiver Health and Wellness Conference.



415 elders received Medicare Training in 8 Regional Training Sessions.

The Elders Program served 37,551 meals in 17 Tribal communities.

24 students completed CIMC Native Entrepreneur Training.

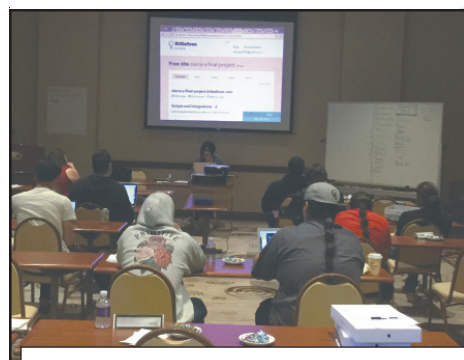


The Community Services Block Grant Program provided direct services to 283 families.



23 youth completed the "Hack the Rez" Coding Bootcamp.

The Child Care and Development Block Grant Program provided services to 104 children in 62 families.



WORKFORCE DEVELOPMENT PROGRAM YEAR 2017 SERVICE AREA

FIELD OFFICES

CHICAGO BASED OPERATIONS

1945 West Wilson Avenue, Suite 6106
Chicago, Illinois 60640
(773) 271-2413; (773) 271-3729 - fax
@CIMCCBO

EASTERN SIERRA FIELD OFFICE

Mailing Address:
P.O. Box 1811
Bishop, California 93515
Physical Address:
350 North Barlow Lane
Bishop, California 93514
(760) 873-3419; (760) 873-3647 - fax

ESCONDIDO FIELD OFFICE

Mailing Address:
35008 Pala Temecula Rd. - PMB#34
Pala, California 92059
Physical Address:
35955 Pala Temecula Road
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
@CIMCRFO

SACRAMENTO FIELD OFFICE

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

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

2550 North State Street, Suite 3
Ukiah, California 95482
(707) 467-5900; (707) 467-5964 - fax



CIMC Participant received National Recognition



Tessa Smith

CIMC had the opportunity to participate in honoring Ms. Tessa Smith as one of four Outstanding Participants at the 39th National Indian and Native American Employment / Public Law 102-477 Training Conference held at the Paragon Casino Resort in Marksville, Louisiana, April 8-13, 2018.

Ms. Smith, a member of the Pala Band of Mission Indians, was nominated for this prestigious award in recognition of her remarkable progress as a participant of the CIMC Workforce Development Program at the Escondido Field Office, under the federal Workforce Innovation and Opportunity Act.

WORKFORCE DEVELOPMENT PROGRAM YEAR 2017 ACTIVITIES

Services of the Workforce Development Program were delivered through the operation of seven field offices in California and one in Illinois. Two CIMC staff members, **Eric Cooper** and **Velma WhiteBear**, provided supervision and job coaching to staff in each of the field offices to ensure that quality employment and training services were provided to eligible Indian and Native American people. Each field office coordinated with CIMC Career Pathways for Youth Program staff to deliver services to Native youth. A Workforce Development Coordinator II was hired at the Central Office to assist CIMC field offices that are facing staffing challenges or are going through transitions. This staff member completed enrollment and follow-up activities at the Fresno Field Office and the Sacramento Field Office and performed outreach at a number of community events and meetings throughout the service area during this program year.

The **Chicago Based Operations** (CBO) continued to provide quality service to Indian and Native American people in Illinois and three counties in Iowa.

CBO staff worked with the Chicago Jobs Council by attending their meetings and training to receive pertinent information on upcoming projects that provide employment opportunities for CIMC clients.

To meet community members and provide information on the CIMC Workforce Development Program, CBO staff participated in numerous Native community events in the service area. Staff also attended the 3rd National Gathering of American Indian Veterans in August 2017.

CBO staff conducted a number of sessions on Workin' Skills into Careers soft skills training, including a "Be Job Ready" session in August 2017.

CBO had seven participants attend and graduate from the CIMC Leadership Training for Entrepreneurial/Small Business/Economic Development Training during Program Year 2017.



Susan Stanley, CBO WD Coordinator III, received recognition at the CIMC Staff Meeting in December 2017 for outstanding performance.

The **Eastern Sierra Field Office** (ESFO) conducted a number of Workin' Skills into Careers soft skills training including a session in collaboration with the Owens Valley Career Development Center (OVCDC) Tribal TANF Office which was held at Bridgeport Indian Colony.

ESFO staff collaborated with OVCDC, Bishop TERO, Bishop Tribal Elders and Toiyabe Community Health Department to establish a local caregiver training. The training was held in May 2018 with two CIMC participants completing the training; each plan to seek careers in the medical field.

Staff joined with the Toiyabe Indian Health Project in recruitment efforts for their Dental Intro Courses, and with the OVCDC to promote enrollment in higher education. ESFO also promoted a Food Handlers certification course provided by the OVCDC Family Literacy Program.

ESFO had one participant complete the CIMC Leadership Training for Entrepreneurial/Small Business/Economic Development Training during Program Year 2017.



Christina Arzate, EFO WD Coordinator III, received recognition at the CIMC Staff Meeting in December 2017 for outstanding performance.

Continued on Page 14

CIMC Workforce Development Program Staff received Specialized Training at Staff Meetings

During Program Year 2017, CIMC Workforce Development Program staff had opportunities to increase their knowledge to enhance the delivery of services to clients through attending staff meetings in December 2017, April 2018, and June 2018.

