



**CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.**

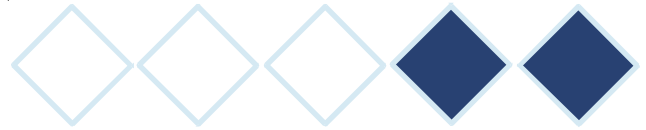


**Program Year 2016**  
**ANNUAL REPORT**

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

**TABLE OF CONTENTS**

---



**Membership ..... 2**

**Board of Directors ..... 4**

**Native American Workforce Investment Council ..... 4**

**Executive Director's Report ..... 5**

**Organizational Chart ..... 7**

**Program Year 2016 Expenditures ..... 8**

**CIMC Mobile App ..... 10**

**CIMC Condor Connection ..... 10**

**Program Year 2016 Overview ..... 11**

**Workforce Development Program Year 2016 Service Area ..... 12**

**Workforce Development Program Year 2016 Activities ..... 13**

**Workforce Development Program Year 2016 Performance ..... 15**

**Career Pathways for Youth Program ..... 16**

**Workforce Development Board Participation ..... 16**

**Workin' Skills into Careers Project ..... 17**

**Elders Program ..... 18**

**Native American Caregiver Support Program ..... 19**

**Medicare Improvements for Patients and Providers Act Program ..... 19**

**Child Care and Development Block Grant Program ..... 20**

**Community Services Block Grant Program ..... 20**

**Native Entrepreneur Training Program ..... 21**

**Census Information Center ..... 22**

**California Native Entrepreneurs Opportunity Fund ..... 22**

**Tribal Business Export Development Program ..... 22**

**CIMC Tribal Business Services, LLC ..... 22**

**Years of Service Recognition ..... 23**

**Membership Recognition ..... 24**

*The California Indian Manpower Consortium, Incorporated Program Year 2016 Annual Report is a publication printed in Sacramento, California in accordance with the By-Laws of the California Indian Manpower Consortium, Inc. This Annual Report, published in response to Article XV, Section 5, Annual Report to Members, of the By-Laws, is available upon request.*

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

**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 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
- 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 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**

Chairman

**Robert H. Smith**  
Pala, California

Vice-Chairman

**Gary Rickard**  
Anderson, California

Secretary

**Stacy Dixon**  
Susanville, California

Treasurer

**Benjamin Charley, Jr.**  
Bishop, California

**GEOGRAPHIC SERVICE AREA REPRESENTATIVES**

Chicago

**Kim Edward Cook**  
Chicago, Illinois

Eastern Sierra

**Roseanne Moose**  
Big Pine, California

Escondido

**Virginia Hill**  
Pauma Valley, California

Redding

**Barbara Bird**  
Oroville, California

Sacramento

**Carol Bill**  
Tollhouse, California

Florence Dick

Dunlap, California  
(Nov 2016 - Aug 2017)

San Jacinto

**Jackie WiseSpirit**  
Temecula, California

Ukiah

**Tanya Estrada**  
Redwood Valley, California

Elizabeth Hansen

Redwood Valley, California  
(Nov 2016 - Jan 2017)

NAWIC (ex-officio)

**Erna Smith**  
Oakland, California



Ms. Arlene Craft was honored for 15 years of service to the CIMC Board of Directors at the 38th Annual Membership Meeting in November 2016.



Mr. Stacy Dixon was honored for five years of service to the CIMC Board of Directors at the 38th Annual Membership Meeting in November 2016.



Mr. Benjamin Charley, Jr., CIMC Treasurer and United States Marine Corps veteran, attended the 2nd Annual National Gathering of American Indian Veterans. The event was hosted by the Trickster Art Gallery, a CIMC member organization, and held in Wheaton, Illinois in August 2016.

**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

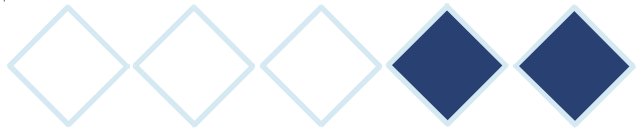
Ex-Officio: **Robert H. Smith**, Board of Directors - California Indian Manpower Consortium, Inc., Pala, California

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



**In Memory of Richard Anderson (1926 - 2017)**

Mr. Richard Anderson, of Beverly Hills, California, served diligently for more than 25 years as a member of the CIMC Native American Workforce Investment Council and completed his service as an honorary member this past year. He was a true advocate for veterans and our Native communities. He is best known for co-starring in the television program, "The Six Million Dollar Man." Richard is survived by his daughters, Ashley Anderson, Brooke Anderson and Deva Anderson.



## EXECUTIVE DIRECTOR'S REPORT

This Program Year 2016 Annual Report highlights our efforts to create positive change throughout our Native communities through the delivery of appropriate services to meet a myriad of needs leading to profound impacts for our Native families and communities. The staff of the California Indian Manpower Consortium, Inc. (CIMC) continue to strive to meet and exceed program and performance outcomes during these trying times. It is our pleasure to share our work with you in this Report.

It is a satisfying and rewarding experience for all of us who invest our time and energy to fulfill the goals and objectives for CIMC. We know that we have contributed toward enhancing the quality of life and culture for individuals, families, tribes and communities. Our work this past year to expand our communication through social media and technology to reach, engage and deliver training has been phenomenal. We continue to build upon what works and define our priorities and focus accordingly. Our intent is to contribute to the economic and social well-being of those we serve.

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

Our Workforce Development Program provided an extensive and impressive range of employment opportunities, job search and soft skills training, supportive services, skills and job training, and implementation of the Career Pathways for Youth (CPY) Program for youth throughout our vast geographic service areas. In addition, the Workin' Skills into Careers Project reached all our geographic areas. We enhanced the social media for a stronger connection with our workforce development services, field offices, employers and communities. Through all of the CIMC programs we remained committed to providing valuable services to elders, children and communities. CIMC continued the Native entrepreneurial training and continue to provide financial education for our workforce develop-

ment and emergency services programs. We continue to do our part to remain engaged in the planning for Census 2020 while continuing to decipher the Census 2010 and American Community Survey (ACS) data as needed. Census data are critical to our funding levels. We continue to be involved in the development of the performance indicators for the Workforce Innovation and Opportunity Act (WIOA) Indian and Native American programs. We remain involved with the National Congress of American Indians (NCAI) Policy Research Center to provide input for both WIOA and Census efforts. Our continued involvement with the State of California WIOA Plan has provided our inclusion in

*We continue to build upon what works and define our priorities and focus accordingly.*

all the local workforce development area Memorandum of Understanding (MOU) agreements, and most recently, inclusion in

Assembly Bill 1111 Removing Barriers to Employment Act: Breaking Barriers to Employment Initiative signed by the Governor on October 15, 2017. On a daily basis, the CIMC team of dedicated professionals strive to meet the objectives of all of our programs. Their untiring efforts and commitment continues the dreams, promises and hopes envisioned over the past thirty-nine years.

During Program Year 2016, the Workforce Development Programs [WIOA Comprehensive Services Plan (CSP), Tribal Supplemental Youth Services (TSYS) Program, and Native Employment Works (NEW) Program] provided services to 3,085 individuals meeting the respective program outcomes. An additional 99 youth began their participation in the CPY Program. We continue to participate and partner with the Governor's workforce development programs to share information and develop strategies for our WIOA adult and youth programs. Our Leadership Training for Entrepreneurial/Small Business/Economic Development Project (Native Employment Training) yielded another impressive group of 16 graduates. We have also entered into a Memorandum of Agreement with United Tribes Technical College to certify our Entrepreneurial training which includes continuing education units for the students. Our Program Policy Specialist is engaged in the review and testing of the proposed performance indicators and measures for our

Continued on Page 6

### CIMC staff received Chief's Awards from the US DOL- Division of Indian and Native American Programs

CIMC Executive Director, Ms. **Lorenda T. Sanchez** and former CIMC MIS Specialist, Ms. **Jennifer Whitmore**, were each recognized for contributions and dedication to the Indian and Native American communities by the U.S. Department of Labor, Division of Indian and Native American Programs.

