

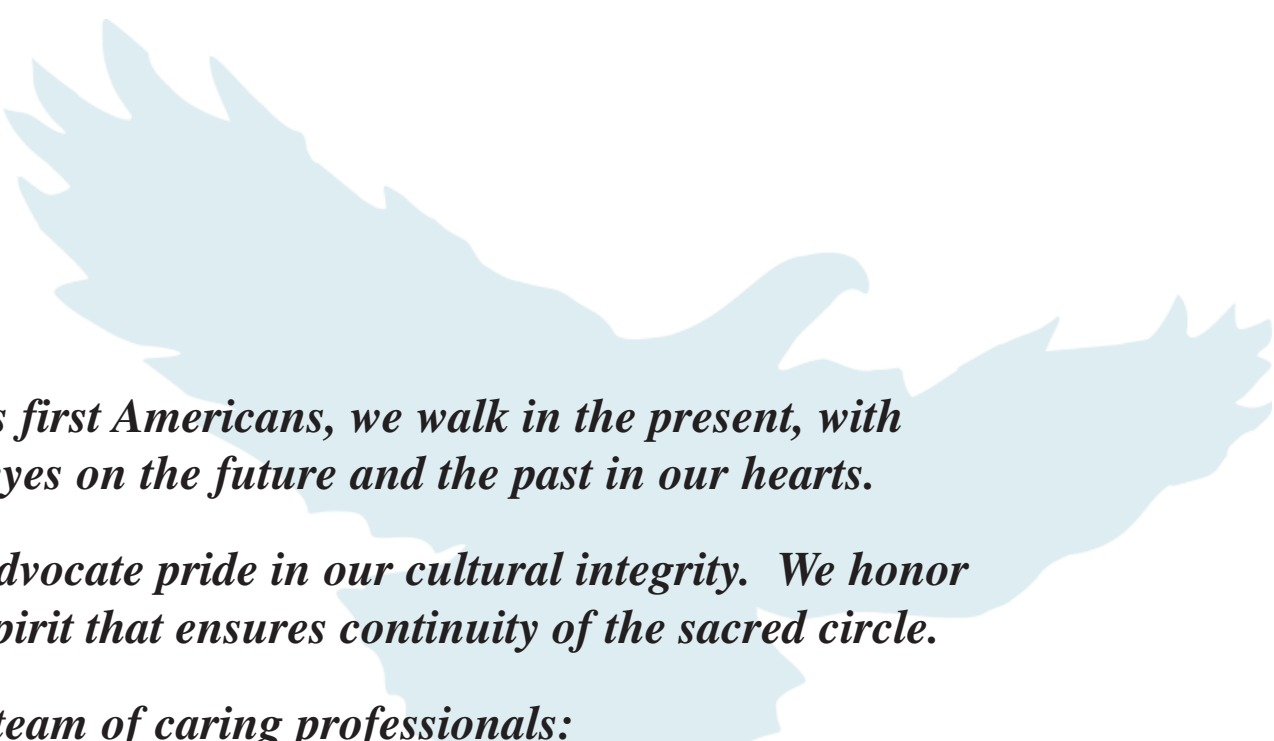


California Indian Manpower Consortium, Inc.
The CIMC Movement: Creating Positive Change for Native Communities

Program Year 2007

ANNUAL REPORT

The CIMC Movement: Creating Positive Change for Native Communities



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*

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The California Indian Manpower Consortium, Incorporated Program Year 2007 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.

Board of Directors

PROGRAM YEAR 2007 OFFICERS

Chairman

Robert H. Smith
Pala, California

Vice-Chair

Gary Rickard
Anderson, California

Secretary

Arlene Craft
Banning, California

Treasurer

Benjamin Charley, Jr.
Bishop, California

PROGRAM YEAR 2007 GEOGRAPHIC SERVICE AREA REPRESENTATIVES

Chicago

Clarissa St. Germaine
Chicago, Illinois

Eastern Sierra

Joyce Alvey
Bishop, California

Escondido

Shelia Smith-Lopez
Pala, California

Redding

David Edwards
Oroville, California

San Jacinto

Thomas Lyons
Banning, California

Sacramento

Morris Reid
Fresno, California

Ukiah

Elizabeth Hansen
Redwood Valley, California

NAWIC (ex-officio)

Erna Smith
Oakland, California

Board of Directors Recognition

Thirty Year Recognition

Margie M. Scerato

Twenty Year Recognition

Thomas Lyons

Native American Workforce Investment Council

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

Richard Anderson, Actor
Entertainment Industry, Beverly Hills, California

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

Tilford Denver
Bishop Paiute Tribe, Bishop, California

Walter D. Gray III, Owner
Native Sons Enterprises, Talmage, California

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

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

Marilyn Majel, Director
Intertribal Court of Southern California, Escondido, California

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

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

Joseph Podlasek, Executive Director
American Indian Center, Chicago, Illinois

Margie M. Scerato, Accountant
Tribal Business Representative, Valley Center, California

Erna Smith, Retired
USDA Forest Service, Oakland, California

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

Membership Recognition

Thirty Year Membership

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

Round Valley Indian Tribes

Santa Rosa Band of Cahuilla Mission Indians

Sherwood Valley Rancheria

Susanville Indian Rancheria

Twenty-Five Year Membership

Ahmium Education, Inc.