Ms. Jennifer Whitmore, from the U.S. Department of Labor, Division of Indian and Native American Programs, presented information on Performance Measures and the New Case Management System at the CIMC Workforce Development Program Staff Meeting in December 2017.

Staff also received training in the CIMC Management Information System, Supplemental Youth Services, Workers' Compensation, Participant Monitoring, Enrollment Strategies, Memorandums of Understanding, and Workforce Development Innovative Strategies.

WORKFORCE DEVELOPMENT PROGRAM YEAR 2017 ACTIVITIES (CONTINUED)

The **Escondido Field Office** (EFO) staff provided Workin' Skills into Careers soft skills training to Pauma Band of Mission Indians youth who were participating in their internship program with the tribe. EFO staff were able to provide a comprehensive program for the Native youth of their community. The participants received job readiness training, career counseling, and soft skills training.

In September 2017, EFO staff attended a California Workforce Association Meeting and gained knowledge of new and innovative changes in delivery of services being implemented by the mainstream workforce development programs.

EFO had a number of youth who attended the "Hack the Rez" Coding Boot Camp. Through this training, youth received website development training and each launched their own website. Upon completion of training, the youth received a Mac laptop computer and were provided a work experience position to enhance the skills they acquired. Overall, this training was a great success and the youth displayed not only skills growth but personal growth as well.

EFO had three participants complete the CIMC Leadership Training for Entrepreneurial/Small Business/Economic Development Training during Program Year 2017.

A participant from EFO was selected as an Outstanding Participant at the 39th National Indian and Native American Employment / Public Law 102-477 Training that was held in April 2018 in Marksville, Louisiana. The participant was one of four selected for this recognition.

The **Fresno Field Office** (FFO) continued to assist clients with job search, resume and cover letter preparation, and developing interviewing skills. Job announcements were posted daily by FFO staff.

FFO had one participant complete the CIMC Leadership Training for Entrepreneurial/Small Business/Economic Development Training during Program Year 2017. The participant was also featured in a local weekly newspaper as part of an informational article about federal workforce development funding.

FFO staff continued to provide assistance to applicants of the CIMC Community Services Block Grant Program. The staff assisted by distributing and accepting applications along with issuing gift cards and processing agreements.

The **Redding Field Office** (RFO) staff had the pleasure of working with the U.S. Forest Service Region 5 Outreach Recruitment and Workforce Diversity Program, a six-week work experience program for youth.

Youth not only had the opportunity to gain work experience, they also were introduced into multiple aspects of the U.S. Forest Service and Bureau of Land Management. This opportunity allowed them to do basic hands on introductions into areas of archeology, global positioning system (GPS) mapping, firefighting, law enforcement, trail restoration, local and invasive plant identification, and forest management.

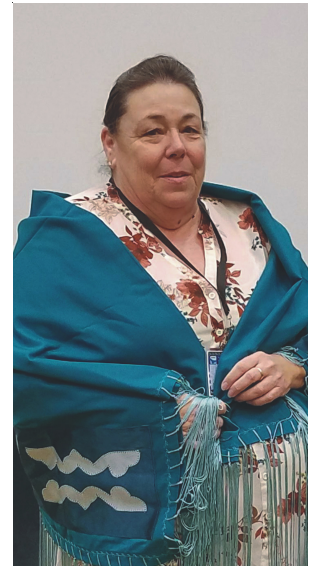
CIMC youth participants learned communication and public speaking skills by being the first contact of a public service agency. The participants have the opportunity to return to the program in an assistant or crew leader position. The experience can lead to an internship within the training agency while in college, giving them the opportunity to continue building the skills needed while obtaining their education for their future careers.

RFO had one participant complete the CIMC Leadership Training for Entrepreneurial/Small Business/Economic Development Training during Program Year 2017.

The **Sacramento Field Office** (SFO) staff had the opportunity to attend the Central Sierra Economic Development Summit and workshop in Calaveras County and collaborated with Mother Lode Job Training and community leaders from Alpine, Tuolumne, Calaveras, Amador and Mariposa counties to discuss economic development strategies and solutions for the Central Sierra area.

Six participants from SFO successfully completed the CIMC Leadership Training for Entrepreneurial/Small Business/Economic Development Training during Program Year 2017.

SFO had two participants who completed the CIMC Elders Program Caregiver training and they each received their CPR Certification.



Deanna Quintana, RFO WD Coordinator III, received recognition at the CIMC Staff Meeting in December 2017 for outstanding performance.

SFO had a total of six participants who completed training and received their Forklift Certifications.

SFO actively used the Twitter (450+ followers) and Facebook (600+ followers) social media platforms. Job announcements and flyers about job fairs were posted regularly.

The **San Bernardino/San Jacinto Field Office** (SB/SJFO) participated in the Riverside/San Bernardino Indian Health, Inc. annual Patient Appreciation Day events held at the Soboba and Torres-Martinez locations during Program Year 2017. SB/SJFO received numerous responses from attendance at these events as well as other Patient Appreciation Day events that were attended.

In addition, SB/SJFO attended pow-wows and earth days in the service area to meet community members and to present CIMC program services. SB/SJFO staff continue to reach out to tribes and communities and make an effort to partner with them to provide services to meet their needs.