They were honored at the 37th National Indian and Native American Employment / Public Law 102-477 Training event held in Reno, Nevada, August 21-25, 2016. The Chief's Award is the Division's top award for Indian and Native American Workforce Innovation and Opportunity Act grantees.



## EXECUTIVE DIRECTOR'S REPORT (CONTINUED)

Indian and Native American programs. CIMC continues to support the work of the P.L.102-477 Tribal Work Group maintaining a collaborative and supportive relationship as well as working with our Tribal TANF partners as both groups face critical legislative activity on Capitol Hill. This year CIMC will begin our dialogue on the feasibility of implementing P.L.102-477 for our Tribal communities.

The Child Care and Development Block Grant (CCDBG) Program continued to coordinate and provide exceptional child care services for 82 children from our participating Tribes. Our Elders Program provided 36,105 meals to elders from 16 participating Tribes. In addition, our Elders Program trained 79 caregivers and facilitated Medicare Improvements for Patients and Providers Act (MIPPA) sessions reaching 75 elders. The Community Services Block Grant (CSBG) Program continued the provision of emergency services for 254 eligible American Indian families, a fair number seeking services for the first time. Our "Workin' Skills into Careers" Project funded by the Administration for Native Americans (ANA) sharpened soft skills for 260 participants and introduced career pathways for our workforce development participants and the Tribal TANF communities throughout a number of our service areas. Through a foundation grant from the Sierra Health Foundation, we developed and launched our CIMC Mobile App. The Mobile App, along with our electronic newsletter, the CIMC Condor Connection and CIMC website afford the opportunities to inform, educate and celebrate our work and share information. I am extremely proud of our CIMC team.

It is hard to believe that Indian and Native American Employment and Training programs are still fighting to ensure that program services are provided in a culturally appropriate manner, consistent with the principles of Indian self-determination and to support the growth and development of our Native people and communities as determined by representatives of such communities. Nonetheless, we remain committed to the con-

*CIMC will stand united in working toward solutions to social, economic, employment and training needs of Indian people and communities.*

tinuous educational process and fight. With a new Administration still under development in Washington, D.C., we must maintain a strong voice and play a significant role in all Indian and Native American employment and training issues and stand firmly to furthering policies and provisions which are consistent with the law, with federal Indian policy (including tribal sovereignty), and protect our ability as Indian tribes and organizations to meet the needs of Indian people. Our CIMC Membership voice can be amplified at the Department of Labor through our Vice-Chair **Gary Rickard** who is the Chair of the Native American Employment and Training Council and our CIMC Delegate from the Coyote Valley Band of Pomo Indians, the Honorable **Michael Hunter** who serves as an Other Discipline on the Council. Both are in a position to advise the Secretary of Labor. I will continue to dedicate time and effort to fostering a relationship with the Secretary and his staff. With the support of the CIMC Membership and Board of Directors, I will continue needed work to meet the challenges facing our programs and communities with the full implementation of the WIOA, including the federal commitment to our programs inherent in this law. CIMC will stand united in working toward solutions to social, economic, employment and training needs of Indian people and communities.

Detailed information about our accomplishments in Program Year 2016 are included in the respective department reports contained herein. CIMC staff will continue to enhance the quality of service and provide programs to address the unmet needs of our Native people and communities.

In closing, I thank the CIMC Board of Directors for their dedication and support, the CIMC staff for their untiring work, the CIMC Advisory Boards for their input, and the CIMC Membership for your continued guidance and support. It is a privilege, honor and pleasure to work for and with you.

*Lorenda T. Sanchez*  
*Executive Director*



CIMC Staff - December 2016

## CIMC Hosted U.S. Census Bureau Special Tribal Consultation Session

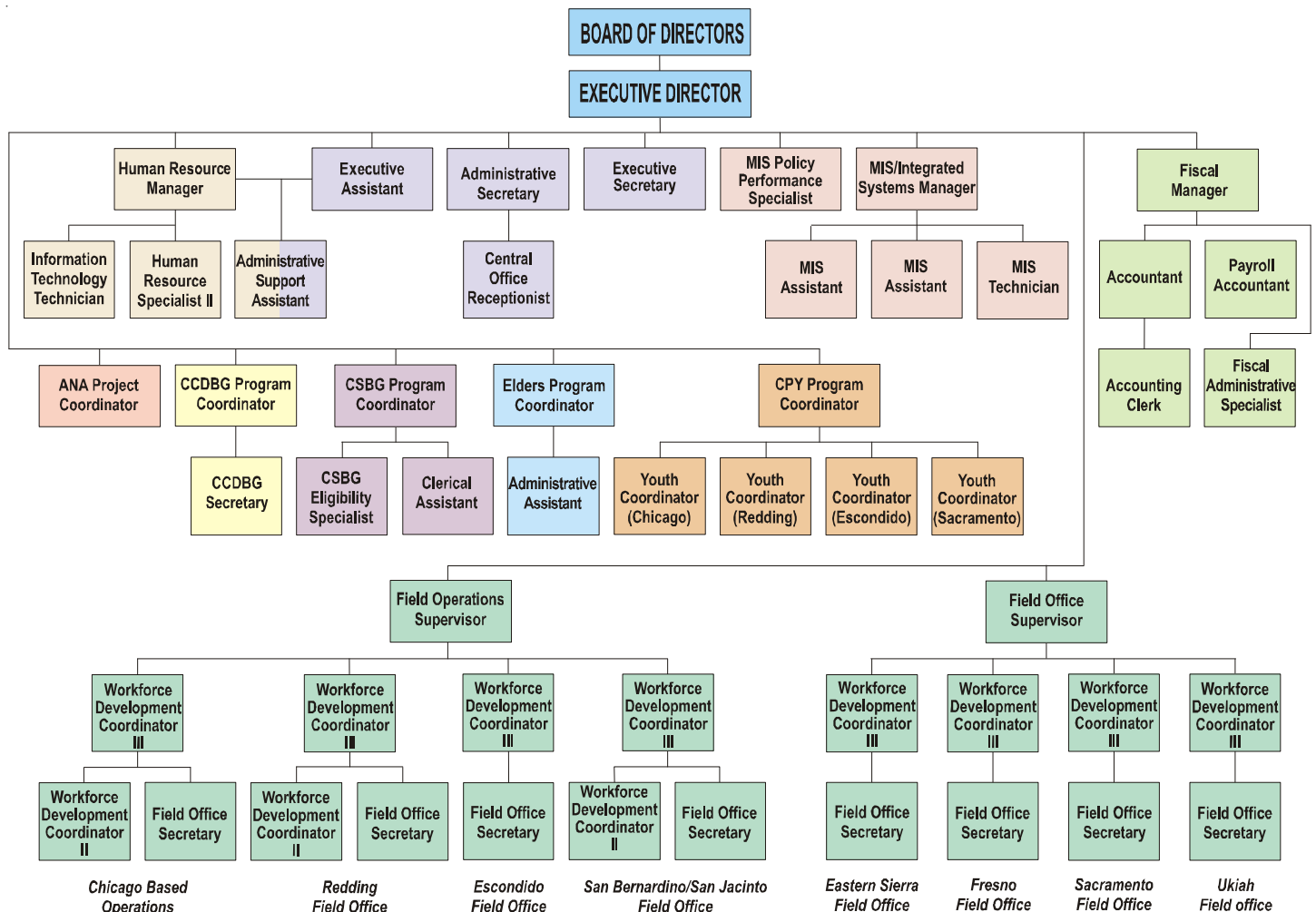


As part of the CIMC 38th Annual Membership Meeting, CIMC hosted a special Tribal Consultation session for the U.S. Census Bureau on November 4, 2016 in Pala, California.

The goal of the meeting was to provide tribal governments and the Census Bureau an opportunity to partner and discuss key issues including the proposed methodology to use tribal enrollment for the upcoming 2020 dicennial Census.

## CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

### ORGANIZATIONAL CHART





CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

**PROGRAM YEAR 2016 EXPENDITURES (JULY 1, 2016 TO JUNE 30, 2017)**

---

**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	\$100,139
Employment Services Expenditures	\$43,902
Other Program Services Expenditures	\$2,179,455
Administration Expenditures	\$382,159
Supplemental Youth Services Expenditures	\$99,082
Career Pathways for Youth Expenditures	\$495,609
WIOA Transition Expenditures	\$8,268

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

Administration for Children and Families

Native Employment Works (NEW)

NEW Program Expenditures	\$346,076
--------------------------	-----------

**WORKIN' SKILLS INTO CAREERS (WSC) PROJECT**

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

Administration for Native Americans

WSC Project Expenditures	\$115,325
WSC In-Kind Contributions	\$26,879

**CHILD CARE AND DEVELOPMENT BLOCK GRANT (CCDBG) PROGRAM**

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

Administration for Children and Families

CCDBG - FY15 Program Expenditures	\$78,864
CCDBG - FY16 Program Expenditures	\$366,715

**COMMUNITY SERVICES BLOCK GRANT (CSBG) PROGRAM**

**State of California Department of Community**

**Services Development**

Northern California Indian Development Council, Inc.

CSBG 2016 Subcontract Program Expenditures	\$245,639
CSBG 2017 Subcontract Program Expenditures	\$111,188

**CIMC MOBILE APP**

**Sierra Health Foundation**

2016 Responsive Grants Program

CIMC Mobile App Expenditures	\$9,826
------------------------------	---------



## ELDERS NUTRITION PROGRAM

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

Administration for Community Living / Administration on Aging (ACL/AOA)

ACL/AOA-1 2014 Expenditures	\$88,651	ACL/AOA-1 2017 Expenditures	\$8,697
ACL/AOA-2 2014 Expenditures	\$69,679	ACL/AOA-2 2017 Expenditures	\$14,082
ACL/AOA-3 2014 Expenditures	\$85,844	ACL/AOA-3 2017 Expenditures	\$16,813
ACL/AOA-4 2014 Expenditures	\$90,951	ACL/AOA-4 2017 Expenditures	\$9,812
ACL/AOA-5 2014 Expenditures	\$90,594	ACL/AOA-5 2017 Expenditures	\$27,287
ACL/AOA-6 2014 Expenditures	\$89,581	ACL/AOA-6 2017 Expenditures	\$11,405
		ACL/AOA-7 2017 Expenditures	\$6,066

## NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

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

Administration for Community Living / Administration on Aging

Caregiver-1 2014 Expenditures	\$5,236	Caregiver-1 2017 Expenditures	\$643
Caregiver-2 2014 Expenditures	\$18,367	Caregiver-2 2017 Expenditures	\$955
Caregiver-3 2014 Expenditures	\$21,286	Caregiver-3 2017 Expenditures	\$968
Caregiver-4 2014 Expenditures	\$24,808	Caregiver-4 2017 Expenditures	\$972
Caregiver-5 2014 Expenditures	\$42,287	Caregiver-5 2017 Expenditures	\$1,299
Caregiver-6 2014 Expenditures	\$15,762	Caregiver-6 2017 Expenditures	\$654
		Caregiver-7 2017 Expenditures	\$626

## NUTRITION SERVICES INCENTIVE PROGRAM (NSIP)

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

Administration for Community Living / Administration on Aging

NSIP-1 2014 Program Expenditures	\$3,050
NSIP-2 2014 Program Expenditures	\$5,743
NSIP-3 2014 Program Expenditures	\$4,966
NSIP-4 2014 Program Expenditures	\$6,493
NSIP-5 2014 Program Expenditures	\$6,281
NSIP-6 2014 Program Expenditures	\$2,860

## MEDICARE IMPROVEMENTS FOR PATIENTS AND PROVIDERS ACT (MIPPA) PROGRAM

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

Administration for Community Living / Administration on Aging

MIPPA-1 2015 Expenditures	\$-0-	MIPPA-1 2016 Expenditures	\$462
MIPPA-2 2015 Expenditures	\$1,008	MIPPA-2 2016 Expenditures	\$467
MIPPA-3 2015 Expenditures	\$1,596	MIPPA-3 2016 Expenditures	\$467
MIPPA-4 2015 Expenditures	\$1,197	MIPPA-4 2016 Expenditures	\$467
MIPPA-5 2015 Expenditures	\$796	MIPPA-5 2016 Expenditures	\$530
MIPPA-6 2015 Expenditures	\$1,118	MIPPA-6 2016 Expenditures	\$412

## CIMC MOBILE APP

In Program Year 2016, CIMC developed and launched a Mobile App. The app notifies clients, delegates and community members of available job opportunities in their geographical service area, upcoming trainings, workshops or community gatherings, and inform CIMC delegates of critical programs for their communities. Two hundred clients and partners downloaded the CIMC Mobile App with a record usage of over 1,500.

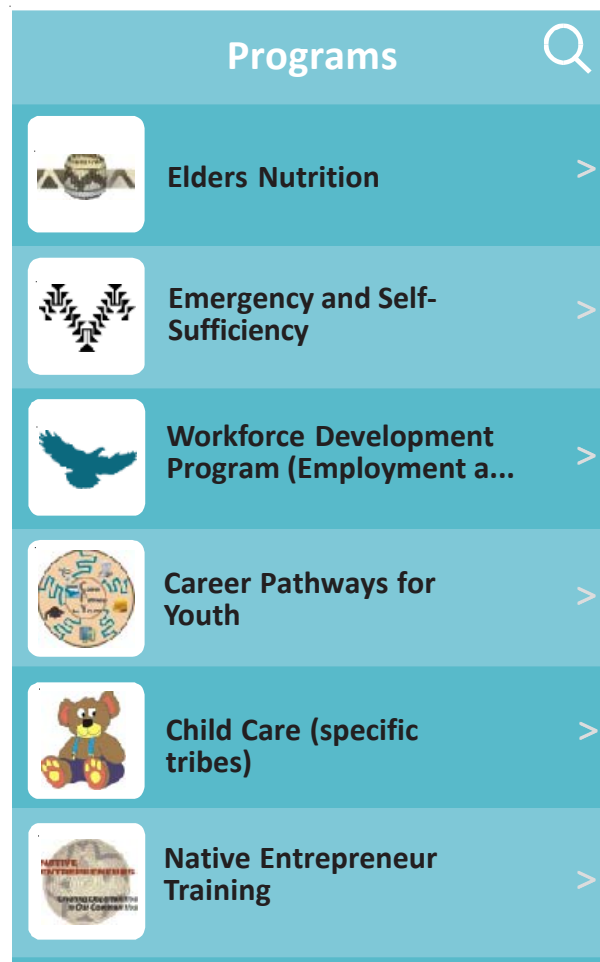
The CIMC Mobile App is available for iPhones, iPads, Androids and Blackberries and includes multiple features, including the following:

- GPS feature gives directions to clients to the nearest CIMC Field Office
- Contact information to give clients multiple ways to contact CIMC -- phone, website, email, and address
- Information on CIMC programs
- Events Listing feature that includes all upcoming CIMC events
- Workforce Development Program application with ability to submit necessary documents

- Access to online Career Readiness Courses
- Push notifications that send messages about upcoming job trainings, available job openings, and upcoming events

CIMC staff developed an instructional brochure - available on the CIMC website - to assist clients with downloading the App 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 CONDOR CONNECTION

During Program Year 2016, CIMC continued distribution of its electronic newsletter, the CIMC Condor Connection. Subscribers included CIMC Delegates, Board of Directors, NAWIC members, Advisory Board members, staff and other interested individuals.

These e-newsletters provided updates on CIMC activities in the Native community and were delivered to subscribers' email addresses. Updates from the Elders Program, Workin' Skills into Careers Project, and the Native Entrepreneur Training Program were regular features. The newsletter also shared information on new employees.