*Cold Springs Rancheria of Mono
Indians of California*

Redwood Valley Reservation

Roundhouse Council

Twenty Year Membership

Cahto Tribe of Laytonville Rancheria

Cahuilla Band of Indians

Fort Mojave Indian Tribe

Lassen Indian Health Center

Mesa Grande Band of Mission Indians

Pala Fire Department

Robinson Rancheria

Fifteen Year Membership

La Posta Band of Mission Indians

Five Year Membership

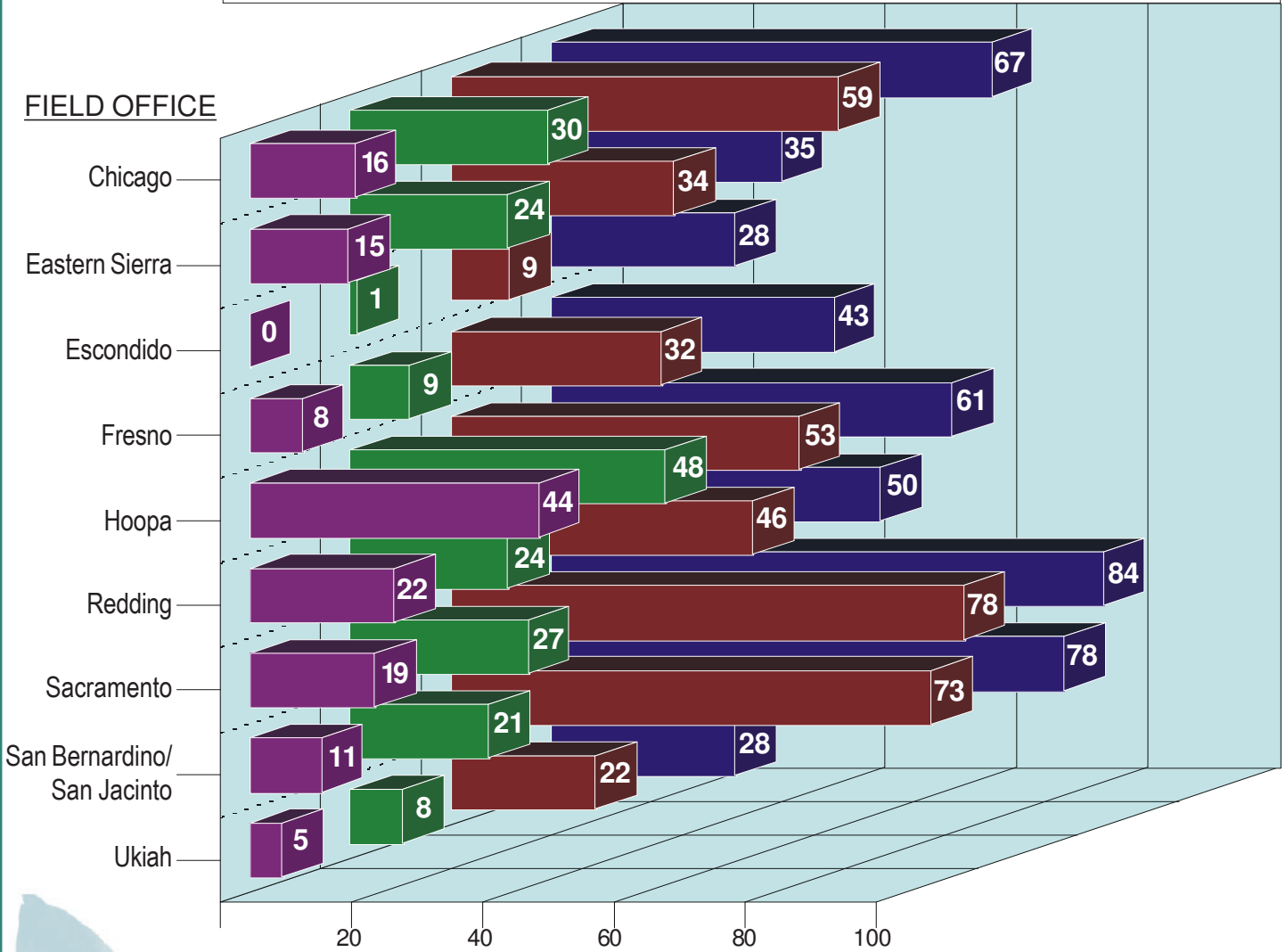
*Native American House at University of Illinois at
Urbana Champaign*

Pomo Heritage Institute

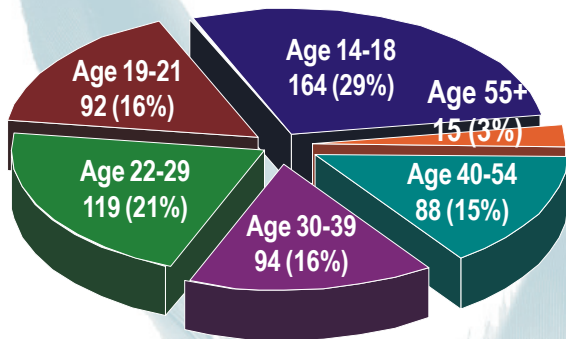
United Native Housing Development Corporation

Workforce Development Program Year 2007 MIS Report

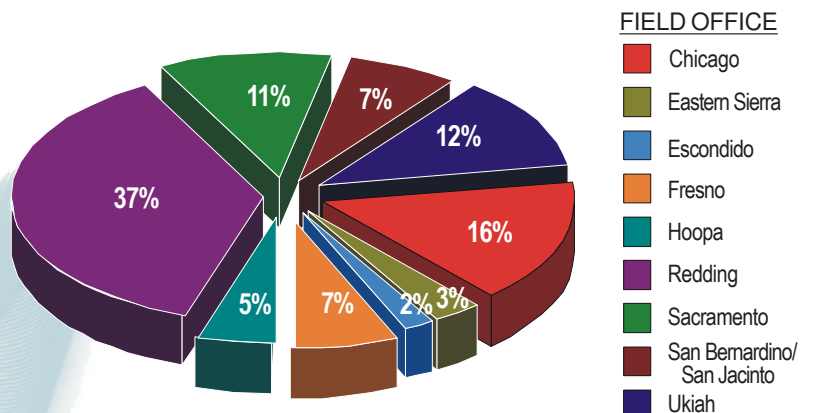
■ Total PY07 Enrollments (including carry-over)	474
■ Total Exiters	406
■ Entered Unsubsidized Employment	192
■ Verified Employed First Quarter after Exit	140



Program Year 2007 WIA CSP Age Breakdown

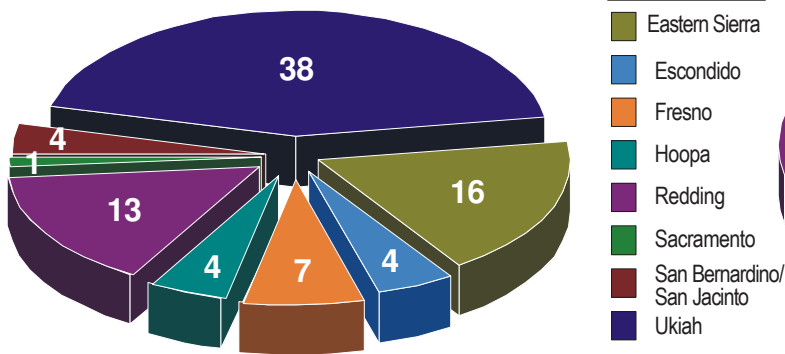


Program Year 2007 Core Services (self-directed only)



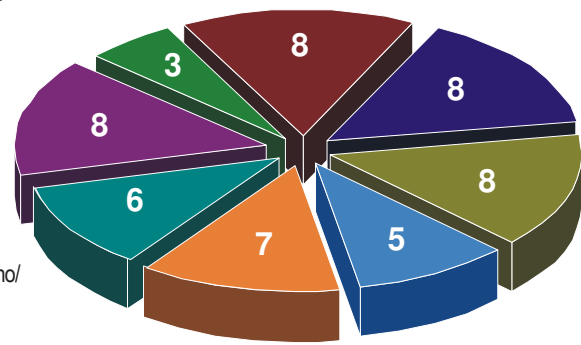
Native Employment Works

Program Year 2007 Enrollments by Field Office
(Total - 96)



Supplemental Youth Services

Program Year 2007 Enrollments by Field Office
(Total - 65)



Local Workforce Investment Board Participation

Each local Workforce Investment Board (WIB) creates a workforce investment system that is designed to have significant input from employers, public officials, and stakeholders at the state and local level. Under the Workforce Invest-

During Program Year 2007, CIMC was an active board member on 9 WIBs within its service area within the State of Illinois, State of Iowa (counties of Clinton, Scott and Muscatine) and the State of California.

