



CIMC

**CALIFORNIA INDIAN MANPOWER
CONSORTIUM, INC.**

**Program Year 2023
ANNUAL REPORT**



Creating Positive Change for Native Communities

CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.
PROGRAM YEAR 2023 ANNUAL REPORT
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The California Indian Manpower Consortium, Incorporated Program Year 2023 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.

This report was produced with the support of the Southern California Tribal Chairmen's Association.



CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

MEMBERSHIP (AS OF SEPTEMBER 30, 2024)

Chicago Geographic Service Area

- American Indian Association of Illinois - Chicago, IL
- American Indian Center of Chicago - Chicago, IL
- American Indian Health Services of Chicago, Inc. - Chicago, IL
- American Indian Studies, UIUC - Urbana, IL
- Native American Chamber of Commerce of Illinois - Hinsdale, IL
- Native American Support Program - University of Illinois at Chicago - Chicago, IL
- Trickster Cultural Center - Schaumburg, IL

CIMC Geographic Service Area



Eastern Sierra Geographic Service Area

- Big Pine Paiute Tribe of the Owens Valley - Big Pine, CA
- Bishop Paiute Tribe - Bishop, CA
- Fort Independence Indian Reservation - Independence, CA
- Foundation for the Kern Valley Indian Community - Lake Isabella, CA
- Lone Pine Paiute-Shoshone Reservation - Lone Pine, CA
- Owens Valley Board of Trustees / Owens Valley Career Development Center - Bishop, CA
- Tejon Indian Tribe - Arvin, CA
- Toiyabe Indian Health Project, Inc. - Bishop, CA

Escondido Geographic Service Area

- Boys & Girls Club of Kumeyaay Nation Wellness, Southern Indian Health Council, Inc. - Alpine, CA
- 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
- Inter Tribal Sports, Inc. - San Diego, 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
- Manzanita Band of the Kumeyaay Nation - 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 Reservation Fire Academy - 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 of Maidu Indians of California - Oroville, CA
- Elk Valley Rancheria, California - Crescent City, CA
- Enterprise Rancheria - Oroville, CA
- Enterprise Rancheria Indian Housing Authority - Oroville, CA
- Feather River Tribal Health, Inc. - Oroville, CA
- Fort Bidwell Paiute Reservation Community Elders Organization - Fort Bidwell, CA
- Grindstone Indian Rancheria - Elk Creek, CA
- Kletsel Dehe Wintun Nation-Cortina Rancheria - Williams, 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 - Oroville, CA
- Nor Rel Muk Band of Wintu Indians of Northern California - 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 U California - 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 California - North Fork, CA
- Picayune Rancheria of the Chukchansi Indians - Oakhurst, CA
- Sierra Mono Museum and Cultural Center - North Fork, CA
- Sierra Tribal Consortium, Inc. - Fresno, CA
- Southern Sierra Miwuk Nation - Mariposa, CA
- The Mono Nation - North Fork, CA
- Tuolumne Band of Me-Wuk Indians - Tuolumne, CA



San Jacinto Geographic Service Area

- Cahuilla Band of Indians - Anza, CA
- Chemehuevi Indian Tribe - Havasu Lake, CA
- Costanoan Rumsen Carmel Tribe - Pico Rivera, CA
- Fort Mojave Indian Tribe - Needles, 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 - Santa Rosa, CA
- Guidiville Indian Rancheria - Talmage, CA
- Hopland Band of Pomo Indians - Hopland, CA
- Manchester Band of Pomo Indians - Point Arena, CA
- Middletown Rancheria - Middletown, 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 Citizens Business Council - Nice, CA
- Scotts Valley Band of Pomo Indians - Lakeport, CA
- Sherwood Valley Band of Pomo Indians - Willits, CA



CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

BOARD OF DIRECTORS

OFFICERS



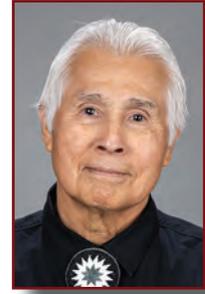
Chair
Robert H. Smith
Pala, California



Vice-Chair
Stacy Dixon
Susanville, California



Secretary
Shelia Smith-Lopez
Pala, California



Treasurer
Benjamin Charley, Jr.
Bishop, California

GEOGRAPHIC SERVICE AREA REPRESENTATIVES



Chicago
Paul Arnold
Chicago, Illinois



Eastern Sierra
Steven Orihuela
Bishop, California



Escondido
James Hill, Sr.
Boulevard, California



Redding
Valerie Mayo
Wellington, Nevada



Sacramento
Tracy Tripp
Galt, California



San Jacinto
Jackie WiseSpirit
Temecula, California



Ukiah
Tanya Estrada
Potter Valley, California



Chicago
Melanie Cloud
Chicago, Illinois
07/23-02/24



Eastern Sierra
Janet Hansen
Lone Pine, California
08/23-02/24



Eastern Sierra
Roseanne Moose
Big Pine, California
07/23-08/23



Redding
Barbara Bird
Oroville, California
07/23-01/24



Eastern Sierra
June Nachor
Bakersfield, California
Alternate



Kim Edward Cook
Chicago, Illinois
NAWIC Chair
(Board ex-officio)

45th Annual Membership Board Recognitions

(November 2023)

Tanya Estrada
was selected as the
**Outstanding Board
Member for Program
Year 2022.**

**Board Members
Kim E. Cook and
James, Hill, Sr. were
recognized for ten
years of service.**

NATIVE AMERICAN WORKFORCE INVESTMENT COUNCIL

Kim Edward Cook (Chair), Former Board of Directors - American Indian Health Service of Chicago, Inc. and Illinois Native American Bar Association - Chicago, Illinois

Armon Isaiah Batiste, Real Estate Agent/Mortgage Loan Officer - Sacramento, California

Norman Franklin, Community Member - Sacramento, California

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

Kathy Payne, Managing Partner/Business Development - Mattress Direct Sacramento LLC/ Brooklyn Bedding - Sacramento, California

Carolyn Smith, Professor of Business/Economics - Folsom Lake College - Folsom, 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



During this past year, the California Indian Manpower Consortium (CIMC) remained committed to working together to create positive change for the people and communities we serve. Our goal is to contribute to the economic vitality of our vast service area, while positioning our organization to address the future. The CIMC staff continued to strive to provide quality services tailored to meet a varied range of needs with a commitment to achieving profound impacts on our Native families and communities.

During Program Year 2023, we embraced the challenge of a reduced budget and a substantial increase in participants for our Workforce Development Program, thus forcing a transformation of our organizational design. Additionally, several of our current staff members have a very heavy workload due to unfilled staff positions created by new grants. The staff's commitment to finding innovative ways to continue providing essential services is truly remarkable; their tireless efforts are inspiring. We are actively building new partnerships, strategies and resources to enhance our workforce, uplift our communities, and achieve success for everyone we serve. We are pleased with our program outcomes and performance results for our various programs.

Our Report highlights the achievements in meeting the needs of our

Native job seekers, entrepreneurs, children, elders, and Tribal and Native communities. We remain engaged in discussions regarding the reauthorization of the Workforce Innovation and Opportunity Act legislation. We are also collaborating with the U.S. Census Bureau to communicate our needs for the best American Indian/Alaska Native data. The youth-funded initiatives mentioned in our Report support educational achievement, leadership development and efforts to address generational/historical trauma. We are also pleased to share reports with you on our Informing Native Communities Project, Better Careers Fund and Tribal Labor Force Study and Community Development Block Grant Projects.

We are committed to ensuring that our agenda maintains a strong voice in Indian and Native American employment and training issues. We stand firmly in our efforts to advance policies that align with the law and federal Indian policy, including tribal sovereignty, and to safeguard our ability as Indian tribes and organizations to serve the needs of Indian people.

As we work towards stabilization and growth, our Board of Directors has offered invaluable guidance and support for solutions and strategies to protect our program services and jobs. We will continue in a collaborative effort to navigate challenges and embrace opportunities in Program Year 2024.



Dr. Lorenda T. Sanchez, Executive Director

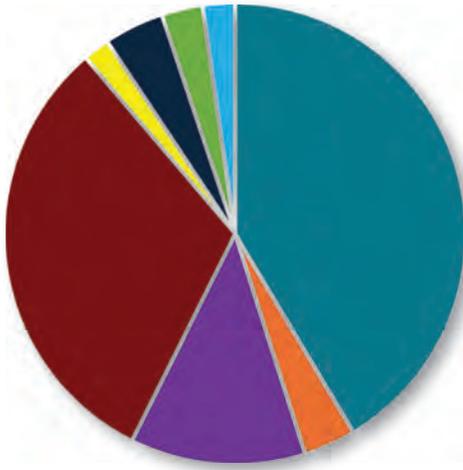
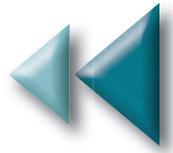
In closing, I thank the CIMC Board of Directors for their dedication and leadership, the CIMC staff for their perseverance and diligence, the Native American Workforce Investment Council for their employer input and resource expansion, the Condor Education Advisory Committee for their commitment to our educational initiatives, and the CIMC Membership for your continued advocacy, support and remarkable response amid unprecedented demands on your time. It is an honor and privilege to be associated with you all. I hope our work continues to serve as an inspiration for all.