Program Year 2016 ended with 380 subscribers, with a growth of approximately 100 subscribers since the previous

year. Links to subscribe and to view archived editions are available on the CIMC website: [www.cimcinc.org](http://www.cimcinc.org).

### CIMC Condor Connection Program Year 2016 Highlights:

- CIMC Staff awarded Chief's Award from U.S. Department of Labor (September 2016)
- CIMC Board Member elected as Chairman of Federal Advisory Council (September 2016)
- CIMC Board Member attended National Native American Veterans Gathering (September 2016)
- CIMC Participant recognized as "Outstanding" at National Native Employment Conference (September 2016)
- CIMC Elders Program Coordinator Honored at National Event (September 2016)
- CIMC submitted Letter of Support and Contribution to Standing Rock Sioux Tribe (November 2016)
- CIMC Supported Native Breast Cancer Walk/Run Event (November 2016)
- CIMC Hosted Special U.S. Census Bureau Tribal Consultation Session (November 2016)
- CIMC Staff served as Presenters at NINAETC/477 Training (June 2017)
- CIMC Participant recognized as Outstanding at NINAETC/477 Training (June 2017)
- CIMC Member Mesa Grande Band of Mission Indians recognized as Outstanding Employer at NINAETC/477 Training (June 2017)
- CIMC Career Pathways for Native Youth Condor Courses Available online (June 2017)



## PROGRAM YEAR 2016 OVERVIEW

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

**Workforce Development Program served a total of 3,085 Participants.**



**79 individuals received Basic Caregiver Training.**



**The Elders Program served 36,105 meals in 16 Tribal communities.**

**75 elders received Medicare Training in 4 Regional Training Sessions.**

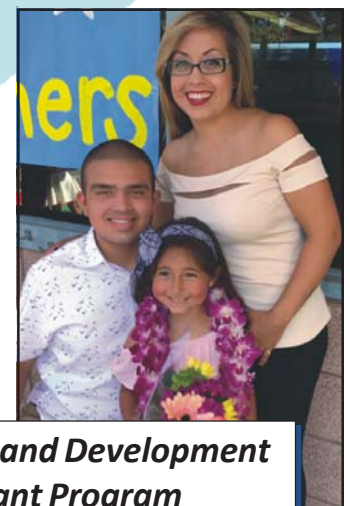
**16 students completed the CIMC Native Entrepreneur Training.**



**The CSBG Program provided direct services to 254 families.**



**The Workin' Skills into Careers Project certified 260 individuals in the "Workin' with Tradition" soft skills curriculum during Project period.**



**The Child Care and Development Block Grant Program provided services to 82 children in 47 families.**

# WORKFORCE DEVELOPMENT PROGRAM YEAR 2016 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

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



## CIMC Participants and CIMC Member Recognized as Outstanding

During Program Year 2016, CIMC participants **Norma Contreras** (La Jolla Band of Mission Indians) and **Vania Garcia** (Mesa Grande Band of Mission Indians) were selected as Outstanding Participants at the National Indian and Native American Employment / Public Law 102-477 Trainings. Both participants of the CIMC Escondido Field Office are graduates of the CIMC Native Entrepreneur Training Program.



Norma Contreras and Vania Garcia

In addition, CIMC Member **Mesa Grande Band of Mission Indians** was selected as an Outstanding Employer in recognition of its exceptional efforts to provide employment opportunities for Tribal members and other Native Ameri-

cans in an area that has little to no available jobs. The Tribe's commitment and insight earned them a place to be recognized for their dedication to advance Native self-sufficiency.

## WORKFORCE DEVELOPMENT PROGRAM YEAR 2016 ACTIVITIES

The **Chicago Based Operations** (CBO) held a successful Job Fair in collaboration with the *Trickster Art Gallery* (CIMC Member) in Schaumburg, IL. Companies in attendance were Pepsi Co, Stanley Steemer, Metra Rail, Chicago Transit Authority, PACE Transit, and Xfinity Cable. Some CIMC participants were hired on the spot with additional participants hired after the Job Fair.

CBO staff attended powwows and events throughout the service area to conduct outreach to potential clients. CBO staff also met with employers and attended meetings with other service organizations to create and maintain linkages.

CBO conducted four Workin' Skills into Careers soft skills training sessions during the program year.

Two participants from CBO successfully completed the CIMC Native Entrepreneur Training Program in April 2017.

CBO actively posted job information on online social media sites - Facebook and Twitter @CIMCCBO.

The **Escondido Field Office** (EFO) attended a number of outreach events during Program Year 2016 and participated in a webinar on Creating Tribal TANF and WIOA Partnerships to Connect Tribal Families to Employment which presented both the CIMC and Pala Tribal TANF partnership and networking efforts including shared assessment/case management, coordination of cost sharing for training, coordination of cost sharing for supportive services, and shared follow up for secured employment. As part of this partnership, Pala Tribal TANF made a presentation on self-sufficiency at one of the EFO Workin' Skills into Careers soft skills training.

EFO held three Workin' Skills into Careers soft skills trainings, including one which included the *Pauma Band of Luiseno Indians* (CIMC Member) for their eight summer youth.

EFO worked closely with the CIMC Career Pathways for Youth Program to determine program services to best serve eligible youth applicants.

Two participants from EFO successfully completed the CIMC Native Entrepreneur Training Program in April 2017.

Two EFO participants were selected to receive Outstanding Participant awards at the National Native Employment and Training Conferences in August 2016 and May 2017. EFO also nominated the *Mesa Grande Band of Mission Indians* (CIMC Member) to receive an Outstanding Employer award which was awarded at the May 2017 event. The EFO coordinator attended both events to introduce the award recipients at the respective awards luncheons.

The **Eastern Sierra Field Office** (ESFO) provided both core and intensive services to participants in Inyo, Mono and Kern Counties. Each participant's individual employment plan and plan of services were unique in order to meet the needs of the participant.

ESFO collaborated with CIMC Member, *Owens Valley Career Development Center* (OVCDC) to provide Workin' Skills into Careers soft skills training in Big Pine, CA. ESFO hosted a total of two soft skills trainings during the program year.

ESFO partnered with OVCDC's satellite offices in the service area to establish set days to provide CIMC services and enrollments through those offices.

ESFO staff had the opportunity to attend the 38th National Indian and Native American Employment / Public Law 102-477 Training in Los Angeles, CA in May 2017.

Two ESFO participants successfully completed the CIMC Native Entrepreneur Training Program.

ESFO actively posted information on employment opportunities and job fair information on Facebook.

The **Fresno Field Office** (FFO) provided most applicants with job search and placement assistance services, including interview and resume preparation. Job announcements were posted in the FFO Resource Center which has computers for participants to conduct online job searches. Referrals were made to other providers if needed. Participants outside of the greater Fresno area were referred to the

Continued on Page 14



### CIMC Workforce Development Program Staff received Jails to Jobs Reentry Training

Mr. Larry Robbin of the Robbin and Associates provided training to the CIMC Workforce Development (WD) Program staff in "Jails to Jobs." This training offers new ways to help people in reentry get hired. The training was presented as part of the WD Staff Meeting held in April 2017 in Jackson, California.

## WORKFORCE DEVELOPMENT PROGRAM YEAR 2016 ACTIVITIES (CONTINUED)

local workforce one-stop centers in their county. FFO maintained contact with the one-stop staff and ongoing regular contact with participants throughout their active participation.

FFO assisted the CIMC Community Services Block Grant (CSBG) Program to provide services for low income Native American individuals and families that reside off reservation/rancheria in the service area; FFO assisted clients with the application process and money management documents.

FFO provided a Workin' Skills into Careers soft skills training workshop at North Fork Rancheria Tribal TANF in August 2016.

The **Redding Field Office** (RFO) staff performed extensive outreach on a continuous basis to reach additional clients, prospective employers, and potential partners while locating new resources for clients. RFO provided assistance through case management, referrals, job development, supportive services and training opportunities.

RFO coordinated with the CIMC Elders program to provide services for the Caregiver Training and to provide hot meals for elders. RFO also assisted CIMC CSBG Program to provide emergency services to those in need.