- Chicago Workforce Investment Board – Cook County, Illinois
- Employer’s Training Resource Workforce Investment Board – Inyo, Mono, Kern Counties, California
- Yolo County Workforce Investment Board – California
- Sonoma County Workforce Investment Board – California
- Mendocino County Workforce Investment Board – California
- Mother Lode Workforce Investment Board - Amador, Calaveras, Tuolumne and Mariposa Counties – California
- Workforce Investment Board of Solano County – California
- Sacramento Employment and Training Agency – Sacramento County, California
- San Bernardino County Workforce Investment Board – California

ment Act (WIA), local areas develop policies, interpretations, guidelines and definitions relating to program operations that help shape the local system.

Through membership on these boards, CIMC has had opportunities to connect with employers, community business members and other service providers enhancing information and resources for customers. As a member of these boards, CIMC has a policy-making Native voice on employment and training issues such as providing input on local plans that map out employment and training needs, identifying eligible providers of youth activities in local areas, coordinating local workforce investment activities and ensuring employer needs are being met. In addition, participation on these boards also provide CIMC with a voice at regional, state and federal levels regarding concerns of local economies as well as current and future funding needs.

CIMC continues to improve on the current cooperative and networking systems and works in partnership with multiple one-stop centers within the 149 counties that CIMC is designed to serve. CIMC continues to work to negotiate new collaborations with one-stop partners and team up with organizations and employers within the service area to increase its reach to

potential participants. Staff also have access to labor market information and WIB-funded studies on critical industries and market trends which are a valuable resource to CIMC at no cost.

Local WIBs are also responsible for setting up and maintaining the One-Stop Centers that are mandated under WIA. One-Stop Center services are geared to job seekers and employers, and are broken down into three levels: *core* (services available to everyone), *intensive* (services available to individuals who meet certain requirements), and *training* (services available only to those who have been through core and intensive, but need additional help). These centers house agencies that are mandated under WIA as well as other agencies that can strengthen the system by being housed in the One-Stop Center.

CIMC staff in each field office link with each One-Stop Center in their Geographic Service Area for such client services as use of the resource room for job search assistance. Clients also have access to the various One-Stop Center workshops. Staff also negotiate participant cost sharing with various One-Stop agencies for client activities as well as access other client services such as assessment testing and supportive services.

“As a member of these boards, CIMC has a policy-making Native voice on employment and training issues.”

Workforce Development Program Year 2007 Service Area



Chicago Geographic Service Area

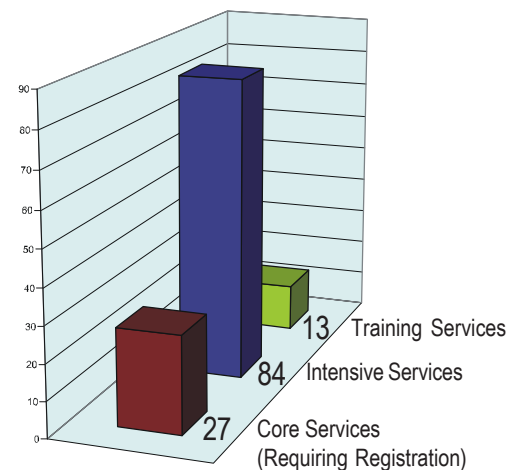
Program Year 2007/2008 Chicago Geographic Service Area Members

- American Indian Center, Inc. - Chicago, IL
- Coalition of the Chicago American Indian Community - Chicago, IL
- Metropolitan Tenants Organization, Chicago, IL
- Native American House at University of Illinois at Urbana Champaign - Urbana, IL
- Native American Support Program University of Illinois at Chicago - Chicago, IL
- Native American Promotions, Inc. - Bartlett, IL

Chicago Based Operations

1630 West Wilson Avenue, Chicago, Illinois 60640
(773) 271-2413 / (800) 748-5259 TTY

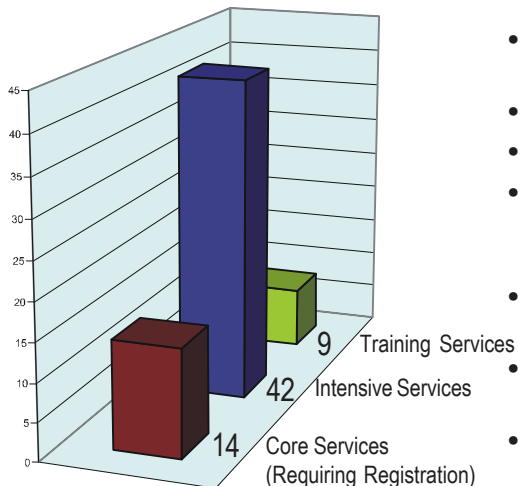
Workforce Investment Act Program Year 2007 Enrollments



“Our main workforce development activity has been to assist clients in removing barriers and help them secure employment. We provide a thorough assessment to identify barriers and use a strong case management approach to help clients overcome barriers to achieve their employment goals and continue assisting them after exit to retain employment.”

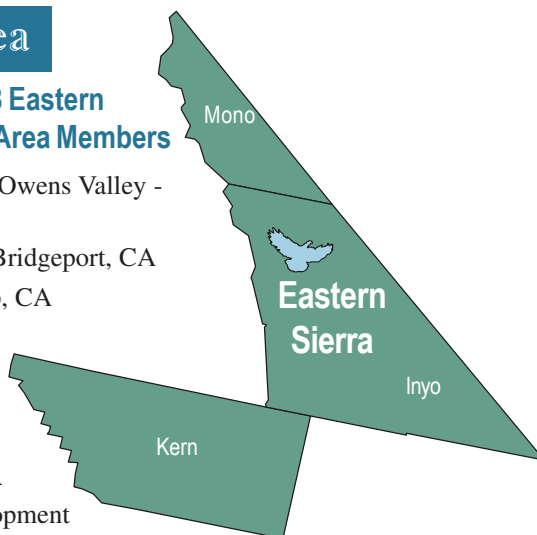
Eastern Sierra Geographic Service Area

Workforce Investment Act Program Year 2007 Enrollments



Program Year 2007/2008 Eastern Sierra Geographic Service Area Members

- Big Pine Paiute Tribe of the Owens Valley - Big Pine, CA
- Bridgeport Indian Colony - Bridgeport, CA
- Bishop Paiute Tribe - Bishop, CA
- Cline Howard All Indian Veterans of Foreign Wars Post 4330 - Bishop, CA
- Lone Pine Paiute-Shoshone Reservation - Lone Pine, CA
- Owens Valley Career Development Center - Bishop, CA
- Toiyabe Indian Health Project, Inc. - Bishop, CA

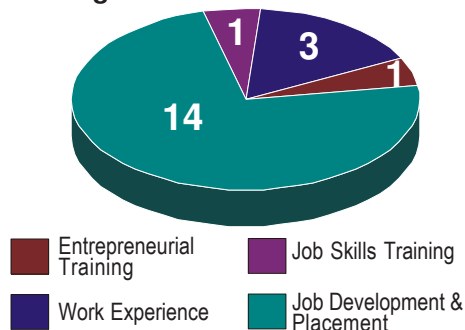


Eastern Sierra Field Office

1337 Rocking W Drive, Bishop, California 93514
(760) 873-3419 / (800) 748-5259-TTY

“The 2007 Program Year was a year of much activity and change in the Eastern Sierra Field Office.”