*Lorenda T. Sanchez, LHD
Executive Director*



CIMC Staff Meeting - January 2024

CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.
PROGRAM YEAR 2023 EXPENDITURES
 (JULY 1, 2023 TO JUNE 30, 2024)



U.S. Department of Labor

Workforce Innovation and Opportunity Act

- Comprehensive Services.....	\$3,762,787
- Supplemental Youth Services	\$112,798
- Comprehensive Services - Native American Health Center.....	\$78,585

U.S. Department of Health and Human Services

Native Employment Works	\$348,973
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Administration on Aging/Administration for Community Living

- Elders Nutrition Program 2020.....	\$100,125
- Elders Nutrition Program 2023.....	\$410,723
- Native American Caregiver Support Program 2020.....	\$352,040
- Native American Caregiver Support Program 2023.....	\$60,533
- Enhancing Public Health	\$136,818
- Medicare Improvements for Patients and Providers Act	\$39,185
- American Rescue Plan Act A.....	\$20,454
- American Rescue Plan Act C	\$51,366

Child Care and Development Block Grant Program

- Fiscal Year 2020 Grant	\$35,598
- Fiscal Year 2021 Grant	\$398,480
- Fiscal Year 2022 Grant	\$1,322,834
- American Rescue Plan Act	\$1,050,973
- Coronavirus Response and Relief Supplemental Act.....	\$190,661

Other Funding

Community Services Block Grant Program

- Subcontract	\$168,106
- Emergency Food & Shelter Program.....	\$11,250

Community Development Block Grant CV2/3 Tribal Set Aside

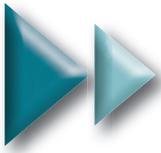
- COVID Education Recovery Project.....	\$251,015
- Sustaining Native American Economies Project.....	\$147,639

California Office of Community Partnerships and Strategic Communications

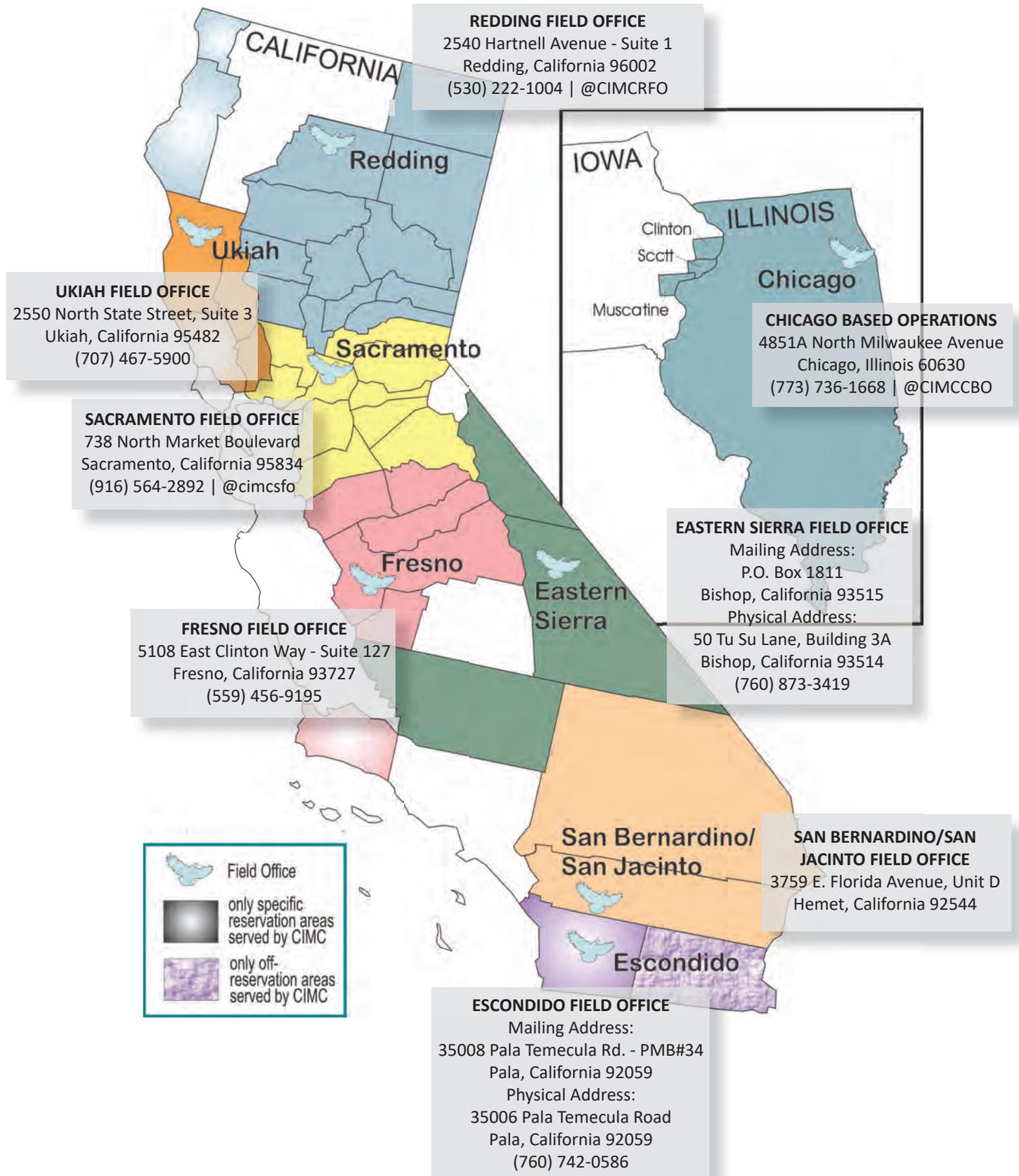
- Trusted Messenger Network Grant - Informing Native Communities Project.....	\$267,737
- OCPSC/Richard Heath & Associates	\$8,000

Foundation and Other Fixed-Term Grants

The Center at Sierra Health Foundation	
- Vaccine Equity Campaign (Organizational Development).....	\$20,525
- Elevate Youth California Project	\$42,363
Workforce Matters / The Fund for Workforce Equity	
- Tribal Labor Force Study.....	\$62,084
The James Irvine Foundation	
- Better Careers Fund / Multi-Craft Core Curriculum Apprenticeship Readiness.....	\$14,041
- Tribal Labor Force Study.....	\$76,056
California Workforce Development Board	
- High Roads Training Project	\$417



WORKFORCE DEVELOPMENT PROGRAM SERVICE AREA



WORKFORCE DEVELOPMENT PROGRAM CALIFORNIA FIELD OFFICES



Program Year 2023 showed improvement in most geographic service areas in comparison to the previous year, with increased enrollments, training sites, and work-sites. As pandemic restrictions no longer exist, tribes and partners resumed normal operations. All field offices reopened to the public with normal precautions in May 2024.

The focus during this program year was to increase enrollments and provide quality services. While enrollment numbers did increase, they have not yet returned to pre-pandemic levels.

There was a significant rise in requests for assistance with Occupational Skills Training; the trend is expected to continue as more individuals seek to enhance their skill sets and secure employment with a living wage.

Field offices remained active in their social media outreach efforts to reach potential applicants. Each field office utilized the Facebook social media platform to share information with the public. Job announcements, career fair flyers, and other upcoming events were posted.

While conducting in-person outreach, most field staffs collaborated with the CIMC Informing Native Communities Project to share appropriate messaging about extreme heat awareness and water conservation.

Linkages with tribal, local, state and federal government agencies and Native organizations were established or maintained through networking.

Field staff were able to utilize these partnerships for cost-sharing, referral of clients for job placements and additional services as needed, and assistance with removing barriers to success. In addition, field office staff attended all quarterly CIMC Geographic Service Area Meetings to provide CIMC Members with reports on program activities.

The Redding Field Office has been working with the Pit River Tribe and Mechoopda Rancheria on their economic development projects.

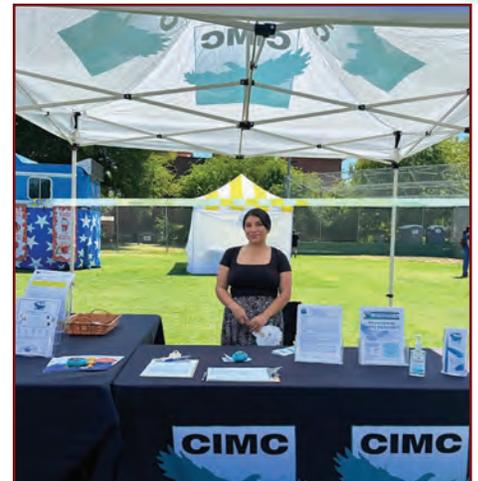
The Metropolitan Water District of Southern California invited Escondido and San Bernardino/San Jacinto Field

Office staff along with other local tribal community members to tour their Colorado River Aqueduct facilities.