RFO hosted a Workin' Skills into Careers soft skills training session during the program year. RFO also worked closely with the CIMC Careers Pathways for Youth Project to provide services to youth.

Online social media sites, Facebook and Twitter @CIMCRFO, were used daily to share interesting information and tips relating to job search and employment.

Two participants from RFO successfully completed the CIMC Native Entrepreneur Training Program in April 2017.

The **Sacramento Field Office** (SFO) provided superior customer service and encouraged participants to proceed in a positive direction. Staff closely monitored clients to promote their success. SFO continued to have orientation every week and/or meet with potential participants on a daily basis in the office and in the field, serving ten counties.

Outreach was conducted at a number of powwows and festivals throughout the service area. SFO staff attended the NERDS 4th Gathering: Sharing Stories "Honoring Youth Voices" in February 2017 in Jackson, CA.

Two sessions of Workin' Skills into Careers soft skills trainings were hosted by SFO during the program year.

SFO networked with other organizations to create working relationships throughout the service area.

Three participants from SFO successfully completed the CIMC Native Entrepreneur Training Program in April 2017.

Job fair information and job announcements and events were regularly posted on SFO's online social media sites – Facebook and Twitter @cimsfo.

The **San Bernardino/San Jacinto Field Office** (SB/SJFO) partnered with Torres Martinez Tribal TANF and the CIMC ANA Workin' Skills into Careers Project. With the combined effort from each partner, a comprehensive program was provided for the Native youth of the community.

The participants received job readiness training, career counseling, and soft skills training as each of these are extremely important to being successful in today's workforce.

Two participants from SB/SJFO successfully completed the CIMC Native Entrepreneur Training Program in April 2017.

Three Workin' Skills into Careers soft skills training sessions were held by SB/SJFO during the program year.

SB/SJFO regularly posted employment opportunities and job fair information on Facebook.

The **Ukiah Field Office** (UFO) developed and maintained linkages with tribes and colleges to better serve clients in the service area.

UFO staff attended monthly CareerPoint Mendocino AJCC Partnership meetings held at the America's Job Center (AJCC) of California in Ukiah, CA. These meetings were with all the partner agencies at the AJCC. Staff learned about resources for their clients as well as upcoming events.

UFO held a Workin' Skills into Careers soft skills training in August 2016. Training topics included time management, work culture, and communication. The training was well received by participants in attendance.

UFO had one participant who successfully completed the CIMC Native Entrepreneur Training Program in April 2017.

Facebook was utilized regularly by UFO to share information on employment opportunities and job fair information.

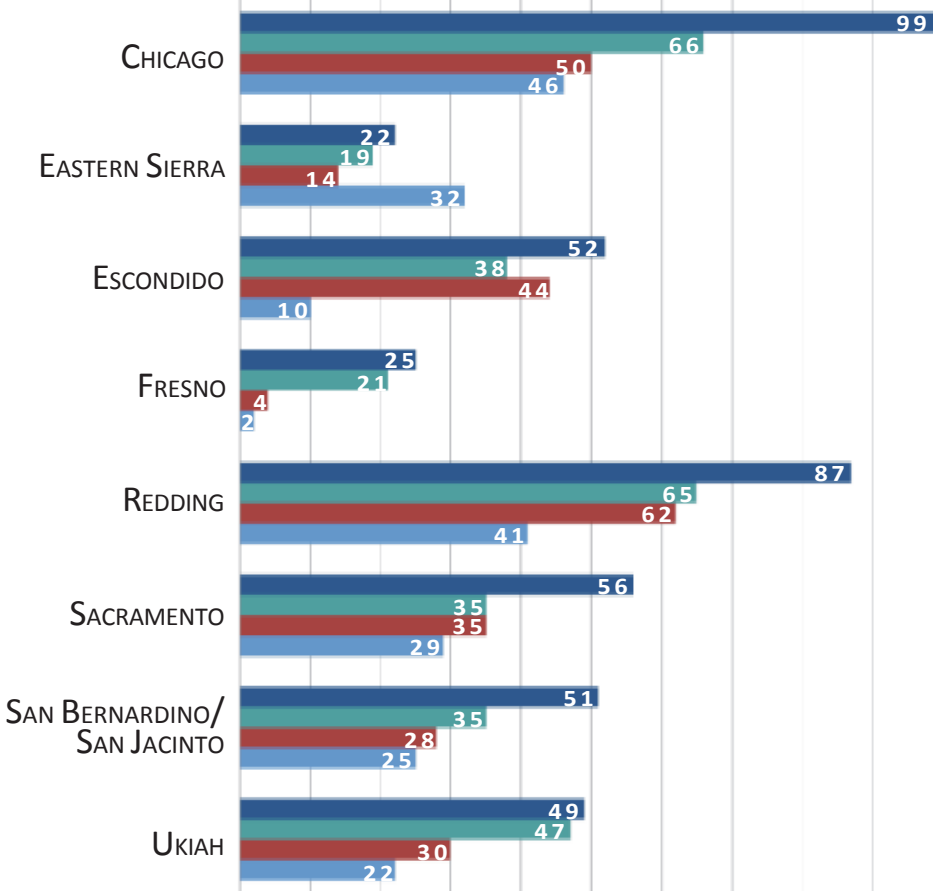


# WORKFORCE DEVELOPMENT PROGRAM YEAR 2016 PERFORMANCE

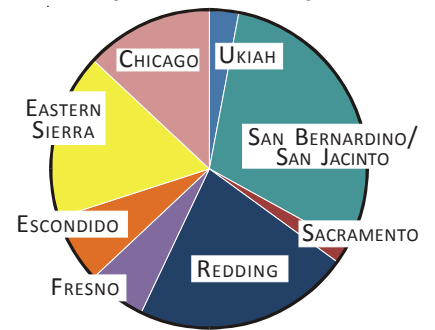
## WORKFORCE INNOVATION AND OPPORTUNITY ACT COMPREHENSIVE SERVICES PLAN - PROGRAM YEAR 2016

TOTAL PARTICIPANTS SERVED .....	2,887
TOTAL EXITERS .....	326
ENTERED UNSUBSIDIZED EMPLOYMENT .....	267
ACHIEVED ENTERED EMPLOYMENT MEASURE .....	207

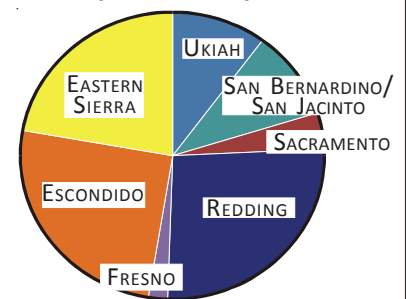
### FIELD OFFICE



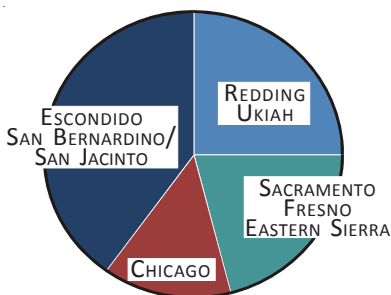
### CORE SERVICES (SELF-DIRECTED ONLY) PY2016 BY FIELD OFFICE (TOTAL - 2,446)



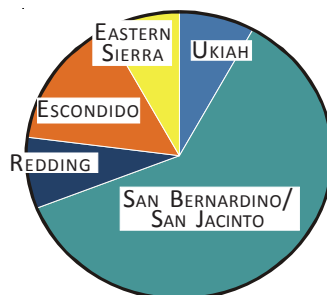
### NATIVE EMPLOYMENT WORKS PROGRAM SERVICES - PY2016 ENROLLMENTS BY FIELD OFFICE (TOTAL - 86)



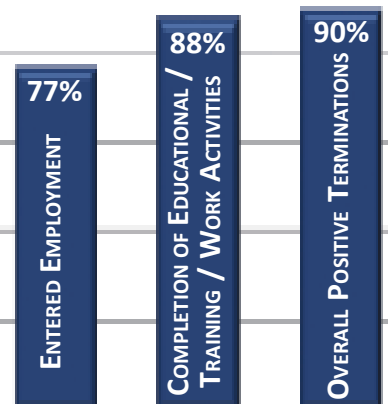
### CAREER PATHWAYS FOR YOUTH SERVICES - PY2016 ENROLLMENTS BY AREA (TOTAL - 99)



### TRIBAL SUPPLEMENTAL YOUTH SERVICES - PY2016 ENROLLMENTS BY FIELD OFFICE (TOTAL - 13)



### PERFORMANCE OUTCOMES





## CAREER PATHWAYS FOR YOUTH PROGRAM

The first year of the two-year Summer Jobs and Beyond: Career Pathways for Youth grant was completed during Program Year 2016. The CIMC Career Pathways for Youth (CPY) Program launched and expanded innovative approaches that provide young people with summer and year-round jobs and connect them to long-term career pathways.