Native Employment Works Program Year 2007 Enrollments



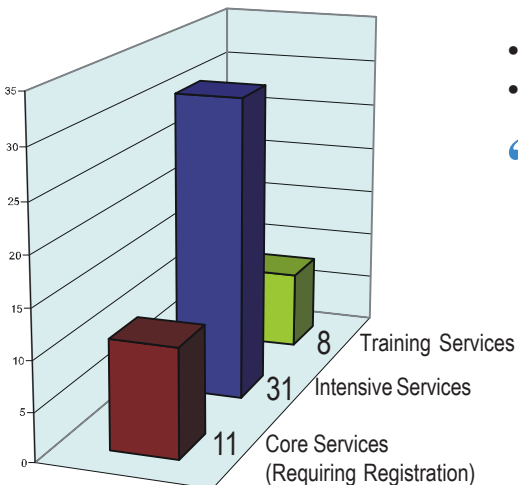
Escondido Geographic Service Area



Escondido Field Office

35008 Pala Temecula Road, PMB#34
Pala, California 92059
(760) 742-0586 / (800) 748-5259-TTY

Workforce Investment Act Program Year 2007 Enrollments



Program Year 2007/2008 Escondido Geographic Service Area Members

- Campo Band of Mission Indians - Campo, CA
- Cupa Cultural Center - Pala, CA
- Iipay Nation of Santa Ysabel - Santa Ysabel, CA
- Indian Health Council, Inc. - Pauma Valley, CA
- La Posta Band of Mission Indians - Boulevard, CA
- Mesa Grande Band of Mission Indians - Santa Ysabel, CA
- Pala Boys & Girls Club - Pala, CA
- Pala Fire Department - Pala, CA
- Pala Band of Mission Indians - Pala, CA
- Pauma Band of Mission Indians - Pauma Valley, CA
- Rincon Band of Luiseno Indians - Valley Center, CA
- San Pasqual Band of Mission Indians - Valley Center, CA
- Southern California Tribal Chairmen's Association - Valley Center, CA
- The BRIDGE Indian Training Trust Fund - Imperial Beach, CA

“Our goal is to provide the tools needed to enhance the lives of our people. This may seem like an easy task but can be a great challenge for everyone involved once the decision is made to make the changes necessary to achieve the benefit, large or small.”

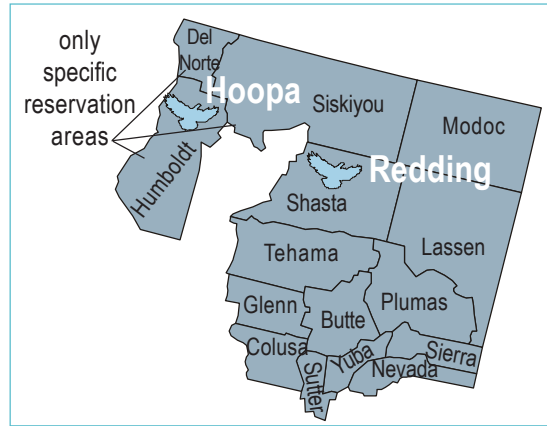
Native Employment Works Program Year 2007 Enrollments



Redding Geographic Service Area

Program Year 2007/2008 Redding Geographic Service Area Members

- Berry Creek Rancheria - Oroville, CA
- Elk Valley Rancheria - Crescent City, CA
- Enterprise Rancheria - Oroville, CA
- Feather River Tribal Health, Inc. - Oroville, CA
- Fort Bidwell Indian Community - Fort Bidwell, CA
- Fort Bidwell Reservation Elders Organization - Fort Bidwell, CA
- Greenville Rancheria - Greenville, CA
- Grindstone Indian Rancheria - Elk Creek, CA

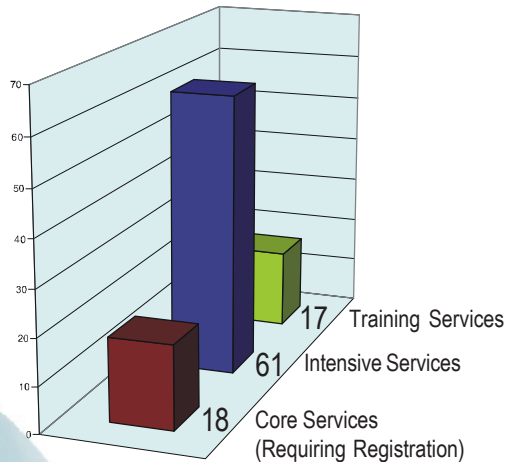


- Lassen Indian Health Center - Susanville, CA
- Local Indians for Education - Shasta Lake, CA
- Mechoopda Indian Tribe - Chico, CA
- Modoc Lassen Indian Housing Authority - Lake Almanor, CA
- Mooretown Rancheria - Oroville, CA
- Nor Rel Muk Band of Wintu of Northern California - Weaverville, CA
- Pit River Tribe - Burney, CA
- Roundhouse Council - Greenville, CA
- Susanville Indian Rancheria - Susanville, CA
- Wintu Tribe & Toyon-Wintu Center - Redding, CA

Redding Field Office

2540 Hartnell Avenue, Suite 1, Redding, California 96002
(530) 222-1004 / (800) 748-5259-TTY

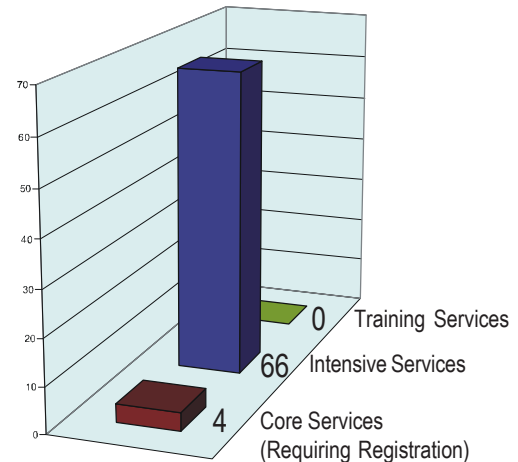
Workforce Investment Act Program Year 2007 Enrollments



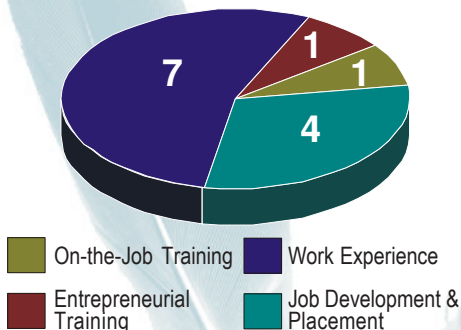
Hoopa Satellite Office

P.O. Box 815, Hoopa, California 95546
(530) 625-4331 / (800) 748-5259-TTY

Workforce Investment Act Program Year 2007 Enrollments



Native Employment Works Program Year 2007 Enrollments



“Some of the activities made available to participants are resume preparation, interview preparation, referrals, counseling, staff-assisted job search and placement, specialized testing and assessment, work experience, occupational training, on-the-job training and the entrepreneurial training program.”