Staff gained knowledge to increase employment and apprenticeship opportunities in this industry.

The Fresno Field Office provided Workin' with Tradition Soft Skills Certificate Training for participants to improve their success in the workplace.

Staff members had the opportunity to upgrade their professional skills by attend-



Alina Barajas, CIMC WD Coordinator III, at the Sacramento Powwow - August 2023

ing the Western Regional Workforce Innovation and Opportunity Act Training Conference in Temecula, California in October 2023. They were also able to attend the 44th National Indian and Native American Employment and Training Conference in Orlando, Florida in May 2024.

Despite many field offices facing staffing challenges, commitment to continue provide the best possible service was maintained and staff remained focused on creating positive change for Native communities.



CIMC Staff with other community members at the Diamond Valley Lake - April 2024

CIMC Participant honored at National Indian and Native American Employment and Training Conference



Cheyenne Tex, 2024 Outstanding Participant, and Dr. Lorenda T. Sanchez, CIMC Executive Director

Recognition was received at the 44th National Indian and Native American Employment and Training Conference at the Rosen Plaza Hotel in Orlando, Florida on May 16, 2024.

Ms. Cheyenne Tex, from the North Fork Rancheria of Mono Indians, nominated by the CIMC Fresno Field Office, received one of four 2024 Outstanding Participant awards.



WORKFORCE DEVELOPMENT PROGRAM CHICAGO BASED OPERATIONS

During Program Year 2023, the CIMC Chicago Based Operations (CBO) focused on recruiting Native Americans throughout the service area to assist with job search and placement. CBO staff worked with eligible clients with direct program services, intake, eligibility, counseling, labor market information, monitoring, and work readiness. Assistance with identifying potential training opportunities was provided.

CBO worked on developing opportunities for youth entering the workforce, including soft skills, hard skills and providing the opportunity for short-term work experience. The COPS II booklet is offered to help youth narrow down what career path they would like to enter into in the future, and what training would be needed. CBO also worked with schools on apprenticeship programs.

Providing outreach at community events is crucial to informing the public about CIMC programs. Staying in touch with other Native organizations, social service agencies and keeping a good, healthy relationship with them is key to obtaining referrals of potential applicants.

Linking with employers to become informed of their hiring practices is very important to CBO. Learning about what it takes to obtain

a good paying job and linking the right person up with that business is crucial. Information is provided to non-profit and profit companies on CIMC programs and about how participants are prepared for the workforce. Chamber of Commerce meetings throughout the service area are attended.



CIMC Chicago Based Operations Workin' Skills into Careers participants - March 2024

Through these networking efforts, CBO has become a referring agency for several businesses, social services agencies and Dress for Success. Job/Career Fairs were attended for outreach as well.

Workin' Skills into Careers training was provided in March 2024 to assist participants with improving their success in the workplace. This training, conducted by CBO staff, focused on building self-esteem by reinforcing cultural identity, improving self-awareness, developing greater understanding of employers' expectations, managing emotions in a challenging workplace, and improving organizational and communication skills to maintain employment.

The ongoing collaboration with DirectEmployers offered CBO a consortium of employ-

ers that have pooled resources to seek out, as a group, organizations and job-seekers.

Staff attended the Native American Summit hosted by the Chicago American Indian Community Collaborative.

CBO staff conducted outreach and participated in the 9th Annual National Gathering for Native American Veterans in July 2023. This event is hosted by the Trickster Cultural Center, a CIMC Member.

Susan Stanley, CBO Coordinator, continued to serve on the Native Employment Plan Advisory Council, which works to ensure diversity, equity and inclusion for Native Americans employed or seeking employment in State government.

CBO staff maintained their commitment to provide individuals with assistance in obtaining employment, offering counseling, encouragement, and supportive services.



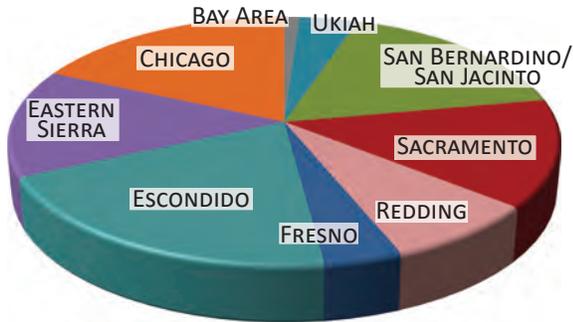
Vincent Romero, CIMC WD Coordinator III, at the 9th Annual National Gathering of American Indian Veterans - July 2023

WORKFORCE DEVELOPMENT PROGRAM PROGRAM YEAR 2023 PERFORMANCE

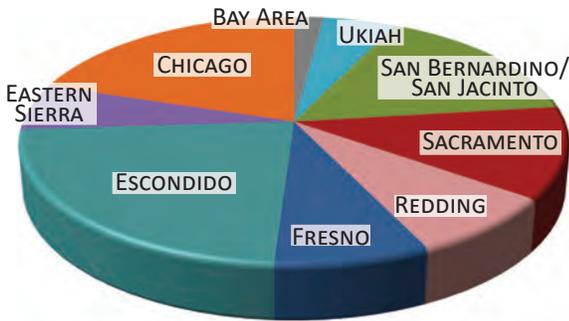


WORKFORCE INNOVATION AND OPPORTUNITY ACT COMPREHENSIVE SERVICES PROGRAM PROGRAM YEAR 2023

**PARTICIPANTS SERVED
(TOTAL - 460)**

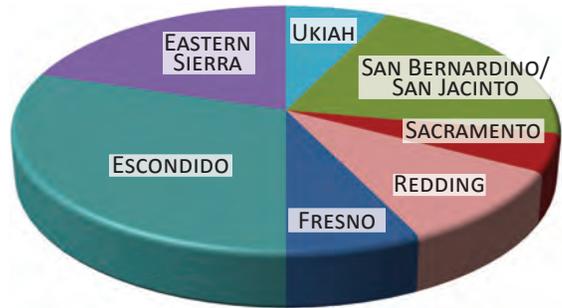


**TOTAL EXITERS
(TOTAL - 384)**

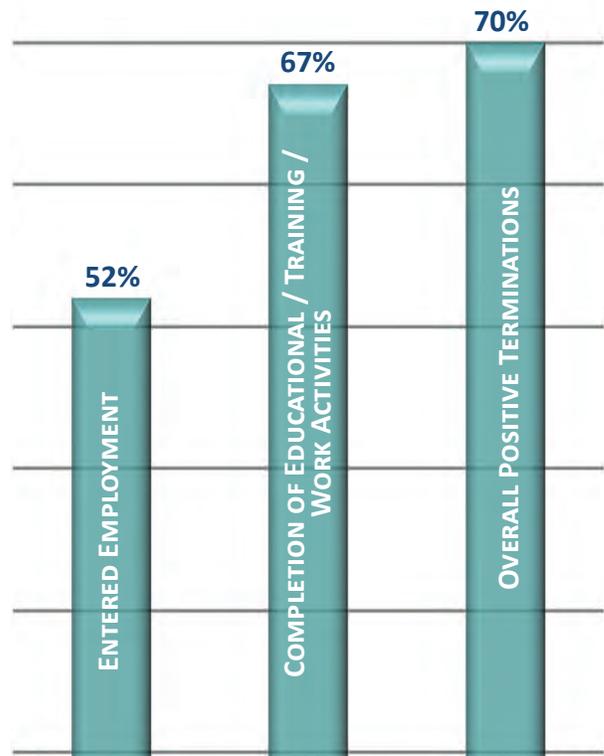


NATIVE EMPLOYMENT WORKS PROGRAM SERVICES PROGRAM YEAR 2023

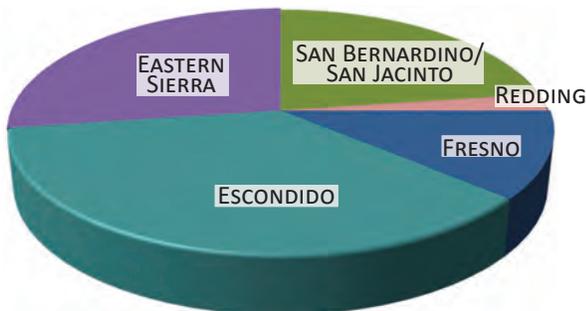
**ENROLLMENTS BY FIELD OFFICE
(TOTAL - 57)**