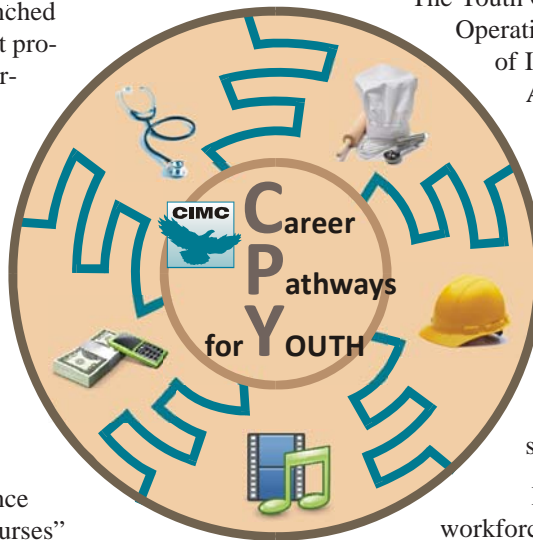
During this program year, CPY Project activities were available to Native American youth, ages 16-24, with limited or no work experience, and reside in the project's service area. The project operated throughout all CIMC's service area (served by all the California field offices and the Chicago Based Operations).

Youth were placed in work experience positions and 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.

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 3 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, CIMC partnered with other workforce agencies, human services agencies, local education institutions, employers and other community-based organizations.



## WORKFORCE DEVELOPMENT BOARD PARTICIPATION

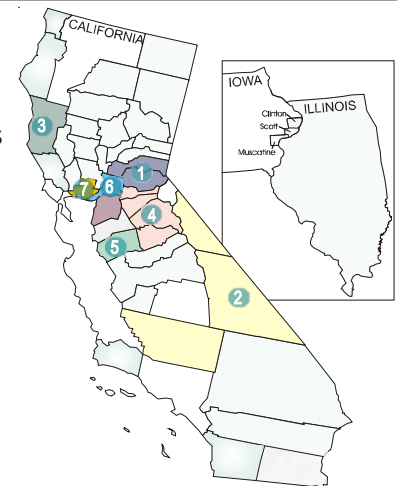
During PY16, CIMC held a seat representing Native American employment interests on seven Workforce Development Boards (WDB).

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. Mother Lode Workforce Development Board - Amador, Calaveras, Tuolumne and Mariposa Counties
5. Merced Workforce Development Board - Merced County
6. Sacramento Employment and Training Agency
7. Workforce Development Board of Solano County

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. State and local WDBs serve as connectors between the U.S. Department of Labor and the local America's Job Centers that deliver services to workers and employers. The WDBs' role is to develop regional strategic plans and set funding priorities for their area.

In order to establish a high quality one-stop delivery system and enhance

collaboration between partner programs, the Workforce Innovation Opportunity Act (WIOA) requires Local Boards to develop Memorandum of Understandings (MOUs) with all America's Job Centers California (AJCC) required partners in their Local Workforce Development Area. The expectation is that the MOUs serve as a functional tool as well as visionary plan for how the Local Board and AJCC partners will work together to create a unified service delivery system that best meets the needs of their shared customers.



The MOU process is implemented in two phases. During Phase I, CIMC signed many MOUs that addressed service coordination and collaboration among the partners. Phase II will address how to sustain the unified system described in Phase I through the use of resource sharing and joint infrastructure cost funding and must be in place at the local level. CIMC will negotiate MOUs for implementation of Phase II during Program Year 2017.

# WORKIN' SKILLS INTO CAREERS PROJECT

This year CIMC completed Program Year 3 of the Workin' Skills into Careers (WSC) Project -- the final year of a three-year Sustainable Employment and Economic Development Strategies (SEEDS) grant awarded by the U.S. Department of Health and Human Services, Administration for Native Americans.

This grant helped CIMC build a standardized soft skills strategy for all CIMC field offices, including soft skills trainings for staff and clients. Soft skills trainings included topics such as work culture, understanding stress, expressing concerns, and positive decision making.

The project worked in partnership with an excellent team of consultants and collaborated with CIMC staff, CIMC Board of Directors, CIMC Members and Delegates, CIMC volunteers, and community members for inkind support to complete planned project activities.

A special "Thank You" is given to the Macdonald Foundation and the CIMC Native American Workforce Investment Council members for their monetary donations to support the WSC project.



## Project Objective

By the end of year three, 194 of the 243 WSC training participants will have achieved work experience, unsubsidized employment, and/or enroll in school if not attending at time of enrollment.

## Project Activities / Outcomes

- 33 soft skills training workshops provided throughout 8 CIMC Field Offices
- 260 Workforce Development participants, CIMC community members and tribal members have received a certificate in the "Workin' with Tradition" soft skills curriculum. Job seekers are now provided with a soft skills knowledge and a certificate to add to their resume.
- Pre and post tests given to clients before and after the workshop demonstrate that WSC clients have an average of 15% increase in knowledge of soft skills.
- 194 trained participants received a work experience, obtained employment or entered school.
- More than 90% of clients rated the trainings as effective.



## BE CAREER WEB SERIES

The CIMC Workin' Skills into Careers (WSC) project continued hosting the ongoing web series entitled "Be" about different career paths. These webinars, facilitated by industry experts, employers, and partners, provided tips, resources, and information on each particular career field.

During Program Year 2016, the following free webinars were open to staff, clients, and community members who were interested in the careers:

- Be a Business Manager/Owner
- Be a Heating, Ventilation, and Air Conditioning (HVAC) Technician
- Be in AmeriCorps
- Be in Education
- Be in the Forest Service
- Be an Emergency Medical Technician (EMT)



Each webinar was recorded and may be viewed on the CIMC YouTube channel.

# ELDERS PROGRAM

The CIMC Elders Program operated during Program Year 2016 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.

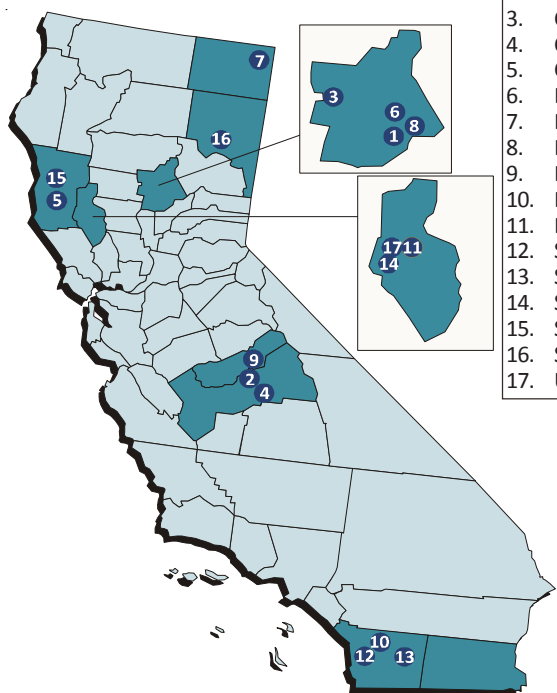
To meet the primary purpose of the program of ensuring that the nutritional needs of participating elders are being met, noon meals were prepared and served at sites that have kitchen and seating facilities to accommodate the serving of meals to Indian elders, their spouses, and program volunteers. Elders 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 operation at each site, provided menu plans, monitored food purchases, processed payments, and made efforts to ensure that the program meets its overall goals.