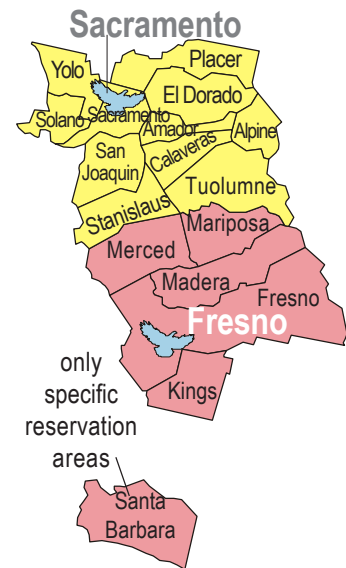
Native Employment Works Program Year 2007 Enrollments



Sacramento Geographic Service Area

Program Year 2007/2008 Sacramento Geographic Service Area Members

- Big Sandy Rancheria - Auberry, CA
- Buena Vista Rancheria - Sacramento, CA
- Central Valley Indian Health, Inc. - Clovis, CA
- Cold Springs Rancheria of Mono Indians of California - Tollhouse, CA
- Dunlap Band of Mono Indians - Dunlap, CA
- Indian Alcoholism Commission of California, Inc. - Sacramento, CA
- Indian Housing Authority of Central California - Fresno, CA
- North Fork Rancheria of Mono Indians of California - North Fork, CA
- Picayune Rancheria of Chukchansie Indians - Coarsegold, CA
- Sierra Mono Museum - North Fork, CA
- Sierra Tribal Consortium, Inc. - Fresno, CA
- The Mono Nation - North Fork, CA
- Tuolumne Me-Wuk Tribal Council - Tuolumne, CA
- Washoe Tribe of Nevada and California - Gardnerville, NV

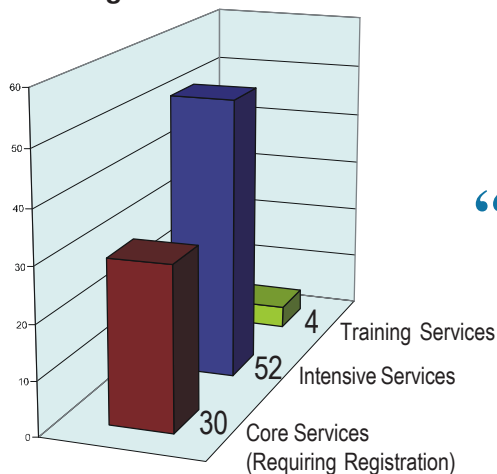


“The Fresno Field Office's focus is to enable the customer to obtain and retain regular full time employment through the WIA and NEW program services and to coordinate with other resource providers based on the customer's needs.”

Fresno Field Office

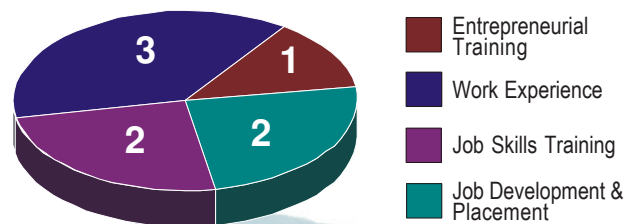
5108 East Clinton Way, Suite 127, Fresno, California 93727
(559) 456-9195 / (800) 748-5259-TTY

Workforce Investment Act Program Year 2007 Enrollments



“Staff have continued to network and collaborate with various organizations throughout the service area to better assist clients in reaching their goals and help to overcome their barriers.”

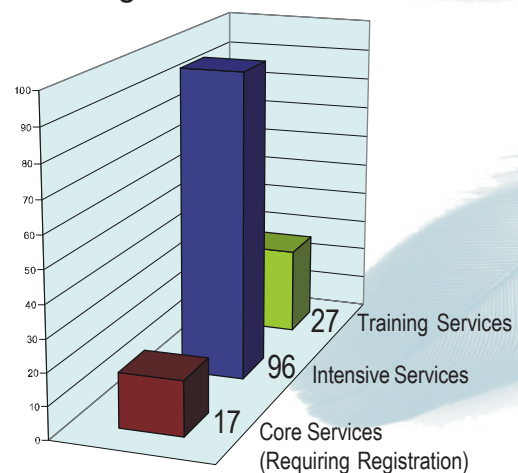
Native Employment Works Fresno Field Office Program Year 2007 Enrollments



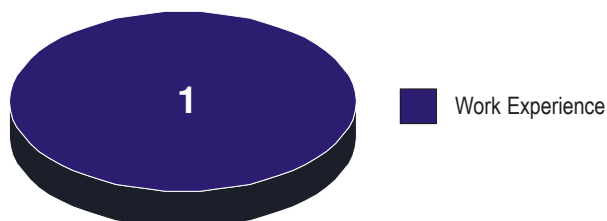
Sacramento Field Office

738 North Market Boulevard, Sacramento, California 95834
(916) 564-2892 / (800) 748-5259-TTY

Workforce Investment Act Program Year 2007 Enrollments

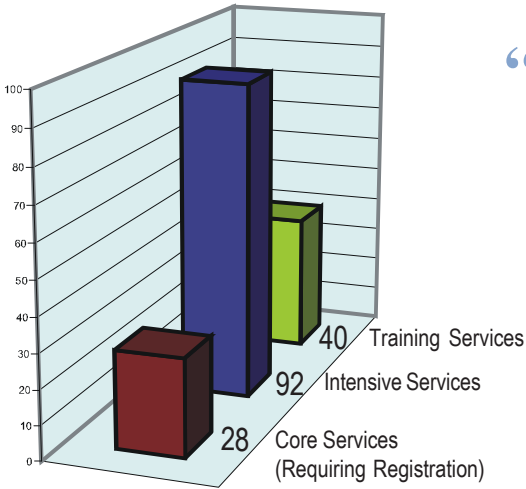


Native Employment Works Sacramento Field Office Program Year 2007 Enrollments



San Jacinto Geographic Service Area

Workforce Investment Act Program Year 2007 Enrollments



San Bernardino/San Jacinto Field Office

21250 Box Springs Road, Suite 204, Moreno Valley, California 92557
(951) 784-9962 / (800) 748-5259-TTY

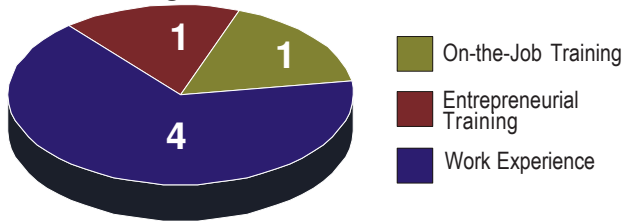
“Our Resource Center has been useful for clients who come into the office to use the computer to seek labor market information via internet, to apply online for employment, or to type resumes.”