SB/SJFO partnered with Learn4Life, a public charter school. Learn4Life's mission is to engage each student in the learning process in the most productive and meaningful way to optimize their learning potential and success. SB/SJFO

participated in Learn4Life events such as Career Day and the grand opening of Learn4Life Vocademy in Riverside, California.

Staff worked with Sherman Indian High School and Noli Indian High School to promote CIMC at their Career Days and school pow-wows.

The **Ukiah Field Office** (UFO) relocated during this program year in conjunction with CareerPoint Mendocino, an American Jobs Center of California, which has resulted in an increase in contact with clients.

Despite staffing challenges, UFO has maintained existing partnerships and has made several new linkages in the community. Attending outreach events has proven to be an excellent avenue for cultivating relationships with employers, participants, and the community, in general.

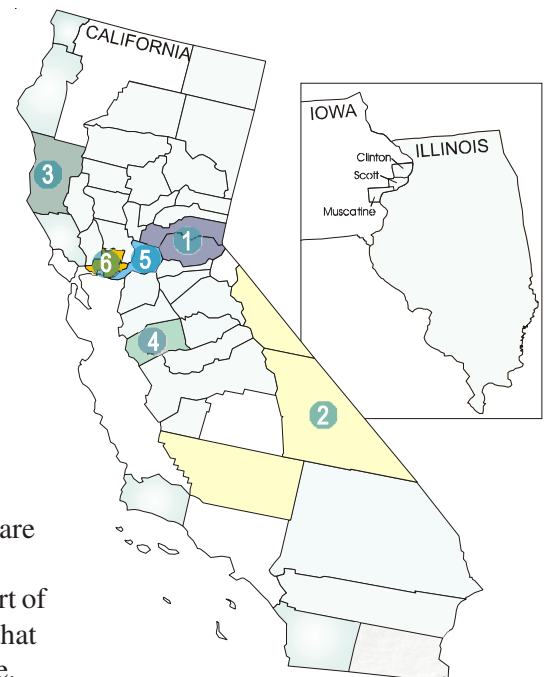
UFO had one participant who successfully completed the CIMC Leadership Training for Entrepreneurial/Small Business/Economic Development Training during this program year. This participant was motivated to continue her education to achieve specialized skills required to make her business successful.

WORKFORCE DEVELOPMENT BOARD PARTICIPATION

During Program Year 2017, CIMC held a seat representing Native American employment interests on six Workforce Development Boards (WDBs).

1. Golden Sierra Workforce Development Board – Alpine, **El Dorado** and **Placer** Counties
2. Employer's Training Resource Workforce Development Board - **Inyo**, **Mono**, **Kern** Counties
3. **Mendocino** County Workforce Development Board
4. **Merced** Workforce Development Board
5. **Sacramento** Employment and Training Agency
6. **Solano** County Workforce Development Board

These WDBs are a body of volunteers who supervise the allocation of federal funding to strengthen the skills of the local workforce. These boards are led by local business owners and include public partners, educators, labor leadership and community-based organizations. Overall, these WDBs are part of the Public Workforce System, a network of Federal, State and local offices that support economic expansion and develop the talent of the nation's workforce.



CAREER PATHWAYS FOR YOUTH PROGRAM

The second year of the two-year Summer Jobs and Beyond: Career Pathways for Youth grant was completed during Program Year 2017. A no-cost six-month extension was awarded to the program, extending the final day of the program to December 31, 2018. The CIMC Career Pathways for Youth (CPY) Program launched and expanded innovative approaches that provided young people with summer and year-round jobs and connected them to long-term career pathways.

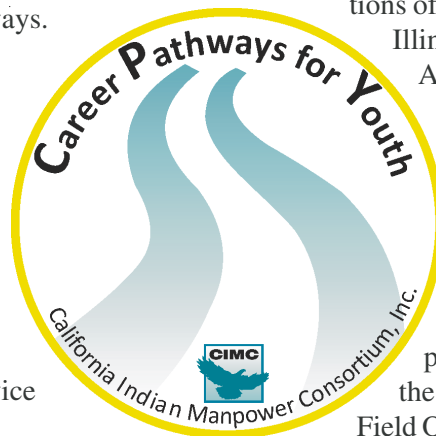
During this program year, 156 new participants were enrolled onto the program, with a total of 232 participants served in Year 2. During Program Year 2017, CPY exceeded their enrollment numbers and the overall enrollment goals of the program. Project activities were available to Native American youth, ages 16-24 years, with limited or no work experience, and reside in the project's service area.

The project operated throughout all CIMC's service area (served by all the California field offices and the Chicago Based Operations). Youth were placed in work

experience positions. CIMC online "Condor Courses" provided training in digital skills, financial education, soft skills, and workforce essentials for the youth. The courses are available on the CIMC YouTube Channel and the CIMC Mobile App.

Four Youth Coordinators worked with the eligible youth. The Youth Coordinator placed at the Chicago Based Operations office worked with youth in the State of Illinois and three counties in the State of Iowa. Another Youth Coordinator placed at the Redding Field Office covers both the Redding and Ukiah Field Office service areas. The third Youth Coordinator placed at the CIMC Central Office worked with youth in the service areas of the Sacramento, Fresno and Eastern Sierra Field Offices. The fourth Youth Coordinator placed at the Escondido Field Office covered the Escondido and San Bernardino/San Jacinto Field Office service areas.