PERFORMANCE OUTCOMES



TRIBAL SUPPLEMENTAL YOUTH SERVICES PROGRAM YEAR 2023 ENROLLMENTS BY FIELD OFFICE (TOTAL - 44)





WORKFORCE DEVELOPMENT PROGRAM - FIELD OFFICES

Chicago Based Operations

4851A North Milwaukee Avenue, Chicago, Illinois 60630
(773) 736-1668 | (800) 748-5259 TTY

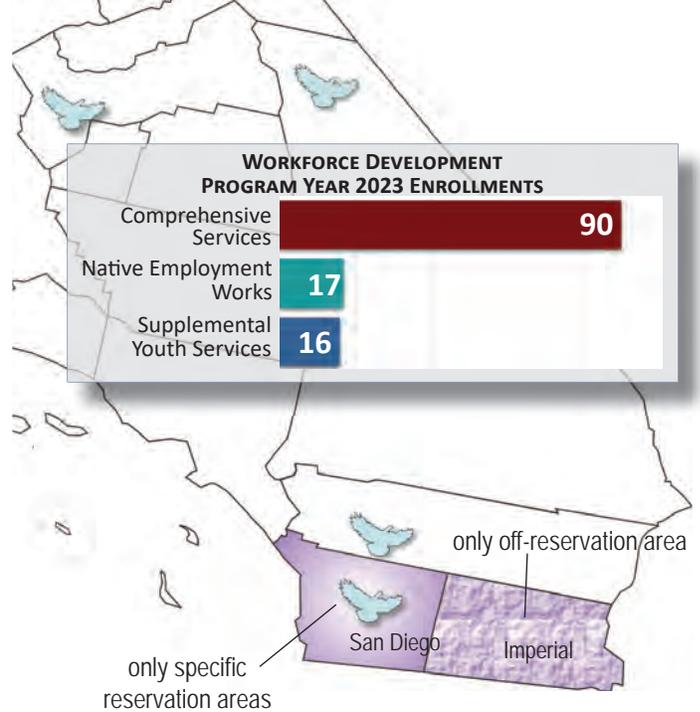


WORKFORCE INNOVATION AND OPPORTUNITY ACT PROGRAM YEAR 2023 ENROLLMENTS



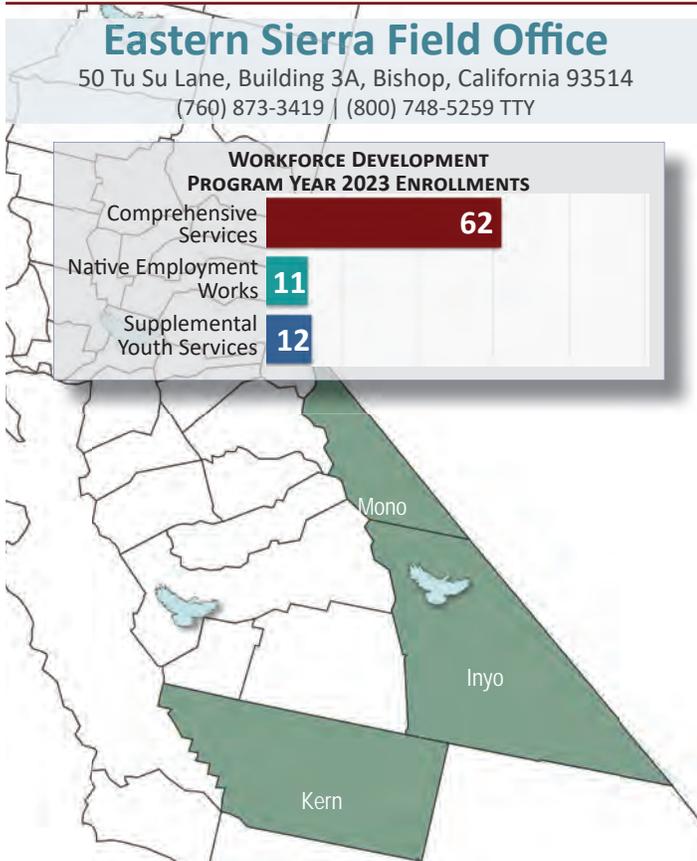
Escondido Field Office

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



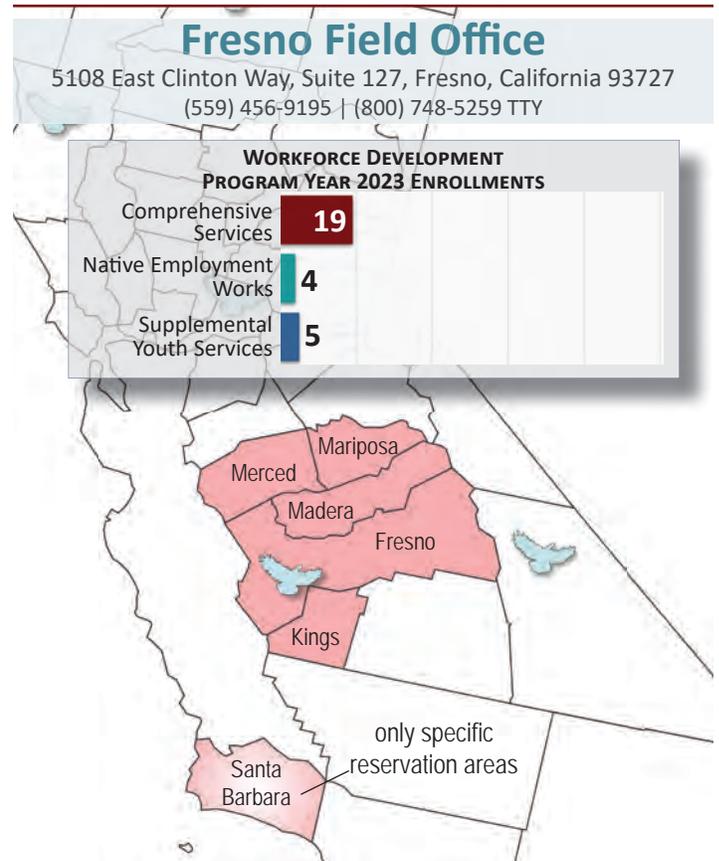
Eastern Sierra Field Office

50 Tu Su Lane, Building 3A, Bishop, California 93514
(760) 873-3419 | (800) 748-5259 TTY



Fresno Field Office

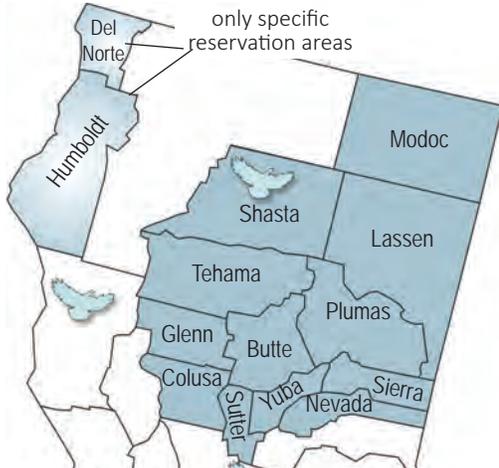
5108 East Clinton Way, Suite 127, Fresno, California 93727
(559) 456-9195 | (800) 748-5259 TTY





Redding Field Office

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



WORKFORCE DEVELOPMENT PROGRAM YEAR 2023 ENROLLMENTS

Comprehensive Services	39
Native Employment Works	6
Supplemental Youth Services	1

San Bernardino/San Jacinto Field Office

3759 East Florida Avenue, Unit D, Hemet, California 92544
 (951) 784-9962 | (800) 748-5259 TTY

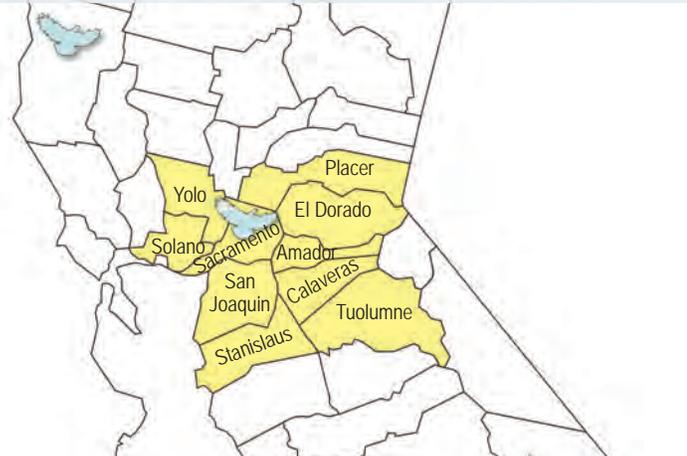


WORKFORCE DEVELOPMENT PROGRAM YEAR 2023 ENROLLMENTS

Comprehensive Services	80
Native Employment Works	12
Supplemental Youth Services	10