Program Year 2007/2008 San Jacinto Geographic Service Area Members

- Ahmium Education, Inc. - San Jacinto, CA
- Cahuilla Band of Indians - Anza, CA
- Chemehuevi Indian Tribe - Havasu Lake, CA
- Coastanoan Rumsen Carmel Tribe - Pajona, CA
- Fort Mojave Indian Tribe - Needles, CA
- Indian Child & Family Services - Temecula, CA
- Morongo Band of Mission Indians - Banning, CA
- Native American Environmental Protection Coalition - Temecula, CA
- Ramona Band of Cahuilla - Anza, CA
- Riverside-San Bernardino County Indian Health, Inc. - Banning, CA
- Santa Rosa Band of Cahuilla Mission Indians - Hemet, CA
- Soboba Band of Luiseno Indians - San Jacinto, CA
- Torres Martinez Desert Cahuilla Indians - Thermal, CA



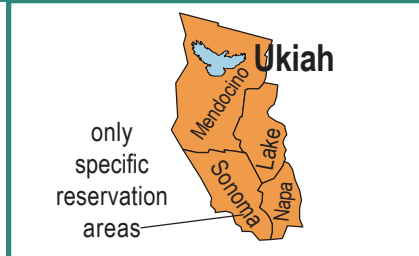
Native Employment Works Program Year 2007 Enrollments



Ukiah Geographic Service Area

Ukiah Field Office

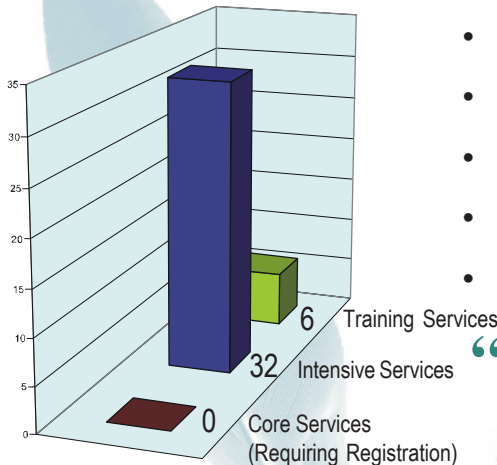
631 South Orchard Avenue, Ukiah, California 95482
(707) 467-5900 / (800) 748-5259-TTY



Program Year 2007/2008 Ukiah Geographic Service Area Members

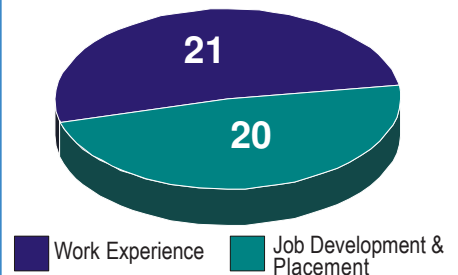
- Bo-Cah Ama Council - Fort Bragg, CA
- Cahto Tribe of Laytonville Rancheria - Laytonville, CA
- Guidiville Indian Rancheria - Talmage, CA
- Hopland Band of Pomo Indians - Hopland, CA
- InterTribal Sinkiyone Wilderness Council - Ukiah, CA
- Lake County Citizens Committee on Indian Affairs, Inc. - Lakeport, CA
- Manchester Point Arena Band - Point Arena, CA
- Northern Circle Indian Housing Authority - Ukiah, CA
- Pomo Heritage Institute - Redwood Valley, CA
- Redwood Valley Rancheria - Redwood Valley, CA
- Redwood Valley Rancheria - Redwood Valley, CA
- Redwood Valley Rancheria - Redwood Valley, CA
- Robinson Rancheria - Nice, CA
- Round Valley Indian Tribes - Covelo, CA
- Scotts Valley Band of Pomo Indians - Lakeport, CA
- Sherwood Valley Rancheria - Willits, CA
- United Native Housing Development Corporation - Ukiah, CA

Workforce Investment Act Program Year 2007 Enrollments



“...our emphasis, goal and ultimate desire is to serve the Geographic Service area and its members to help create positive change.”

Native Employment Works Program Year 2007 Enrollments



Child Care and Development Block Grant Program

Program Year 2007 saw the continued operation of the CIMC Child Care and Development Block Grant (CCDBG) Program, funded by the U.S. Department of Health and Human Services. Staff continued to assist eligible parents with their child care needs.

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

A major emphasis of the



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

During PY07, 67 children from 38 families received services. Each year, applications are taken on an ongoing basis and child care certificates are issued until all available funds are obligated.

Participating Tribes

FY2007	FY2008
Cahuilla	Cahuilla
Cedarville	
Fort Independence	Fort Independence
Lone Pine	Lone Pine
Mesa Grande	Mesa Grande
San Pasqual	San Pasqual
Santa Rosa Reservation	Santa Rosa Reservation
Santa Ynez	Santa Ynez
Santa Ysabel	Santa Ysabel
Sherwood Valley	Sherwood Valley
Tuolumne	Tuolumne

Community Services Block Grant Program

During Program Year 2007, the CIMC CSBG Program provided a wide variety of services for American Indian residents of the following California counties:

Alpine	Mono
Amador	Nevada
Butte	Placer
Calaveras	Plumas
Colusa	Sacramento
El Dorado	Shasta
Glenn	Sierra
Inyo	Solano
Lake	Stanislaus
Lassen	Sutter
Madera	Tehama
Mariposa	Tuolumne
Mendocino	Yolo
Merced	Yuba
Modoc	

The CIMC Community Services Block Grant (CSBG) Program completed its twenty-second year and began its twenty-third year of service to the American Indian community. Funding for the program is provided through a subcontract with the Northern California Indian Development Council, Inc. which contracts with the California State Department of Community Services & Development. Funding is available through the Community Services Block Grant, American Indian Set-Aside Program, and is intended to assist low-income American Indians who do not live on reservations or rancherias.



Services provided through the CIMC CSBG Program contributed to the achievement of one or more of the six goals developed by the National CSBG Monitoring and Assessment Task Force:

- Low-income people become more self-sufficient;
- The conditions in which low-income people live are improved;
- Low-income people own a stake in their community;
- Partnerships among supporters and providers of services to low-income people are achieved;
- Agencies increase their capacity to achieve results; and
- Low-income people, especially vulnerable populations, achieve their potential by strengthening family and other supportive environments

At their request, CIMC provided various CSBG services to the following California Indian tribes:

- ➡ Cortina Rancheria
- ➡ San Pasqual Reservation
- ➡ Santa Rosa Reservation
- ➡ Santa Ynez Reservation

EMERGENCY FOOD AND SHELTER PROGRAM

The Emergency Food and Shelter Program was established in 1983 by Congress with the intent of supplementing local efforts to provide emergency food and shelter to people in need. Funding for the program is provided through a subcontract with the Local Board of the Sacramento Regional Emergency Food and Shelter Program to provide food purchase orders for eligible American Indians who reside in Sacramento and Yolo counties. This grant supplemented the CSBG grant and helped extend CIMC CSBG dollars to serve more people in need.

Elders Program

The CIMC Elders Program operated during Program Year 2007 with funding from the U.S. Department of Health and Human Services, Administration on Aging. The program is funded under Title VI of the Older Americans Act to insure that the nutritional needs of participating elders are being met.



During the grant period of April 1, 2007 through March 31, 2008, a total of 3,855 meals were served in a congregate meal setting and another 31,243 meals were delivered to participating elders' homes.

To assist the CIMC Elders Program which has limited funding, Robinson, Susanville and Berry Creek Rancherias

employed cooks who prepare meals at their respective sites. All sites contribute to the success of the program by providing site contacts that assist with intakes and distribution of informational material.