In addition, CPY Program staff partnered with other workforce agencies, human services agencies, local education institutions, employers and other community-based organizations.



"Hack The Rez" Coding Boot Camp



The CIMC Career Pathways for Youth Program, in partnership with The NBCUniversal Foundation and the CIMC Workforce Development Program, hosted a "Hack the Rez" Coding Boot Camp. The coding boot camp was held from June 25, 2018 to July 3, 2018 at the Pala Casino Spa Resort in Pala, California. This was the first coding boot camp in California to be held on a federally-recognized tribal reservation.

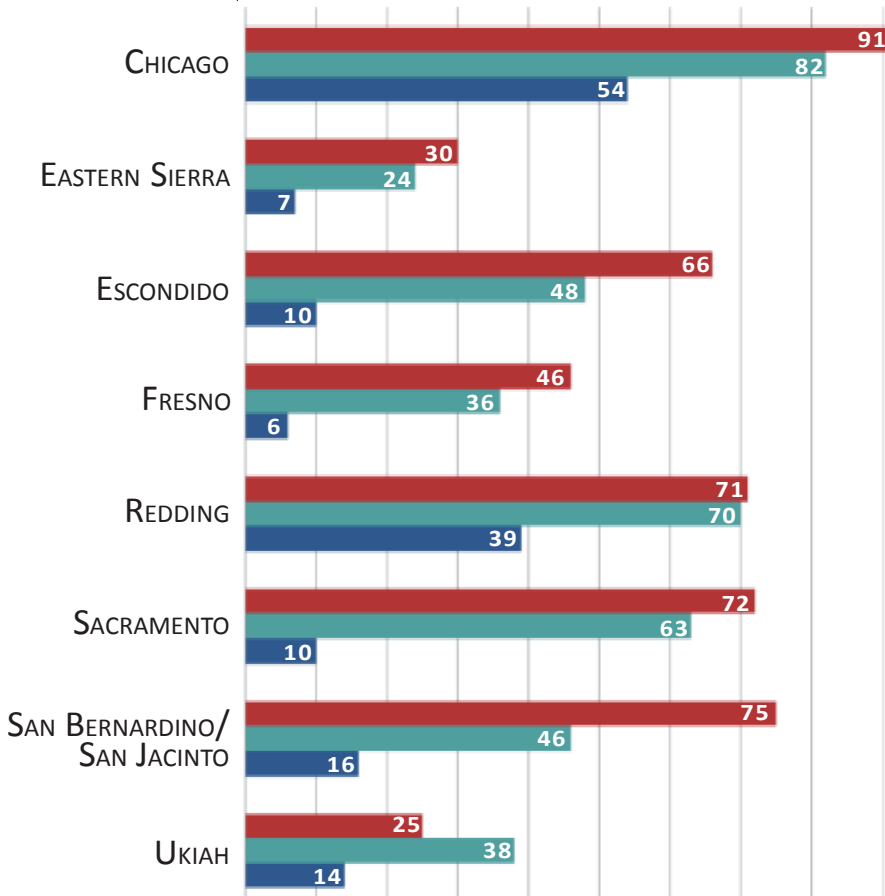
During the coding boot camp, 23 participants learned the basics of programming for front-end web development using HTML (Hypertext Markup Language), CSS (Cascading Style Sheets) and JavaScript. To successfully complete the course, students were required to design, build and launch their own website. At the end of the seven-day course, all 23 students completed the course successfully and presented their final projects. Each youth that completed the training was provided a Mac laptop computer through funding from the Macdonald Foundation.

WORKFORCE DEVELOPMENT PROGRAM YEAR 2017 PERFORMANCE

WORKFORCE INNOVATION AND OPPORTUNITY ACT COMPREHENSIVE SERVICES PLAN - PROGRAM YEAR 2017

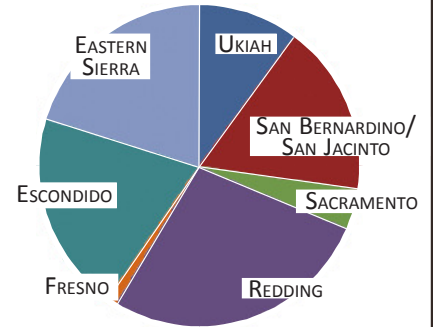
■ TOTAL PARTICIPANTS SERVED	2,641
■ TOTAL EXITERS	407
■ ACHIEVED ENTERED EMPLOYMENT MEASURE	156

FIELD OFFICE

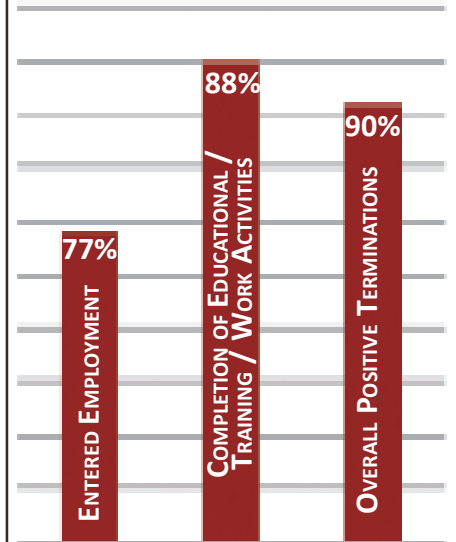


NATIVE EMPLOYMENT WORKS PROGRAM SERVICES - PY2017

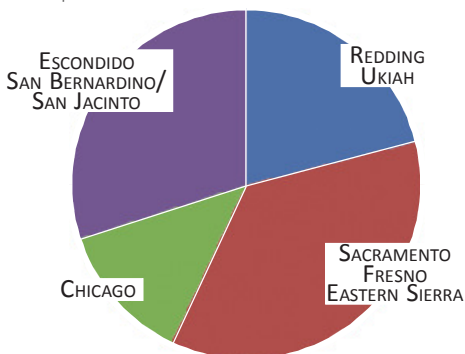
ENROLLMENTS BY FIELD OFFICE (TOTAL - 99)