Sacramento Field Office

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

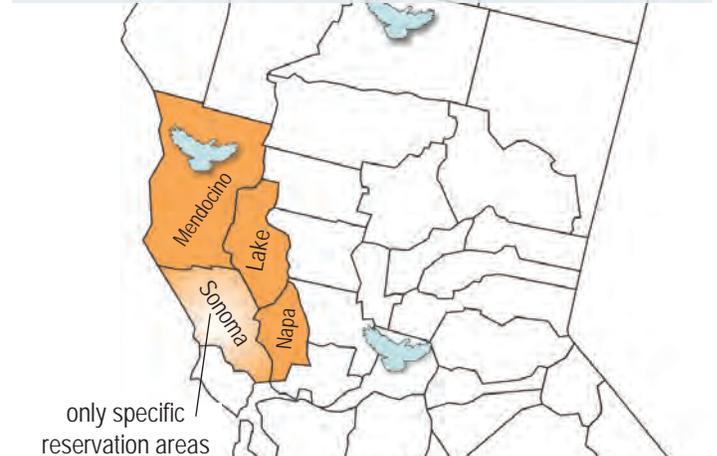


WORKFORCE DEVELOPMENT PROGRAM YEAR 2023 ENROLLMENTS

Comprehensive Services	64
Native Employment Works	3
Supplemental Youth Services	0

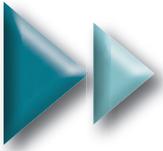
Ukiah Field Office

2550 North State Street, Suite 3, Ukiah, California 95482
 (707) 457-5900 | (800) 748-5259 TTY



WORKFORCE DEVELOPMENT PROGRAM YEAR 2023 ENROLLMENTS

Comprehensive Services	19
Native Employment Works	4
Supplemental Youth Services	0



WIOA-CSP - NATIVE AMERICAN HEALTH CENTER

Staff at CIMC continued to provide assistance to the Native American Health Center (NAHC) to implement the Program Year 2023 Workforce Innovation and Opportunity Act (WIOA) Comprehensive Services Program (CSP) grant. The NAHC became the newly appointed grantee in Program Year 2022 for the six-county service area in the San Francisco Bay Area.

CIMC's MIS Department provided training on program eligibility. The CIMC Workforce Development Program staff provided training in enrollment, case management, and program activities. CIMC and NAHC maintained a positive and productive working relationship for the community. Collaborative outreach and job readiness activities were well received. Worksites and training opportunities were developed.

Through collaboration with NAHC, clients and participants received a wide range of services. Services included job readiness training, referrals, job search assistance and placement, one on one counseling, and supportive services.

Through combined efforts, CIMC assisted NAHC and the communities that they serve. CIMC staff worked collaboratively to continue training of a participant to become a Workforce Development Coordinator to enhance the services provided for the Bay Area community.



BETTER CAREERS FUND PROJECT

In March 2023, CIMC was awarded a Better Careers grant to implement a Multi-Craft Core Curriculum (MC3) Apprenticeship Readiness Program for the San Bernardino/San Jacinto and Escondido Field Offices and to provide supportive services to Native Americans to enter apprenticeship readiness programs. The project's intent is to help unemployed and/or underemployed Native Americans to meet the minimum educational and skill requirements to obtain required credentials to enter and/or to place individuals into desired trade apprenticeship programs.

In addition, the project complements the CIMC Workforce Development Program's delivery of supportive services.

The funding for this project was received from The James Irvine Foundation through their Better Careers fund, established to connect Californians to good jobs with family-sustaining wages and advancement opportunities.

The Better Careers initiative aims to build a more equitable and inclusive workforce system by investing in efforts to prepare and connect low-income workers and job-seekers to quality jobs, improve workforce development services, support what already works, and remove racial and gender barriers to economic opportunity.

To generate interest in the CIMC MC3 Training, an informational day, open to Tribal TANF participants and community members, was hosted in

Valley Center, California on March 26, 2024.

TRIBAL LABOR FORCE STUDY PROJECT



The Tribal Labor Force Study Project was funded by The Workforce Matters / The Fund for Workforce Equity and The James Irvine Foundation as a pilot initiative to study the poverty and unemployment data of three tribes in California to create a clearer understanding of the workforce development needs of Tribal Nations. The goal of the labor force study was to capture the data of specific tribal communities as accurately as possible, and upon analysis, demonstrate that more in-depth surveying needs to occur on a national level, and the need for policy change regarding funding disparities for tribal communities.

The Tribal Labor Force Study Project had several challenges throughout the performance period; however, the participation of the Pala Band of Mission Indians and Iipay Nation of Santa Ysabel contributed to the project's success. The two tribes have been active and willing partners in the project.

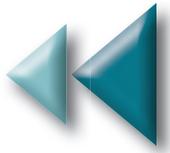
While the final report is still a work in progress, the preliminary report from the Pala Band of Mis-

sion Indians demonstrates that the data is more representative of the Tribe when compared with #1 – the decennial census numbers used for Program Year 2023 and #2 – the American Community Survey data for the Tribe used for the upcoming program year, both for the allocation of Indian and Native Americans employment and training funding provided by the U.S. Department of Labor. The Pala Band of Mission Indians preliminary poverty and unemployment data is represented in #3.

Validation of the Iipay Nation of Santa Ysabel numbers from their data collection is in process. Early numbers are similar to the Pala Band of Mission Indians data outcomes. The remaining third tribe experienced a leadership change which caused a delay in the data collection.

<u>Pala Band of Mission Indians</u>	<u>Unemployed</u>	<u>Unemployed – Native American Only</u>	<u>In Poverty</u>	<u>In Poverty – Native American Only</u>
U.S. Census Bureau 2020	33	17	138	24
American Community Survey 2021, 5-year	25	12	107	15
CIMC Labor Force Report - 2024		29	240	78

HIGH ROADS TRAINING PROJECT



The High Roads Training Project (H RTP) is funded through an initiative of the California Workforce Development Board. This initiative, Pathway to High Road Jobs for Native Americans aims to create an apprenticeship program for unemployed, under-employed or low-income Native Americans, residing in the CIMC San Jacinto and Eastern Sierra Geographic Service Areas.

The H RTP provides Native American participants, 18 years or older, with training, certification, case management and supportive services to assist them in accessing quality jobs in the Construction and Utilities industries. This project partners with local Tribal organizations and labor

unions who provide quality jobs, wages, benefits, and include worker voice, worker safety and agency within their organization.

The primary strategies include improving racial equity and access to quality jobs for Native Americans in trade unions and creating pathways for career advancement to achieve a living wage and strengthen their socioeconomic status.

Upon completing the program, participants have opportunities to be hired by

unions or tribal partners.

CIMC Members included as partners in this project are the Tejon Tribe, the Bishop Paiute Tribe, and the Torres-Martinez Desert Cahuilla Indians.





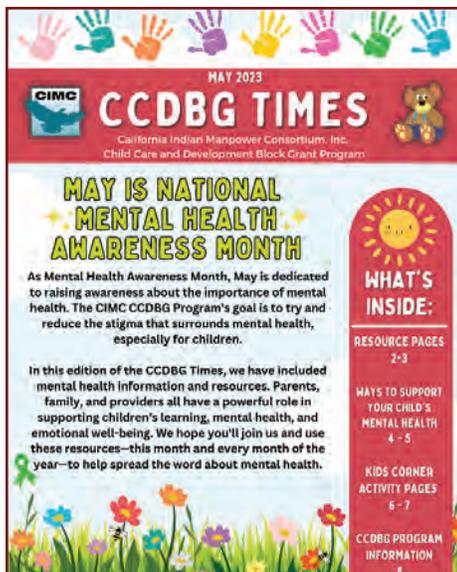
CHILD CARE AND DEVELOPMENT BLOCK GRANT PROGRAM

During Program Year 2023, the CIMC Child Care and Development Block Grant (CCDBG) Program continued operations through funding from the US Department of Health and Human Services. Services were provided to 85 children from 42 families.

This year, the CCDBG Program Specialist continued to present Emergency and Disaster Preparedness Training, both in-person and virtually. Children were actively included in

these sessions to help them prepare for disasters. The training curriculum was continually updated and customized whenever possible for specific tribal areas. Each family or individual, including children, who participated received a backpack filled with items to help them prepare their own emergency go-bag.

The CIMC CCDBG Program continued producing the bi-monthly



newsletter *CCDBG Times*. This newsletter offers valuable information for parents, providers and other readers. It features a coloring page, puzzles, and/or word searches for both children and adults. Children had the chance to submit their completed coloring page and receive a prize.

CCDBG Program staff continued coordination with Grade Results to provide access to their online education program and tutoring to all children from participating tribes.



During this reporting period, the CCDBG Program staff assembled backpacks that were filled with sufficient age-appropriate school supplies to last the entire school year. Backpacks were distributed to each child participating in the CIMC CCDBG Program.