Meals are Prepared On-site at:	Shelf Stables meals are provided at:	Meals are purchased from other nutritional programs for delivery at:
Berry Creek Rancheria	Big Sandy Rancheria	Chico/Mechoopda Rancheria
Fort Bidwell Reservation	Coyote Valley Rancheria	Cold Springs Rancheria
Robinson Rancheria	San Pasqual Reservation	Pauma Reservation
Susanville Rancheria		Santa Ysabel Reservation

NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

During Program Year 2007, 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.

Corporation for National and Community Service

AmeriCorps*Volunteer In Service To America (VISTA) Intergenerational Culture Preservation Project

In October 2006, CIMC was awarded a three-year grant through the Corporation for National and Community Service (CNCS) State AmeriCorps*VISTA (Volunteers in Service to America) program for the CIMC Intergenerational Culture Preservation (ICP) Project. CIMC was approved to place eleven VISTA members with Tribal communities to work on projects that bridge the generation gap between elders and youth, provide socialization for elders, mentorship for youth, and preserve tribal culture.

During Program Year 2007, the CIMC ICP project addressed issues on healthy lifestyles and loss of culture through health workshops, cultural mentoring, and community service learning. Opportunities were created for elders and youth to learn, participate and restore the traditional ways of their tribes.



The California Wellness Foundation Program

During Program Year 2007, CIMC operated the final year of the three-year Healthy Lifestyles, Prevention, and Wellness Promotion of Native American Elders Program. Through funding provided by The California

Wellness Foundation, CIMC conducted healthy aging workshops, disseminated health information to Native elders and youth, and partnered with other agencies.



During Program Year 2007, the CIMC Census Information Center (CIC) continued to provide census data information, specializing in Native American data, upon request. Steps were taken toward making Native American Census data easier to understand and obtain.



To prepare for the upcoming 2010 Census, staff has been working closely with the U.S. Census Bureau's Regional Office in Seattle, Washington. Efforts will be made to assist the planned Census centers being established to serve "hard to count areas" which include large populations of Native American people.

Tribal TANF/Special Projects

During PY07, CIMC provided technical training and administrative support for a number of different projects related to Tribal Temporary Assistance for Needy Families (TANF) activities and other special projects.

Beginning in June 2007 and continuing through August 2007, CIMC conducted entrepreneurial training sessions for the Morongo Tribal TANF Program.

In July 2007, CIMC provided some administrative support for the National Alliance of Tribal

TANF (NATT) during its National Summit on Understanding State TANF Funding—A Working Conference: Information Is the Tool of Negotiations and Survival—which was held in Fife, Washington.

Following this national summit, in December 2007, NATT planned, coordinated, and conducted its First Annual NATT Membership Conference in Pala, California. The conference agenda included elections that were held to determine NATT's Executive and General Councils.

In August 2007, CIMC's Workforce Development Program provided World of Work training for young clients of the Washoe Native Tribal TANF Program (NTTP).

Finally, throughout PY07, CIMC continued its support of Tribal TANF activities in California by attending the quarterly meetings of the California Tribal TANF Coalition (CTTC) plus its formal consultation sessions with the State of California Department of Social Services.

INA WIA Section 166 Technical Assistance Grant

Under a contract with the U.S. Department of Labor (DOL), CIMC has provided capacity building to Native American Workforce Investment Act (WIA) Section 166 grantees. The tasks included in this grant support and contribute to the overall improvement of performance of the WIA Section 166 program. During Program Year 2007, grant activities included:

- **Support for the national technical assistance and training (TAT) conferences** - Assisted with the National Indian and Native American Employment and Training Conference held in May 2008 in Wisconsin.
- **Peer-to-peer on-site technical assistance** - Provided on-site technical assistance to other WIA grantees in need of in-depth technical assistance.
- **Logistical support for multi-regional TAT meetings** - Provided assistance with East/Midwest Multi-Regional Employment and Training Conference and the Western Regional Workforce Investment Act Conference.
- **Logistical support for the Native American Employment and Training Council** - Provided support for Native American Employment and Training Council to improve overall WIA grantee performance and provide recommendations to the Secretary of Labor.
- **Logistical support of Council Work Groups** - Provided support for information/technology, reporting/performance measures, and effective management work groups to provide recommendations to the Native American Employment and Training Council.
- **Targeted technical assistance for Public Law 102-477 grantees** - Provided technical assistance in support of the demonstration effort under Public Law 102-477.
- **New Directors Training** - Arranged for the design and presentation of intensive training for the improvement of overall management and administrative capacity for WIA grantees
- **Information Technology** - Provided support in the development of the updated Native American Workforce Investment Act automated reporting system (Bear Tracks 2).

Rural Business Enterprise Grants Program

CIMC has been awarded four Rural Business Enterprise Grants (RBEG) by the U.S. Department of Agriculture, Office of Rural Development. These one-year grants, funded through the Rural Development's Business and Cooperative Programs are designed to address Tribal business and Native entrepreneurship at various levels of development.



BUILDING THE NATIVE AMERICAN ECONOMY THROUGH ENTREPRENEURS

During Program Year 2007, *Building the Native American Economy Through Entrepreneurs* program fostered employment and entrepreneurial opportunities by establishing technical assistance capacity and professional services available to Tribal members residing in the California counties of Humboldt, Mendocino, Sonoma, Riverside, and San Diego.

ACCESSING FOREIGN MARKETS, A TRIBAL BUSINESS EXPORT DEVELOPMENT PROGRAM WHICH CREATES AND RETAINS JOBS FOR NATIVE AMERICAN INDIANS

Through the *Accessing Foreign Markets, A Tribal Business Export Development Program which Creates and Retains Jobs for Native American Indians* program, basic and advanced export business tools and skills were available to Native American businesses. CIMC is in partnership with the Los Rios Community College's Business and Economic Development Center and Center for International Trade Development to provide all the necessary support and programs for basics of export training.

CREATING A LINK BETWEEN NATIVE AMERICAN BUSINESSES AND INTERNATIONAL TRADE

CIMC began developing a platform for a Think Tank on Tribal Economic Development and International Trade through the *Creating a Link Between Native American Businesses and International Trade* program. The purpose of this Think Tank is to create an organization, the Native American World Trade Center, which will ultimately aid in the leveling of the playing field for Tribal businesses and Native American entrepreneurs in international trade.

CALIFORNIA NATIVE ENTREPRENEURS OPPORTUNITY FUND

This grant was written to compliment the CIMC Community Development Financial Institute (CDFI). *California Native Entrepreneurs Opportunity Fund* (CNEOF), is intended to establish a Native revolving loan fund, to provide micro and mini loans to Native entrepreneurs who reside on or near Indian Reservations/Rancheria's in the target areas of Sacramento Region and San Diego Region.

CIMC Tribal Business Services, LLC

CIMC Tribal Business Services, LLC (TBS) is a for-profit subsidiary of CIMC. TBS was established to provide professional services and as a consulting business to aid Tribal communities and organizations.

TBS seeks to provide professional economic development services to assist American Indian tribes and organizations in developing funding strategies and public – private partnerships that will lead to greater economic vitality. Areas of specialization are: Economic Development, Entrepreneur and Business Development, Conference Services, International Business Development, Native American

Communities, and Workforce Development.