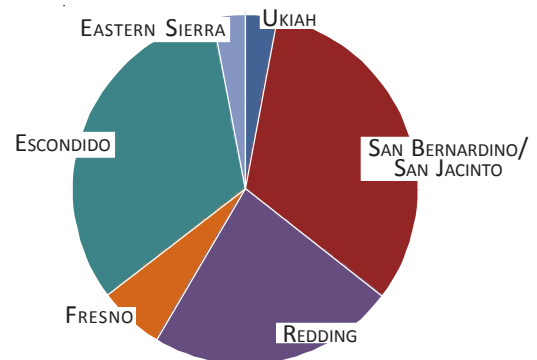
PERFORMANCE OUTCOMES



CAREER PATHWAYS FOR YOUTH SERVICES PY2017 ENROLLMENTS BY AREA (TOTAL - 232)



TRIBAL SUPPLEMENTAL YOUTH SERVICES PY2017 ENROLLMENTS BY FIELD OFFICE (TOTAL - 31)



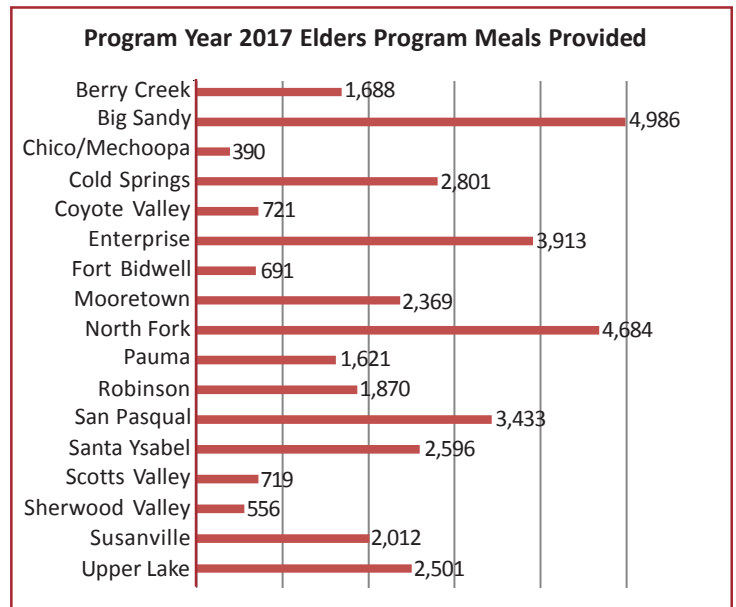
ELDERS PROGRAM

The CIMC Elders Program operated during Program Year 2017 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.

To meet the primary purpose of the program of ensuring that the nutritional needs of participating elders are being met, 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. 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 were 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 operations at each site, provided menu plans, monitored food purchases, processed payments, and made efforts to ensure that the program meets its overall goals.

During the grant period of April 1, 2017 through March 31, 2018 a total of 3,828 meals were served in a congregate meal setting and another 33,723 meals were delivered to participating elders' homes for a grand total of 37,551 meals served.



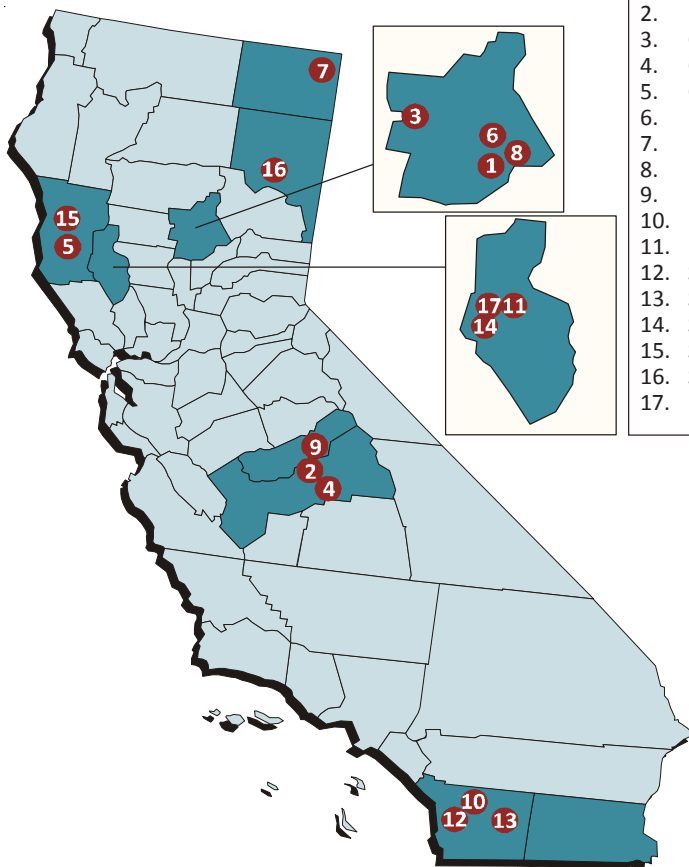
The annual funding level for the CIMC Elders Program is quite limited, so the Program is fortunate that several of the participating tribes are able to contribute to the program operations. To help in making CIMC Elders Program operations successful, all sites contribute by providing individuals who

serve as site contacts who assist the Elder's Program Coordinator with such tasks as completion of intakes as well as distribution of informational material.