An activity box was created to teach children about their emotions and social interactions. This box contained a variety of toys and games, along with a folder filled with tools and resources focused on children's emotional and social development. A total of 91 boxes were sent to participating tribes, parents and providers.

Age-appropriate books from Raising a Reader were distributed to each child, provider, and participating tribe. Items were included to help each child to prepare their own reading corner.

The American Rescue Plan Act (ARPA) of 2021, included funding to recover from the COVID-19 Pandemic and improve the child care system. With ARPA funding, the CCDBG Program awarded funds to providers,

allowing them to enhance their child care programs. For example, the Pala Band of Mission Indians Little Feathers Preschool used the funds to upgrade their facility by replacing doors and windows and purchasing refrigerators and other equipment.



As in previous years, the CCDBG Program, received a generous donation of toys from Walking Shield, Inc. CCDBG Program staff and volunteers sorted gifts based on age appropriateness, wrapping each one for distribution in December 2023. The gifts were given to the children participating in the CIMC CCDBG Program and were also shared with other tribal children throughout California.



Little Feathers Preschool, Pala, California

PARTICIPATING TRIBES

- Cahuilla Band of Indians
- Coyote Valley Band of Pomo Indians
- Fort Independence Indian Reservation
- Habematolel Pomo of Upper Lake
- Iipay Nation of Santa Ysabel
- Kletsel Dehe Wintun Nation (Cortina)
- Lone Pine Paiute-Shoshone Reservation
- Mesa Grande Band of Mission Indians
- Morongo Band of Mission Indians
- Pala Band of Mission Indians
- San Pasqual Band of Mission Indians
- Santa Rosa Band of Cahuilla Indians
- Santa Ynez Band of Chumash Indians
- Sherwood Valley Band of Pomo Indians
- Tuolumne Band of Me-Wuk Indians

ELDERS PROGRAM



The CIMC Elders Program operated during Program Year 2023 with funding from the U.S. Department of Health and Human Services, Administration on Community Living/Administration on Aging ACL/AoA. The program is funded under Title VI of the Older Americans Act. The remainder of COVID-19 Pandemic funding was utilized during this program year.

Throughout the program year, Elders Program staff collaborated with all participating tribes to address the nutritional needs of the elders. Noon meals were prepared and served at sites equipped with kitchens and seating facilities to accommodate Native elders, their spouses, and program volunteers. Home-bound elders, who were unable



Elders Luncheon in Oroville, CA - March 2024

to visit the congregate meal sites, received home-delivered meals. Elders at sites without on-site meal preparation facilities received meals delivered from other nutrition programs, or received frozen or shelf-stable meals. Elders Program staff provided oversight of site operations, including menu planning, food purchase monitoring, and payment processing.

During this grant period, a total of 19,930 meals were served in a congregate meal setting and another 33,019 meals were delivered to elders' homes, bringing the grand total to 52,949 meals served.

In addition, 27,286 transportation



North Fork Rancheria Elders - February 2024

MEDICARE INFORMATION OUTREACH

The CIMC Elders Program collaborated with California Department of Aging, California Health Insurance Counseling and Advocacy Program (HICAP) to assist with receiving information on Medicare overview and provide our tribal elders with information on California Senior Medicare Patrol (Protect Yourself, Your Elders, and Your Tribe), Getting Help with Medicare Cost, Medical Identity Theft, and Medical Equipment Fraud.

services were provided to elders for shopping, medical appointments, picking-up prescriptions. A total of 563 elders joined in health and wellness activities, and 557 elders received nutritional education.



Pala Elders - February 2024

All tribal sites contributed to the success of the program by providing site contacts who assisted the Elders Program staff with completing intakes and distributing informational material, among other tasks.

The Elders Program enabled 27 Native elders to attend the National Indian Council on Aging Conference in North Carolina in September 2023. This opportunity allowed elders to gain valuable information and voice their concerns regarding unmet needs.

In April 2024, the Elders program co-hosted



Santa Ysabel Elders - February 2024

the End of League Wellness Celebration at the Pala Reservation, marking the conclusion of the chair volleyball season. This event featured senior games, information booths, league awards, and a luncheon.

Five luncheons were held throughout the geographic area in which participating tribes are located. These luncheons facilitated social interaction, provided information on available resources, and introduced new Elders Program staff members. For many of the attending elders, this was their first gathering since the onset of the COVID-19 Pandemic.

Participating Reservation/Rancherias

Berry Creek
Big Sandy
Chico/Mechoopda
Cold Springs
Coyote Valley
Enterprise
Fort Bidwell
La Jolla
Mooretown
North Fork
Pauma
Robinson
San Pasqual
Santa Ysabel
Scotts Valley
Sherwood Valley
Susanville
Upper Lake

NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

The CIMC Native American Caregiver Support Program continued providing 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.

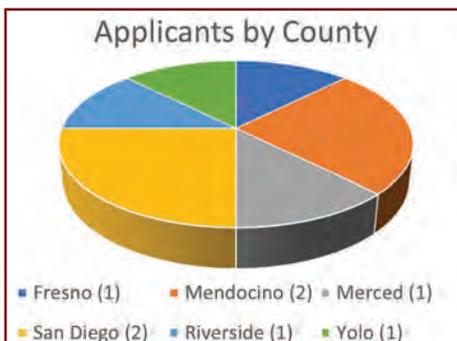


SUSTAINING NATIVE AMERICAN ECONOMIES PROJECT

The objective of the Sustaining Native American Economies (SNAE) Project, funded by the California Department of Housing and Community Development, is to provide financial assistance to low-to-moderate-income Native American entrepreneurs and microenterprises that have been negatively impacted by the COVID-19 Pandemic. The project aims to help eligible applicants retain a job, create a job, or start a new business by offering economic relief of up to \$5,000.

During Program Year 2023, the project has successfully provided financial assistance to Native American-owned and operated businesses. A total of 23 applications were submitted this year. Eight applicants were awarded financial assistance. The remaining applicants were either ineligible or applications were pending or incomplete.

Geographically, applicants range from Mendocino County to San Diego County. The professions of these Native owned businesses operate in various industries including photography, hair salons, clothing, food



trucks, therapeutic massage machines, community service organizations, and mobile phlebotomy. Most applicants qualified as low-to-moderate income (LMI) based on their household income, with the majority falling under the LMI 80% threshold.

Outreach for the year has been conducted at cultural events and gatherings throughout California. The Business Coordinator also attended numerous CIMC geographic service area meetings and economic development conferences.



Jovelle Schuyler, CIMC Business Coordinator, with SNAE Project recipient The 80/20 Grill, owned and operated by Sarah Tinsley and family, at the 2023 Cabazon pow-wow.

While experiencing success, the SNAE Project has also faced some challenges this program year. One of the main barriers is the LMI requirement for eligibility. Although it is based on the applicant's residential county, applicants are scarcely meeting this requirement at the LMI 80% which is the highest bracket. The goal is to serve 50% of applicants at LMI 50% or lower.

Outreach will continue in the upcoming program year to reach as many potential Native American-owned businesses and entrepreneurs as possible, providing assistance for their business growth and development.

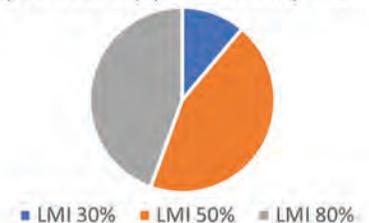


Program Eligibility

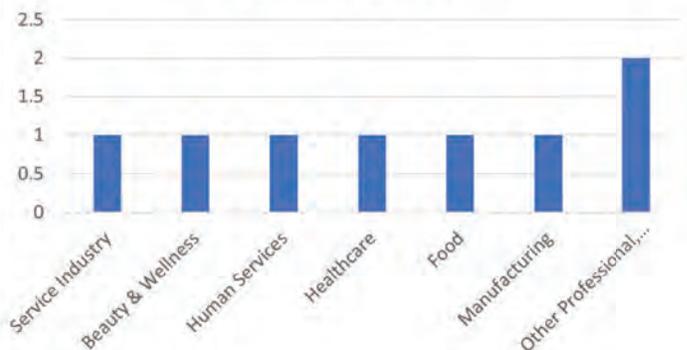
Applicant must meet all five of the following elements:

- COVID Nexus: must provide an explanation of how business operations were negatively impacted by the pandemic,
- Low-to-moderate income threshold based on the California Department of Housing and Community Development guidelines
- Microenterprise (five or fewer employees)
- Reside within CIMC's California geographic services area
- Eighteen years or older

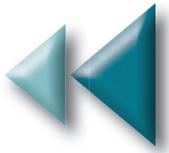
Approved Applicants by LMI %



Business Industry



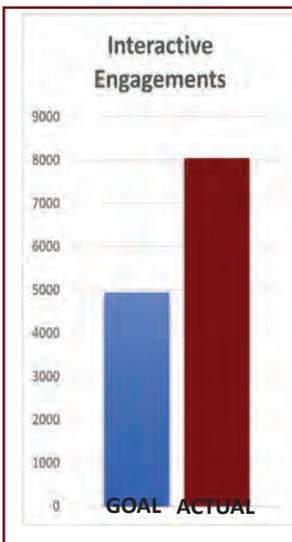
INFORMING NATIVE COMMUNITIES PROJECT



During Program Year 2023, the Informing Native Communities (INC) Project completed the first outreach period, funded through a Trusted Messenger Network (TMN) grant by the California Office of Community Partnerships and Strategic Communications (OCPSC). This 10-month grant aimed to collaborate with OCPSC to serve as trusted messengers, disseminating culturally relevant information about the State's priority messages regarding extreme heat awareness, water conservation, COVID-19 vaccination, and other emerging crises affecting tribal communities and the Native population in California.