In response to the identified need of transportation in an assessment of participating tribal elders nutrition programs, vehicles were purchased for three tribes: Fort Bidwell, Santa Ysabel and Mooretown. In addition, a vehicle was also purchased for the Elders Program staff to travel to the various program sites.

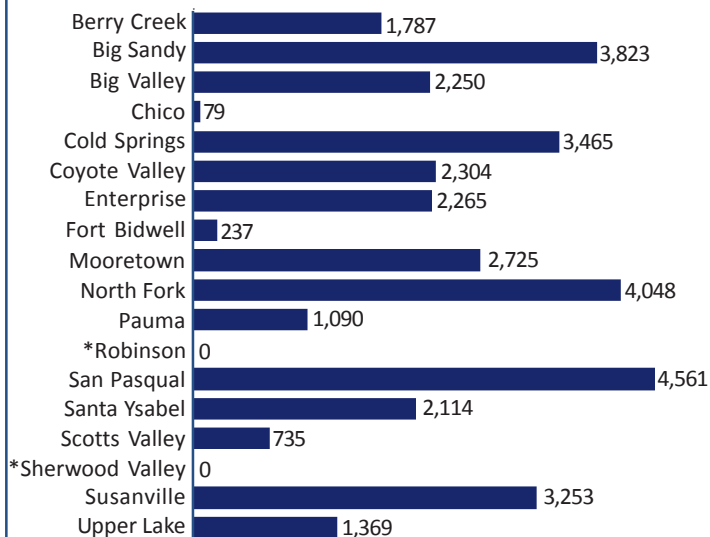
During the grant period of April 1, 2016 through March 31, 2017 a total of 4,647 meals were served in a congregate meal setting and another 31,458 meals were delivered to participating elders' homes for a grand total of 36,105 meals served.

## 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

## Program Year 2016 Elders Program Meals Provided



\*New participating tribes at end of Program Year 2016



## CIMC Elders Program Coordinator Honored at National Tribal Aging Event

Ms. Charmaine Mix, CIMC Elders Program Coordinator, was recognized at the Annual National Older American Act Title VI Conference in Denver, Colorado in August 2016. She was honored for her many years of working with tribal aging and received a special Title VI gourd, given only to exemplary directors who are recognized for making major contributions to tribal aging. Only two are given each year.



Ms. Mix was selected for this honor as her experience is highly valued and she is respected by her peers within the Title VI network.

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	SANTA YSABEL RESERVATION	SAN PASQUAL RESERVATION SUSANVILLE RANCHERIA
SCOTTS VALLEY RANCHERIA	UPPER LAKE RANCHERIA	NORTH FORK RANCHERIA
		BIG 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 2016, three sessions of a 26-hour basic caregiver training / 8-hour CPR First Aid training were conducted; 75 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; personal care; and CPR/First Aid certification. Training was provided by Ms. **Christine Wilson-Parker, RN**; and Ms. **Ann Kochamp**, CIMC Human Resource Specialist II.

### Elders Caregiver Health and Wellness Conference

The CIMC Elders Program hosted an Elders Health and Wellness Conference at the Colusa Casino Resort in Colusa, California on February 21-22, 2017. Thirty caregivers attended the training.

The event featured an Elder Wellness presentation by Calvin Hedrick; training in the Healthy Nutrition Plate by Margreet Adriani; MIPPA information by Paula Holden, and a cultural activity by Wanda Quitiquit, a gourd artist.



Caregiver Training - January 2017

Front row: Bessie Walker, Leann Delgado, Josephine Rios, Catalina Campos, Ramona Harris, George Engasser, Tina Harrison

Second row: Jenifer Philley, Dina Nachor, Brandy Lewis, Olivia Alvarado, Gina Lawson, Monique Gomez, Juanita Campos, Tonya Baltazar, Victoria Sorondo, Charmaine Mix

Third row: Jenifer Williamson, Sandra Gillming, Gabrielle Curtis, Arlene Fred, Jason Lewis, Nurse Christine Parker, Loretta Conway, Michelle Miller, Manuel Compian

## MEDICARE IMPROVEMENTS FOR PATIENTS AND PROVIDERS ACT PROGRAM

During Program Year 2016, 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 four regional training sessions as part of the CIMC Medicare Improvements for Patients and Providers Act Program (MIPPA).

A powerpoint (Protect Yourself, Your Family, and Your Tribe) was presented containing the following information:

- Medicare Overview
  - o What is Senior Medicare Patrol (SMP)
  - o What is Medicare
- Part D, Who is eligible? Prescription Drug Coverage
- Fraud and Abuse

A total of 79 Elders from eleven tribes attended one of four Regional Medicare Informational workshops, 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
JULY 27, 2016	BIG SANDY	BIG SANDY, COLD SPRINGS
JULY 28, 2016	NORTH FORK	NORTH FORK
FEBRUARY 22, 2017	COLUSA	UPPER LAKE, SCOTTS VALLEY, COYOTE VALLEY, MOORETOWN
APRIL 11, 2017	OROVILLE	SAN PASQUAL, PAUMA, CHICO, BERRY CREEK, MOORETOWN

## CHILD CARE AND DEVELOPMENT BLOCK GRANT PROGRAM

Program Year 2016 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. The planning cycle was changed to a 3-year from a 2-year cycle.

During Program Year 2016, 82 children from 47 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 were also shared with some of the tribal children located throughout California.

### 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

## 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 2016, the CSBG provided direct services to 254 families for the



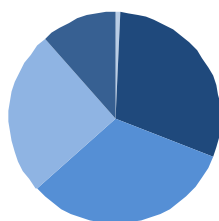
following services: (1) housing—emergency relocation or eviction prevention - 60 Native households; (2) utilities—deposit for new service, disconnection prevention, or service restoration - 58 Native households; (3) Emergency Nutrition assistance - 131 Native households; and (4) other supportive services related to employment and education - 5 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.

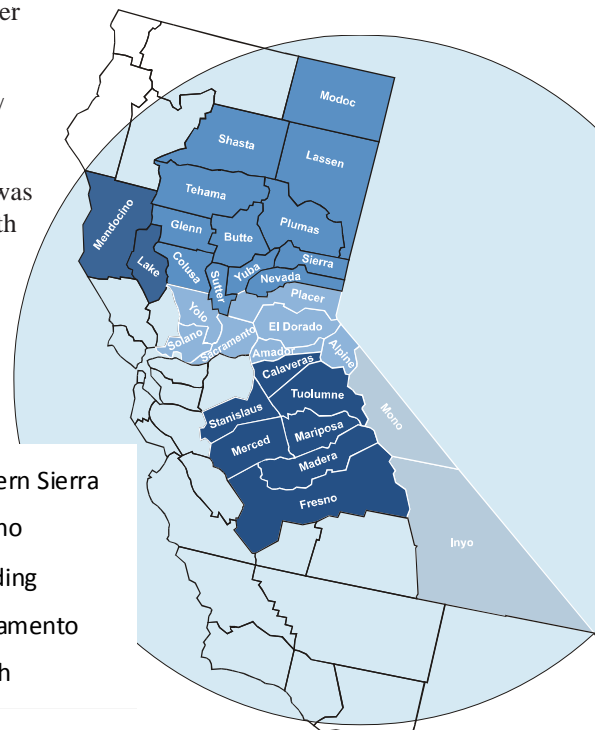
The CIMC CSBG Program was funded through a subcontract with Northern California Indian Development Council, Inc.