The CIMC Elders Program made it possible for a number of elders to attend a storytelling conference in San Diego, California, and the CIMC staff attended a Health Fair in support of tribal elders at the Susanville Indian Rancheria.



Elder Program Sites



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

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

NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

The CIMC Native American Caregiver Support Program provided 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 included information dissemination, referrals to various caregiver resources, counseling and support, temporary respite relief for caregivers, and supplemental services when possible.

During Program Year 2017, three sessions of a 26-hour basic caregiver training / 8-hour CPR First Aid training were conducted; 81 tribal members completed the training. The course has steadily expanded with enhanced health and wellness information. A heart model and liver model remained available for

hands-on training for students.

Course participants completed an application and were required to meet the following requirements: A desire to learn new skills, provide own transportation, actively providing care, reliable, 21 years of age or older, willing to make a long-term commitment, and drug free.

During each course, participants learned the following: the role of the caregiver; consumer rights; mental and physical conditions, including aging process; observation and reporting; environmental safety; infection control; universal precautions; and personal care; and received CPR/First Aid Certification.

Elder Caregiver Health and Wellness Conference

The CIMC Elders Program hosted an Elder Caregiver Health and Wellness Conference at the Gold Country Hotel in Oroville, California on September 25-27, 2017. 29 caregivers attended the training.

The event featured an Elder Wellness presentation by Maggie Steele; training in the Healthy Nutrition Plate by Margreet Adriani; MIPPA information by Paula Holden, and a cultural activity by Darla Pikyavit.

Caregiver Training Participants and Elders Program Staff - April 2018



MEDICARE IMPROVEMENTS FOR PATIENTS AND PROVIDERS ACT PROGRAM

During Program Year 2017, the CIMC Elders Program collaborated with the California Department of Aging, California Health Insurance Counseling and Advocacy Program (HICAP) to identify HICAP staff and volunteers to present at eight regional training sessions as part of the CIMC Medicare Improvements for Patients and Providers Act Program (MIPPA).

A total of 415 Elders from 16 tribes attended one of eight Regional Medicare Informational workshops during this program year, presented by HICAP, and returned home and shared the information with their communities. Feedback has been positive and the trainings were well received.

DATE	LOCATION	TRIBES SERVED
AUGUST 16, 2017	BIG SANDY	BIG SANDY
AUGUST 16, 2017	COLD SPRINGS	COLD SPRINGS
AUGUST 17, 2017	NORTH FORK	NORTH FORK
SEPTEMBER 27, 2017	OROVILLE	FORT BIDWELL, ENTERPRISE, UPPER LAKE, SANTA YSABEL, SUSANVILLE, MOORETOWN
OCTOBER 19, 2017	SUSANVILLE	FORT BIDWELL, SUSANVILLE
DECEMBER 3, 2017	COYOTE VALLEY	COYOTE VALLEY, ROBINSON, SCOTTS VALLEY, SHERWOOD VALLEY, UPPER LAKE
APRIL 24, 2018	OROVILLE	BERRY CREEK, ENTERPRISE, CHICO, MOORETOWN
OCTOBER 19, 2017	SACRAMENTO	BIG SANDY, COLD SPRINGS, NORTH FORK

CHILD CARE AND DEVELOPMENT BLOCK GRANT PROGRAM

Program Year 2017 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. CCDBG Program staff continued to assist eligible parents with their child care needs.

During Program Year 2017, 104 children from 62 families received services. Applications were taken on an ongoing basis; child care certificates were issued until all available funds were obligated for the program year.

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 a backpack that was filled with enough school supplies to last throughout the entire school year.

As during the past several years, the CCDBG Program received a donation of toys from Walking Shield, Inc. CCDBG Program staff and volunteers sorted each gift by age and gender and then wrapped each one for distribution. The gifts were given to the children who participate in the CIMC CCDBG Program and



PROGRAM YEAR 2017 PARTICIPATING TRIBES

- Cahuilla Band of Indians**
- Coyote Valley Band of Pomo 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**
- Iipay Nation of Santa Ysabel**
- Sherwood Valley Rancheria**
- Tuolumne Band of Me-Wuk Indians**

were also shared with some of the tribal children located throughout California.

COMMUNITY SERVICES BLOCK GRANT PROGRAM

The CIMC Community Services Block Grant (CSBG) Program continued to provide emergency services to low-income Native American families that reside off reservation/off rancheria throughout 30 counties in California.

During the Program Year 2017, the CSBG Program provided direct services to 283 families for the following services: (1) housing—emergency relocation or eviction prevention - 53 Native households; (2) utilities—deposit for new service, disconnection prevention, or service restoration - 81 Native households; (3) Emergency Nutrition assistance - 145 Native households; and (4) other supportive services related to employment and education - 4 Native households.