To stay informed about current priority messaging and enhance outreach efforts, INC Project staff attended monthly virtual statewide briefings and regional collective impact table meetings. Additionally, they attended an in-person Statewide Community Partner Convening in April 2024.

With the support of various tribes and organizations, the initial target of 4,936 interactive engagements was surpassed, achieving 8,045 engagements. The INC Project also exceeded its educational outreach



goal of 4,875 engagements, reaching an impressive 129,738.

In March 2024, CIMC received approval to customize the State's priority messages to better resonate with tribal communities. The INC Project worked with a skilled Native graphic artist to incorporate culturally relevant artwork into the State's messaging. OCPSC's messaging was used as a basis while re-imagining the visuals to enhance effective outreach to tribal communities and the Native population.

The coloring book titled "Nature's Nurture: California's Tribal Tales of Environmental Connection," produced with additional funds, was distributed by OCPSC to 141 community-based organizations to promote Traditional Ecological Knowledge, dispel misconceptions about cultural burns, and emphasize the inter-connectedness of water, fire, and land. CIMC also received copies to share with its consortium members.

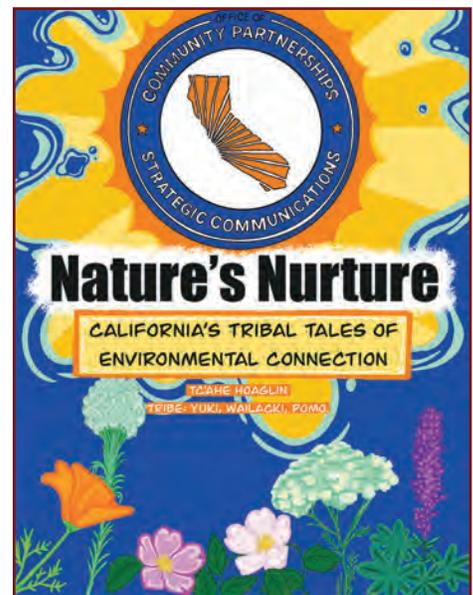
The INC Project staff coordinated with CIMC Field Office personnel to share messaging while conducting outreach. The State's priority messaging was also shared in the CIMC CCDBG Program's bi-monthly newsletters.

To gather insights into the California community's experience with the messaging topics, an online survey "Community Voices: Our Health, Land and Future" was launched in October 2023, offering respondents a chance to enter a gift card drawing.

In April 2024, CIMC was notified of an additional TMN grant award, with an initial plan for outreach from May 2024 through January 2026.

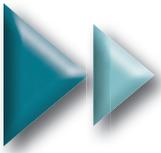


However, due to California State budget considerations, this grant was reduced to one year, and outreach activities did not commence until the end of June 2024. The campaigns for this additional grant focus on water conservation, extreme heat awareness, and youth behavioral health. INC Project staff began exploring potential partnership opportunities with several community based organizations for collaborative outreach efforts.



Informing Native Communities Program Year 2023 Project Partners

- California Consortium of Urban Indian Health Clinics
- California Indian Basketweavers' Association
- Iipay Nation of Santa Ysabel
- Pala Band of Mission Indians
- Yurok Tribe



COVID EDUCATION RECOVERY PROJECT

Implementation of the COVID Education Recovery (CER) Project continued with funding from a California Department of Housing and Community Development Coronavirus Response grant in Program Year 2023. This project aims to provide educational tutoring and general education services



to low-to-moderate income, Native American youth, 5-24 years old, residing in CIMEC's California geographic

service area who have been heavily impacted by the latent functions of the COVID-19 distant learning mandates. The goal is to increase the educational attainment of youth by improving a letter grade, meeting the national/state standard for their grade level and/or by attaining their diploma.

For this project, CIMEC partnered with GradeResults online academy to be the educational institution for youth to achieve their educational goal. The project operated statewide with staff to support students in the Northern, Central and Southern California regions.

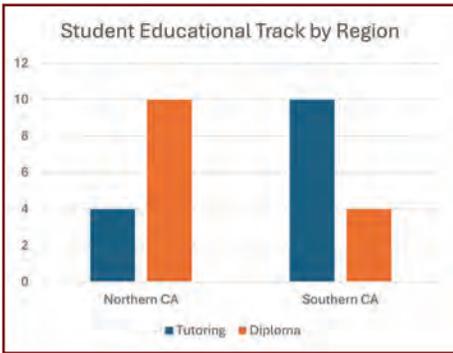
During Program Year 2023, the CER Project welcomed 28 students onto the project. Each student has been assigned an Education Coordinator, who each have been instrumental in the project's success while conducting day-to-day follow-up with students to ensure they have the tools and resources for their educational success.

Fifty percent of students were enrolled for tutoring services while the other fifty percent were enrolled to achieve their high school diploma.

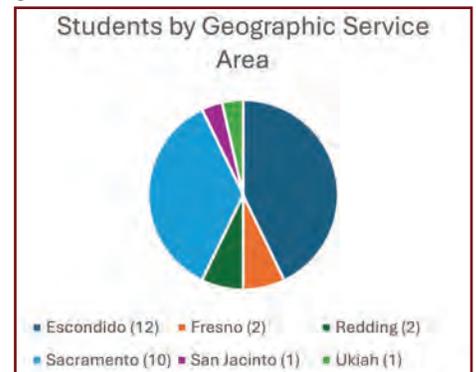


Geographically, students reside in the El Dorado, Fresno, Lake, Riverside, Sacramento, San Diego, Tehama, and Yolo counties representing Tribal nations such as Pit River, Wintu, Pomo, Pala Band of Mission Indians, Iipay Nation of Santa Ysabel, and La Jolla Band of Luiseño Indians.

Project staff continued to conduct outreach and recruitment to assist our Native American youth in their educational success as they become the next generation's leaders.



Educational tracks of CER Project participants and the regions in which they were enrolled. In the Northern California region, four students were enrolled for tutoring services while ten were enrolled to achieve their high school diploma. Coincidentally, the numbers are inverse for the participants enrolled in the Southern California region.



Enrolled students in their respective CIMEC Geographic Service Area. Please note that students are assigned an Education Coordinator that oversees participants by Northern, Central and Southern regions and not by each CIMEC Field Office.

CIMEC CONDOR EDUCATION PROGRAMS

<p>The Condor Success and Career Academy offers structured, challenging, personalized program designed to prepare students for college and/or career goals. It provides virtual, web-based curricula that are self-paced, accessible 24/7, for individuals that need a high school diploma, open scheduling, and/or career courses.</p>	<p>The Condor University offers a variety of certification courses that set high school graduates and other adults on the path to success. Its digital courseware offers several modalities that support individualized, personalized, and differential learning.</p>	<p>Condor Youth Connections Charter School - Chicago, IL - Free online public high school - grades 9-12 (pending)</p> <p>Condor Kapel-ja Charter School - Mendocino County, CA - Multiple small school locations - grades 6-12 (pending)</p>	<p>The CCDBG Program coordinates with Grade Results to make the online Condor Success and Career Academy available to children of CCDBG Program participating tribes.</p>	<p>The COVID Education Recovery Project assist Native American youth who reside in the CIMEC service area to achieve graduation into the next grade level through an online education platform. Services are available to youth whose education has been negatively affected by COVID-19, and who meet income requirements.</p>	<p>The Elevate Youth California Project offers culturally-relevant activities, peer-led support groups, and leadership conferences for youth. Activities, with cultural values at heart, focus on generational/historical trauma, substance abuse and reducing stigma.</p>

ELEVATE YOUTH CALIFORNIA PROJECT



In Program Year 2023, CIMC continued operating the Elevate Youth California (EYC) Project with funding provided by The Center at Sierra Health Foundation. This three-year initiative aims to prevent substance use in Native American youth ages 14-18 years old through leadership development and peer-led workshops focusing on cultural enrichment activities to provide a culturally sensitive, healing-centered approach.

During the first year and a half of the project, operations have been off to a slow start. Unfortunately, due to the post-pandemic national hiring challenges, implementation has been delayed.