### Clients Served



- Eastern Sierra
- Fresno
- Redding
- Sacramento
- Ukiah

### CSBG Program Year 2016 Service Area Off-Reservation/Off-Rancheria



# NATIVE ENTREPRENEUR TRAINING PROGRAM

The seventeenth session of the CIMC Leadership Training for Entrepreneurial / Small Business / Economic Development was held during Program Year 2016.

This program year, sixteen emerging Native entrepreneurs completed the training which was conducted in a series of workshops held in four different tribal communities in California: Pala, Alpine, Oroville, and Jackson. This culturally-relevant training was held in four sessions (2-3 days each month) for four consecutive months which began in January 2017.

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 Jackson Rancheria Casino Resort in Jackson, California in April 2017. CIMC Board of Directors Vice-Chairman **Gary Rickard** presented Certificates of Completion to the graduates. 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.

## 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.

- **Preston J. Arrow-weed** - President, Ah-Mut Pipa Foundation (Quechan)
- **Diana Blair** - President, Sage Capital Advisors, LLC - 2008\*
- **Dirk Charley** - Human Resources Consultant and former Business Owner (Dunlap Mono) - 2001\*
- **Michael L. Connolly** - CEO, Laguna Resource Services, Inc. (Kumeyaay)
- **Marea Flores** - Financial Agent, Primerica (Wilton Miwok) - 2014\*
- **Daniel Golding** - Owner, Hokan Media Productions (Quechan)
- **Peter H. Hackbert, PhD** - Director, Entrepreneurship for the Public Good, Berea College
- **Monica Heredia** - Owner, Monica Heredia Skin Care (Gabrielino/Diegueno) - 2008\*
- **Marcia Hoaglen** - Owner, Wailaki Indian Tacos (Round Valley)
- **Julie Holder** - Former Director of Cultural Resources (Rincon)
- **Alsace LaFramboise** - Division of Capital Investment, Office of Indian Energy and Economic Development, U.S. DOI (Standing Rock Sioux)
- **Susan Lamping** - Vice President, CDC Small Business Finance Corporation
- **Julian Lang** - Director, The Ink (Institute of Native Knowledge) People (Karuk)
- **Angela Medrano** - Attorney at Law (Cahuilla)
- **Lee Ann Moore** - Owner, Oceanside Jams (Wiyot) - 2010\*
- **Panda Morgan** - Small Business Development Consultant
- **Deborah Muramoto** - Director, Women's Small Business Development Center, California Capital Financial Development Corporation
- **Therese Muranaka** - former Archaeologist, California State Parks
- **Rene' Oliva** - Real Estate Broker and Certified Residential Appraiser (Costanoan Rumsen Carmel) - 2009\*
- **Hai-Na-Nu Saulque** - Graphic Artist, Nooligan Productions (Benton Paiute)
- **Paul Stone** - Artist and Musician (Washoe/Paiute)
- **Kathy Willcuts** - Owner, On Sacred Ground (Lakota) - 2010\*
- **Billee Willson, MBA** - CEO, Willson Lane Management & Consulting (Yurok)

\*Former Entrepreneur Training Graduate



Standing: Eva Pecore (Menominee Indian Tribe of Wisconsin); Bobbi Lowe (Tejon Indian Tribe); Ischell Wolfen (Pit River Tribe); Veronica Garcia (Costanoan Rumsen Carmel Tribe); Darrell Ford (Coyote Valley Band of Pomo Indians); Isaac Mathews (Sherwood Valley Band of Pomo Indians); Viola Sullivan (Mechoopda Indian Tribe of Chico Rancheria); Vania Garcia (Mesa Grande Band of Mission Indians); Audrina Harrison (Ione Band of Miwok Indians); Beniakem Cromwell (Robinson Rancheria Band of Pomo Indians); Judy Gonzalez (Costanoan Rumsen Carmel Tribe); Winona Machado (Kickapoo Band of Kansas) Front: Angelica Smith (Manchester Band of Pomo Indians); Raven Roberts (Prairie Band Potawatomi Nation); and Cynthia Leal (Pala Band of Mission Indians) Not in Photo: Kathleen Chandler (Bishop Paiute Tribe)

## CIMC Team Presented Workshop at National Native Employment Conference

CIMC Native Entrepreneur Training team members Ms. **Lorenda T. Sanchez** and Ms. **Teresa Marie Willson** presented the workshop "Creating Opportunities in Our Communities: CIMC Native Entrepreneur Training Program" at the 38th National Indian and Native American Employment / Public Law 102-477 Training held in Los Angeles, California on May 21-26, 2017.



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

## CENSUS INFORMATION CENTER

---

**D**uring Program Year 2016, 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, including income, benefits, education, employment, poverty and disabilities.

The U.S. Census Bureau launched the My Tribal Area application. The Census Bureau collects data for the AIAN population and publishes specific counts, estimates, and statistics. My Tribal Area gives you 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.

CIMC CIC staff assisted with arrangements for the Special Tribal Consultation session hosted by CIMC in November 2016. The session was well attended by California Tribal leaders.



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, and begin preparing for the 2020 decennial Census outreach.

## CALIFORNIA NATIVE ENTREPRENEURS OPPORTUNITY FUND

---

**C**alifornia Native Entrepreneurs Opportunity Fund (CNEOF) is intended to serve as 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.

### CNEOF Advisory Board:

*Walter D. Gray III - Talmage, California (Chairman)*  
*Diana Blair - Houston, Texas (Vice Chair)*  
*Theresa J. Nieto - Pala, California (Secretary)*  
*Jesse D. Burnett II - Ukiah, California (Treasurer)*  
*Alsace LaFramboise - Albuquerque, New Mexico*  
*G. David Singleton - Davis, California*  
*Robert H. Smith - Pala, California*



## TRIBAL BUSINESS EXPORT DEVELOPMENT PROGRAM

---

**D**uring Program Year 2016, 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

---

**C**IMC 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.



**YEARS OF SERVICE RECOGNITION**

---

***BOARD OF DIRECTORS***

Thirty Year Recognition

*Benjamin Charley, Jr.*

Five Year Recognition

*Florence Dick*

***NATIVE AMERICAN WORKFORCE INVESTMENT COUNCIL***

Thirty-Five Year Recognition

*Ben W. Bendel*

***EMPLOYEES***

Thirty Year Recognition

*Rita Smith*

Twenty-Five Year Recognition

*Rosemary Kirkpatrick*

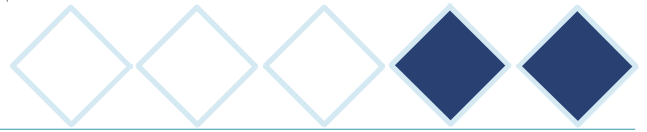
Twenty Year Recognition

*Christina Arzate*  
*L. Mark LaRoque*

Fifteen Year Recognition

*Tara-dawn Andrade*  
*Susan Stanley*





**Thirty-Five Year Recognition**

*Fort Bidwell Indian Community Council*  
*Tuolumne Band of Me-Wuk Indians*

**Thirty Year Recognition**

*Berry Creek Rancheria*

**Twenty-Five Year Recognition**

*Central Valley Indian Health, Inc.*  
*Pala Cupa Cultural Center*  
*Indian Child & Family Services*  
*Picayune Rancheria of Chukchansi Indians*  
*Riverside-San Bernardino County Indian Health, Inc.*  
*Scotts Valley Band of Pomo Indians*

**Twenty Year Recognition**

*American Indian Center of Chicago*  
*Dunlap Band of Mono Indians*  
*Dry Creek Rancheria Band of Pomo Indians*  
*Redwood Valley Little River Band of Pomo Indians JOM*  
*Sierra Tribal Consortium*  
*Timbisha Shoshone Tribe*

**Fifteen Year Recognition**

*Foundation for the Kern Valley Indian Community*  
*Native American Environmental Protection Coalition*

**Ten Year Recognition**

*American Indian Health Service of Chicago, Inc.*  
*Buena Vista Rancheria of Me-Wuk Indians*

**Five Year Recognition**

*Tuolumne Me-Wuk Housing Authority*

**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](http://www.cimcinc.org)

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