There has been a continuous increase in the number of repeat households and new client households that are seeking emergency services in the CIMC CSBG service area. CSBG staff continued to provide budget management training to all clients as well as provide other resource information for Native Americans that reside out of the service area and on reservations/rancherias.

The CIMC CSBG Program was funded through a subcontract with Northern California Indian Development Council, Inc.



CSBG Program Year 2017 Service Area Off-Reservation/Rancheria



NATIVE ENTREPRENEUR TRAINING PROGRAM

The eighteenth session of the CIMC Leadership Training for Entrepreneurial / Small Business / Economic Development was held during Program Year 2017.

This program year, 24 emerging Native entrepreneurs completed the training which was conducted in a series of workshops held in four different tribal communities in California: Pala, Temecula, Oroville, and Lincoln. This culturally-relevant training was held in four sessions

(2-3 days each month) for four consecutive months which began in January 2018.

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 Thunder Valley Casino Resort in Lincoln, California in April

2018. CIMC Board of Directors Chair **Benjamin Charley, Jr.** presented Certificates of Completion to the graduates. Ms. **Mary Tarango** from Wilton Rancheria provided the blessing. The CIMC Board of Directors, the CIMC Native American Workforce Investment Council, the Workforce Development Program staff, and the Career Pathways for Youth staff were also in attendance.



CLASS OF 2018 - Back Row: Ron Angel (Agua Caliente Band of Mission Indians); Terry Roy (Ojibway – M'Chigeeng First Nation); Jessica Roy (Ojibway – M'Chigeeng First Nation); Paulette Apple (Oglala Sioux Tribe); Awahusu Spoonhunter (Northern Arapaho Tribe); John Gonzalez (California Valley Miwok Tribe); Jordan Clark (North Fork Rancheria of Mono Indians of California); Gerald Arnett (Fort Bidwell Indian Community); Nelson Randolph, Jr. (Karuk Tribe); Front Row: Cheryl Grawe (Kiowa Tribe); Autumn Caesar-Walker (United Auburn Indian Community); Josee Starr (Three Affiliated Tribes); Angel Starr (Three Affiliated Tribes); Talisha Barriga (Sherwood Valley Band of Pomo Indians); Christina Vasquez (Yuki Tribe); Jessica Pamoncutt (Menominee Indian Tribe of Wisconsin); Lisset Valencia-Pittman (employed by Los Coyotes Band of Cahuilla and Cupeño Indians); Andrew Pittman (Los Coyotes Band of Cahuilla and Cupeño Indians); Rowena Elliott (Manzanita Band of Kumeyaay Nation); Connie McCamy (Karuk Tribe); Isaiah Meders (Mechoopda Indian Tribe of Chico Rancheria); Not in Photo: Leonard Malatare (Flathead Tribe); Sylvia Rodriguez (Standing Rock Sioux Tribe); and Anita Uqualla (Viejas Band of Kumeyaay Indians)



The CIMC Leadership Training for Entrepreneurial/Small Business/Economic Development program was honored to be featured as an innovative program in the Leadership Matters section of the National Congress of American Indians (NCAI) "Tribal Workforce Development: A Decision-Framing Toolkit." NCAI identifies this toolkit as "A nation-building checklist for tribal workforce development." This toolkit shares the main findings of NCAI's multi-year research project examining the innovative approaches to workforce development that tribal nations along with Native organizations and tribal colleges and universities are forging, how they are achieving success (as they define it), and why. For more information, visit <http://www.ncai.org/ptg/workforce-development/toolkit>.

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.

- **Dorothy Alther** - Executive Director, California Indian Legal Services
- **Preston Jefferson Arrow-weed** - President, Ah-Mut Pipa Foundation (Quechan)
- **Cutcha Risling Baldy, PhD** - Associate Professor, Humboldt State University (Hoopa Valley)
- **Diana Blair** - President, Sage Capital Advisors, LLC - 2008*
- **Dirk Charley** - Human Resources Consultant and former Business Owner (Dunlap Mono) - 2001*
- **Marea Flores** - Financial Agent, Primerica (Wilton Miwok) - 2014*
- **Venessa Gleich** - Program Manager, American Indian Chamber - Education Fund (Ohkay Owingeh)
- **Daniel Golding** - Owner, Hokan Media Productions (Quechan)
- **Peter H. Hackbert, PhD** - Director, Entrepreneurship for the Public Good, Berea College
- **Monica Heredia** - Owner, Monica Skin Care Salons (Gabrielino/Diegueno) - 2008*
- **Marcia Hoaglen** - Owner, Wailaki Indian Tacos (Round Valley)
- **Susan Lamping** - Vice President, CDC Small Business Finance Corporation
- **Julian Lang** - Director, The Ink (Institute of Native Knowledge) People (Karuk)
- **Jessie Lopez** - Owner, Native Fence Company (San Pasqual) - 2009*
- **Lee Ann Moore** - Owner, Oceanside Jams (Wiyot) - 2010*
- **Panda Morgan** - Small Business Development Consultant
- **Rene' Oliva** - Real Estate Broker (Costanoan Rumsen Carmel) - 2009*
- **Hai-Na-Nu Saulque** - Graphic Artist, Nooligan Productions (Benton Paiute)
- **Paul Stone** - Artist and Musician (Washoe/Paiute)
- **Sarah Tinsley** - Co-Owner, Graffiti Coffee (Cahuilla) - 2013*
- **Kathy Willcuts** - Owner, On Sacred Ground (Lakota) - 2010*
- **Billee Willson, MBA** - CEO, Willson Lane Management & Consulting (Yurok)

TRAINING CO-COORDINATORS: G. David Singleton and Teresa Marie Willson

*Former Entrepreneur Training Graduate

CENSUS INFORMATION CENTER

During Program Year 2017, 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 (AI/AN) data, including income, benefits, education, employment, poverty and disabilities.