This past program year, staff continued to work on the Small Business Administration (SBA) 8(a) application for TBS.

As part of the promotion of TBS, the staff attended a number of business and economic development conferences. During these conferences, CIMC staff promoted TBS and identified trends and priorities in Indian Country's economic development. The three main conferences attended this program year were the Trading on the River in Portland, Oregon, Reservation Economic Summit 2008 in Las Vegas, Nevada, and the National Congress of

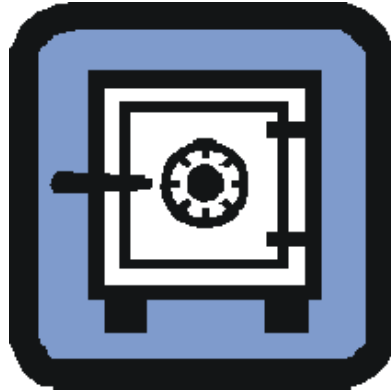
American Indians Annual Conference in Denver, Colorado.

Program Year 2007 was a year filled with networking, promoting and building a name for CIMC Tribal Business Services.



Eight of the twelve goals have been met as follows:

- ☑ Complete a Market Study to determine the needs of the California Native community needs concerning; entrepreneurship training, business development, financial literacy and business loaning institutions.
- ☑ Develop Loan Products based on Market Analysis findings.
- ☑ Develop Policies and Procedures for CNEOF.
- ☑ Develop Pre and Post Loan Technical Assistance Workshops.



- ☑ Develop and Create Loan Applications and Forms for CNEOF.
- ☑ Apply for Revolving Loan grants and Administration, Staff and Workshop grants.

- ☑ Create a nonprofit organization called: California Native Entrepreneurs Opportunity Fund, Inc.
- ☑ Establish CNEOF Board - (5 'founding' Board Members)
- ☐ Provide Board Training, and to ratify the Loan Products, Policies and Procedures.
- ☐ Develop a Capitalization plan, for ongoing lending, training and advocacy.
- ☐ Start Lending to Native Entrepreneurs.
- ☐ Prepare CNEOF, Inc., to qualify for CDFI Certification by December 2008.

Entrepreneur Training Program

Twenty-Six Tribal members from the following tribes were trained during Program Year 2007 in all aspects of entrepreneurship:

- Berry Creek Rancheria - Tyme Maidu Tribe
- Bishop Paiute Tribe
- Blackfeet Nation
- Cahuilla Band of Indians
- Cheyenne River Sioux Tribe
- Cold Springs Rancheria
- Elem Indian Colony
- Fort Bidwell Paiute Reservation
- Gabrielino/Diegueno
- Gabrielino-Tongva Tribe
- Klamath Tribes
- Luiseno
- Mechoopda Tribe of Chico Rancheria
- Mooretown Rancheria - Maidu
- Muscogee Creek Nation
- Navajo Nation
- Pala Band of Mission Indians
- Tubatulabals of Kern Valley
- Wailaki

The CIMC Leadership Training for Entrepreneurial/Small Business/Economic Development is a 200-hour course held in four multi-day workshops. One hundred hours were spent in class where all aspects of business formation, planning, management and financing theory and practical exercises were presented by the trainers who are experts in their respective fields, most of them Native people. An additional 100 hours were spent on homework assignments between workshop sessions and on preparing a 'business plan,' adequate to present to a lending institution for financing a small business start-up or expansion.

In May 2008, staff presented a workshop entitled, "Turning Native Dreams into Entrepreneurial Reality" at the 2008 National Indian and Native American Employment and Training Conference in Wisconsin Dells, Wisconsin.

NATIVE ENTREPRENEURS

Creating Opportunities in Our Communities

This workshop provided an introduction to CIMC's entrepreneur training program and generated national interest.

Fiscal Department Report - July 1, 2007 to June 30, 2008

Workforce Investment Act (WIA) Program

U.S. Department of Labor	Training Services Expenditures	\$171,994
Employment and Training Administration	Employment Services Expenditures	\$846,896
Indian and Native American Programs	Other Program Services Expenditures	\$2,074,586
	Administration Expenditures	\$528,978
	Supplemental Youth Services Expenditures	\$123,783

Native Employment Works (NEW) Program

U.S. Department of Health and Human Services	NEW Program Expenditures	\$470,807
Administration for Children and Families		

Indian and Native American Technical Assistance and Training (TAT) Grant

U.S. Department of Labor	TAT Program Expenditures	\$359,431
Employment and Training Administration		
Indian and Native American Programs		

Child Care and Development Block Grant (CCDBG) Program

U.S. Department of Health and Human Services	CCDBG -FY07 Program Expenditures	\$255,398
Administration for Children and Families	CCDBG -FY08 Program Expenditures	\$34,314

Rural Business Enterprise Grants (RBEG) Program

U.S. Department of Agriculture	Business Development PY07 Expenditures	\$12,541
Rural Development	Entrepreneurial PY07 Expenditures	\$15,121
	CDFI PY07 Expenditures	\$35,318
	World Trade Center PY07 Expenditures	\$8,036

USFS Mistletoe Abatement Project

U.S. Department of Agriculture	USFS Project Expenditures	\$67,127
Forest Service - Participating Agreement		

Elders Program

U.S. Department of Health and Human Services Administration on Aging (AOA)	AOA-1 Program Expenditures	\$75,260
	AOA-2 Program Expenditures	\$76,627
	AOA-3 Program Expenditures	\$77,011

Native American Caregiver Support Program

U.S. Department of Health and Human Services Administration on Aging	Caregiver 1 Program Expenditures	\$16,535
	Caregiver 2 Program Expenditures	\$19,536
	Caregiver 3 Program Expenditures	\$17,815

Nutrition Supplement Program (NSP)

U.S. Department of Health and Human Services Administration on Aging	NSP 1 Expenditures	\$7,928
	NSP 2 Expenditures	\$5,557
	NSP 3 Expenditures	\$6,974

Healthy Lifestyles, Prevention, and Wellness Promotion for Native American Elders Program

The California Wellness Foundation (TCWF) Health Initiatives Grant	TCWF Program Expenditures	\$39,007
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Intergenerational Culture Preservation (ICP) Project

Corporation for National and Community Service AmeriCorps*VISTA	ICP Program Expenditures	\$27,149
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Community Services Block Grant (CSBG) Program

State of California Department of Economic Opportunity Northern California Indian Development Council, Inc.	CSBG 2007 Subcontract Program Expenditures	\$276,440
	CSBG 2008 Subcontract Program Expenditures	\$18,577

Emergency Food and Shelter National Board Program

U.S. Department of Homeland Security Federal Emergency Management Agency (FEMA)	FEMA Program Expenditures	\$4,281
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Years of Service Recognition

Thirty Year Recognition

Diana Alvarez
Linda Cruz
Cleo Foseide
Lorenda T. Sanchez

Twenty-Five Year Recognition

Charlene Keller
Velma WhiteBear

Twenty Year Recognition

Brooks Louis Lockhart

Fifteen Year Recognition

Marsha Jinapuck
Teresa Peralta

Ten Year Recognition

Deanna Quintana

Five Year Recognition

M. Ligaya Hattari



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