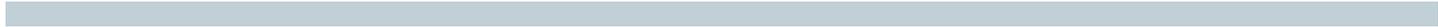
Jovelle Schuyler, Business Coordinator, and Don Lyons, MSW, founder of Indigenise LLC at Reservation Economic Summit in March 2024

To advance implementation, the EYC Project partnered with Indigenise LLC to create the leadership development curriculum that will be utilized at the project's Annual Youth Leadership Conference. This conference will provide cultural activities and leadership workshops for Native American youth to enhance their leadership skills. Mr. Don Lyons, MSW, co-founder of Indigenise LLC, has tailored a unique, culturally specific, leadership curriculum specifically for the CIMC EYC Project that bases its model on substance use prevention strategies.



Peer-led workshops, facilitated by CIMC Youth Leaders in Northern, Central, and Southern California regions are planned to begin in the Fall of 2024.

Despite the delayed start to project implementation, project staff remain committed to be a part of a community effort to eliminate substance use among Native American youth.



During Program Year 2023, CIMC continued with providing online training through the Condor University and the Condor Success and Career Academy.

The CIMC Child Care and Development Block Grant Program and the CIMC COVID-19 Education Recovery Project continued its collaboration with Grade Results to continue offering school lessons and making online tutoring available to students (K-12) who may be having issues in a formal classroom setting.

Your Voice Matters!
Public Hearing Meeting!
 Join us for an important public hearing meeting for Condor Kapel-Ja Charter School. Your participation matters as we discuss crucial matters concerning our school community.
 Let your voice shape the future!
Monday, March 11, 2024 @ 10:00AM
 Condor Kapel-Ja Charter School is affiliated with California Indian Manpower Consortium (CIMC), working together to become California's first Native American public charter school.
Speak Up!
 Sign up to speak and have your voice heard!
 Question? Contact
 Jacqueline Sanchez @ 916-239-8606
 Location: Mendocino County Office of Education
 Cedar Building, 2240 Old River Rd,
 Ukiah, CA 95482
 cimcinc.org

Through the Condor University, a variety of certificate programs were available for CIMC participants. A selection of digital courseware is offered to support individualized, personalized, and differentiated learning that will set high school graduates and adults on the path to success.

In coordination with Tribal Solutions Group and

CONDOR EDUCATION



Grade Result, CIMC continued efforts to establish charter schools in both Chicago, Illinois and in Mendocino County in California. The application and petition for the Condor Kapel-Ja Charter School was submitted to the Mendocino County Board of Education. The Public Hearing for the petition was held on March 11, 2024. Following the Public Hearing, the petition was withdrawn with plans to resubmit to include revisions requested by the Board and to address concerns identified by the community.

With the assistance of the Condor Education Advisory Committee, CIMC continued coordinating development with Tribal Solutions Group and Grade Results.

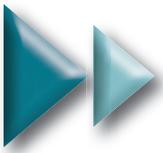
Condor Education Advisory Committee

- Kim Edward Cook - Chicago, Illinois
- Aaron Dixon - Frederick, Maryland
- M. Ligaya Hattari, Ph.D. - Sacramento, California
- Michael Hunter - Ukiah, California
- Brooks D. Ohlson - Granite Bay, California
- Ricardo Torres - Elk Grove, California

Condor Education Partners

Tribal Solutions Group

- Dan Davis, Partner
- Suzanne McElyea, Associate (Grade Results)
- Honorable Lora Ann Chaisson, Vice President (Principal Chief, United Houma Nation)
- Jacqueline Sanchez, Associate



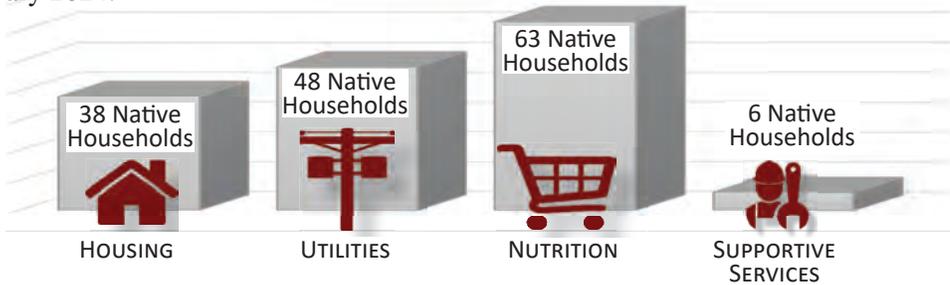
COMMUNITY SERVICES BLOCK GRANT PROGRAM

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 through February 2024.

During Program Year 2023, the CSBG Program provided the following services: (1) housing—emergency relocation or eviction prevention – 38 Native households; (2) utilities—deposit for new service, disconnection prevention, or service restoration

– 48 Native households; (3) Emergency Nutrition assistance – 63 Native households; and (4) Other supportive services related to employment and education – 6 Native households.

In addition, with Emergency Food and Shelter funding, the CSBG Program provided assistance to 103 Native households in Lake, Mendocino, and Sonoma Counties.



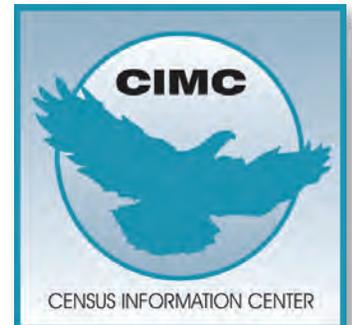
CENSUS INFORMATION CENTER

During Program Year 2023, the CIMC Census Information Center (CIC) staff participated in online meetings, an annual training, and webinars on information about distributing data from the decennial 2020 Census.

The CIMC CIC, one of 47 nonprofit organizations nationwide and one of five American Indian and Alaska Native organizations, worked directly with the U.S. Census Bureau (USCB) to continue to provide the best up-to-date data specializing in American Indian/Alaska Native (AI/AN) data, including income, benefits, education, employment, poverty and disabilities.

In June 2024, CIMC staff attended an in-person meeting with USCB leadership in Sacramento, California. The purpose of this convening was to bring together key state and nonprofit organization partners for a conversation with USCB Director Robert L. Santos as part of ongoing early planning efforts for 2030 Census. The conversation included an overview of the 2030 Census timeline and an opportunity for Director Santos to learn about California’s best practices and lessons learned.

This meeting was co-hosted by the California Governor Newsom’s Senior Advisor for Civic Engagement and Strategic Partnerships and the Office of Community Partnerships and Strategic Communications.



Ditas Kagague, Associate Director of Communications, US Census Bureau; Dr. Lorenda T. Sanchez, CIMC Executive Director, Robert L. Santos, Director, US Census Bureau, and Teresa Marie Willson, CIMC Census Information Center Liaison

MEMBERSHIP RECOGNITION



45 • Owens Valley Board of Trustees / Owens Valley Career Development Center

20 • Elem Indian Colony
• Southern California Tribal Chairmen's Association, Inc.

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

15 • Lone Band of Miwok Indians

30 • Guidiville Indian Rancheria
• Mechoopda Indian Tribe of Chico Rancheria
• North Fork Rancheria of Mono Indians of California
• Wintu Tribe of Northern California & Toyon-Wintu Center

10 • Fresno American Indian Health Project

5 • Middletown Rancheria
• San Pasqual Reservation Fire Academy

YEARS OF SERVICE RECOGNITION



BOARD OF DIRECTORS

15 • Shelia Smith-Lopez

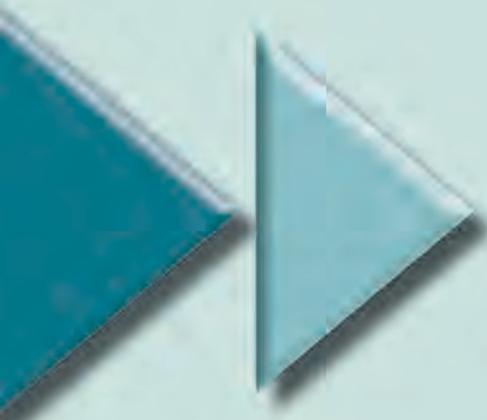
EMPLOYEES

10 • John E. McPherson
• Susan M. Morla

NATIVE AMERICAN WORKFORCE INVESTMENT COUNCIL

10 • Armon Isaiah Batiste

5 • Gene Malone



As first Americans, we walk in the present, with our eyes on the future and the past in our hearts. We advocate pride in our cultural integrity. We honor the spirit that ensures continuity of the sacred circle.

Our team of caring professionals:

- *Empowers Native Americans to achieve excellence*
- *Revitalizes our communities*
- *Embraces the challenges of the 21st century*



CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

738 North Market Boulevard, Sacramento, California 95834

(916) 920-0285 | (800) 640-2462 - Toll Free | (800) 748-5259 TTY

www.cimcinc.org