The CIMC CIC continued to utilize the U.S. Census Bureau My Tribal Area application. The Census Bureau collects data for the AI/AN population and publishes specific counts, estimates, and statistics. My Tribal Area provides quick and easy access to selected statistics from the American Community Survey (ACS).



The ACS provides detailed demographic, social, economic, and housing statistics every year for the nation's communities.

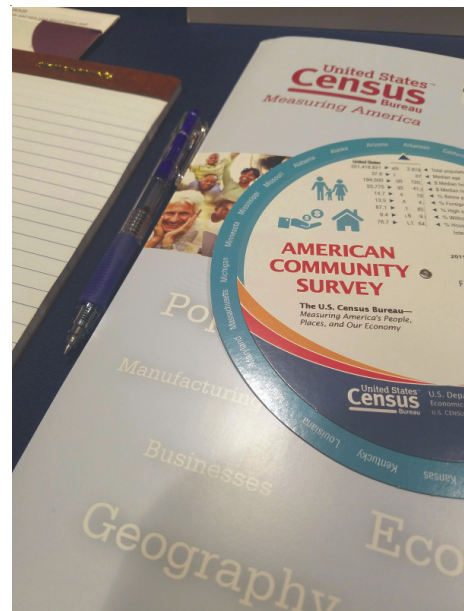
My Tribal Area is powered by the Census Application Programming Interface.

During this program year, the CIMC CIC disseminated a bi-weekly newsletter on Census activities impacting American Indians, and 2020 Census materials and timelines to the CIMC Membership, covering a vast geographic and diverse population.

CIMC CIC staff attended the Census Bureau CIC Annual Training in Atlanta, Georgia in August 2017 to gain knowledge on the dissemination of Census data.

Partnering with the U.S. Census Bureau, the CIMC CIC will continue to provide and assist with custom data tabulations using 2010 decennial census data as well as the ACS data, and begin preparing for the 2020 decennial Census outreach.

To promote a strong response by the Native community to the 2020 Census, the CIMC CIC will conduct outreach



activities at Native community events, will work with Native communities to identify candidates for enumeration tasks and jobs, and facilitate Census dialogue at the CIMC Annual Membership Meetings.

TRIBAL BUSINESS EXPORT DEVELOPMENT PROGRAM

During Program Year 2017, 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.





*Congratulations to those who have been with
California Indian Manpower Consortium since the beginning!*

Member Tribes and Organizations

Big Pine Paiute Tribe of the Owens Valley

Bishop Paiute Tribe

Iipay Nation of Santa Ysabel

Modoc Lassen Indian Housing Authority

Morongo Band of Mission Indians

Pala Band of Mission Indians

Pauma Band of Mission Indians

Rincon Band of Luiseno Indians

Santa Rosa Band of Cahuilla Indians

Sherwood Valley Band of Pomo Indians

Susanville Indian Rancheria

Employees

Diana Alvarez

Cleo Foseide

Lorenda T. Sanchez

YEARS OF SERVICE RECOGNITION

BOARD OF DIRECTORS

Five Year Recognition

Kim Edward Cook

EMPLOYEES

Thirty-Five Year Recognition

Velma WhiteBear

Thirty Year Recognition

Eric Cooper

Twenty-Five Year Recognition

Teresa Marie Willson

Twenty Year Recognition

Deanna Quintana

Fifteen Year Recognition

Lana Darrow

Ten Year Recognition

Matthew C. Begay

Carol Jennings

Jeff Morris

David Winsor

MEMBERSHIP RECOGNITION

Thirty-Five Year Recognition

Cold Springs Rancheria
Redwood Valley Little River Band of Pomo Indians
Roundhouse Council, Inc.

Thirty Year Recognition

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

Twenty-Five Year Recognition

La Posta Band of Mission Indians

Fifteen Year Recognition

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

Ten Year Recognition

Potter Valley Tribe

Five Year Recognition

Enterprise Rancheria Indian Housing Authority
Maidu Summit Consortium
Maidu Cultural and Development Group
Trickster Art Gallery



*Mr. **G. David Singleton** (1935-2018) of Davis, California, served as a member of the CIMC Native American Workforce Investment Council for the past five years, and for more than 30 years, he served in other capacities for CIMC including consultant and volunteer. He dedicated himself as a volunteer to train more than 500 Native entrepreneurs through the CIMC Native Entrepreneur Training Program – many of whose lives were changed forever. His generous spirit impacted so many people here in California. Numerous Native communities in California benefited from his vast economic development expertise, passion, and commitment to protecting sacred sites and cultural resources. He will always be remembered for his generosity, kindness, passion, intelligence, amazing memory, and great sense of humor. Dave is survived by his children Marea Singleton Haslett and Jonathan Singleton, along with his four grandchildren.*



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