



CIMC

California Indian Manpower Consortium, Inc.









Program Year 2025

Annual Report

Creating Positive Change for Native Communities

California Indian Manpower Consortium, Inc.

Program Year 2025 Annual Report

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The California Indian Manpower Consortium, Incorporated Program Year 2025 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.

California Indian Manpower Consortium, Inc.
Membership (as of September 19, 2026)

Chicago Geographic Service Area

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

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
- Mono Lake Kootzaduka'a Tribe - Lee Vining, 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

CIMC Geographic Service Area



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
- Ewiiaapaayp Band of Kumeyaay Indians - Alpine, CA
- Iipay 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
- Kumeyaay Housing & Community Development Corporation - Valley Center, 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, Inc. - 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 - Susanville, 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 - Coarsegold, 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

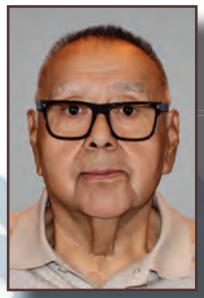
- Cahuilla Band of Indians - Anza, CA
- Chemehuevi Indian Tribe - Havasu Lake, CA
- Costanoan Rumsen Carmel Tribe - Pico Rivera, CA
- Fort Mojave Indian Tribe - Needles, CA
- Morongo Band of Mission Indians - Banning, CA
- Native American Environmental Protection Coalition - Murrieta, CA
- Riverside-San 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
Gina Roxas
Chicago, Illinois



Eastern Sierra
Jeff Romero
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



47th Annual Membership Meeting Board Recognitions *(November 2025)*

Robert H. Smith was selected as the Outstanding Board Member for Program Year 2025.

Board of Directors Chair Robert H. Smith was recognized for twenty-five years of service.





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

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

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

Michelle Robinson-Bendel, Senior Director/Principal Investigator, National Cybersecurity Training and Education Center, Whatcom Community College, Bellingham, Washington

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

Ex-Officio:

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

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

Executive Director's Report

During my years as Executive Director of the California Indian Manpower Consortium, Inc., it has become clear to me that when presented with integrity, passion, and expertise, high-performance staff can have a profound impact on the quality of human, social, and economic development services for our participants and respective communities. The challenges we meet with disciplined teamwork result in lasting successes for all involved.

Our vision can best be fulfilled by committed and dedicated staff. The quality of the staff-client experience depends on their relationship with one another. Our staff spends many hours together working to create positive change for the people and communities we serve.

I am pleased to report that our programs have led to positive outcomes at the local, statewide, and national levels. Our accomplishments of Program Year 2025 are reflected throughout this Report. Serving the children through our Child Care and Development Block Grant Program, continuing the opportunity for career, education, and training paths for youth and adults through our Workforce Development Programs, expanding services to the Elders in our participating Tribes, and forging our efforts to contribute to the education of our young through charter schools throughout our vast geographic service area reflect the untiring efforts of a truly caring team of professionals. The introduction of apprentice training for several of our communities has opened the door to new and meaningful career paths. Information generated through our Census Information Center provides a look at trends and helps to better guide our resources and strategies. Indeed, our aspirations can be achieved.

At this time, we must seize the moment and build upon our momentum in order to reach our goals of generating the necessary funding to adequately support our programs and services. The Consortium has a new geographic service area, the loss of two field offices, and a reduced budget as we enter Program Year 2026. And I feel that, with our programs, our staff, and our leadership that remains, we will forge new and innovative opportunities. Our CIMC team is resilient to change and committed to achieving our aspirations.

To complement our initiatives, we will build upon what works and define our priorities and focus accordingly. Our intention is to contribute to the economic and social well-being of those we serve and to build a better future. We will maintain a strong voice and significant role in Indian and Native American employment and training issues, and stand committed to further policies and provisions which are consistent with the law, with federal Indian policy (including tribal sovereignty), and protect our ability as Indian tribes and organizations to meet the needs of Indian people.



Dr. Lorenda T. Sanchez, Executive Director

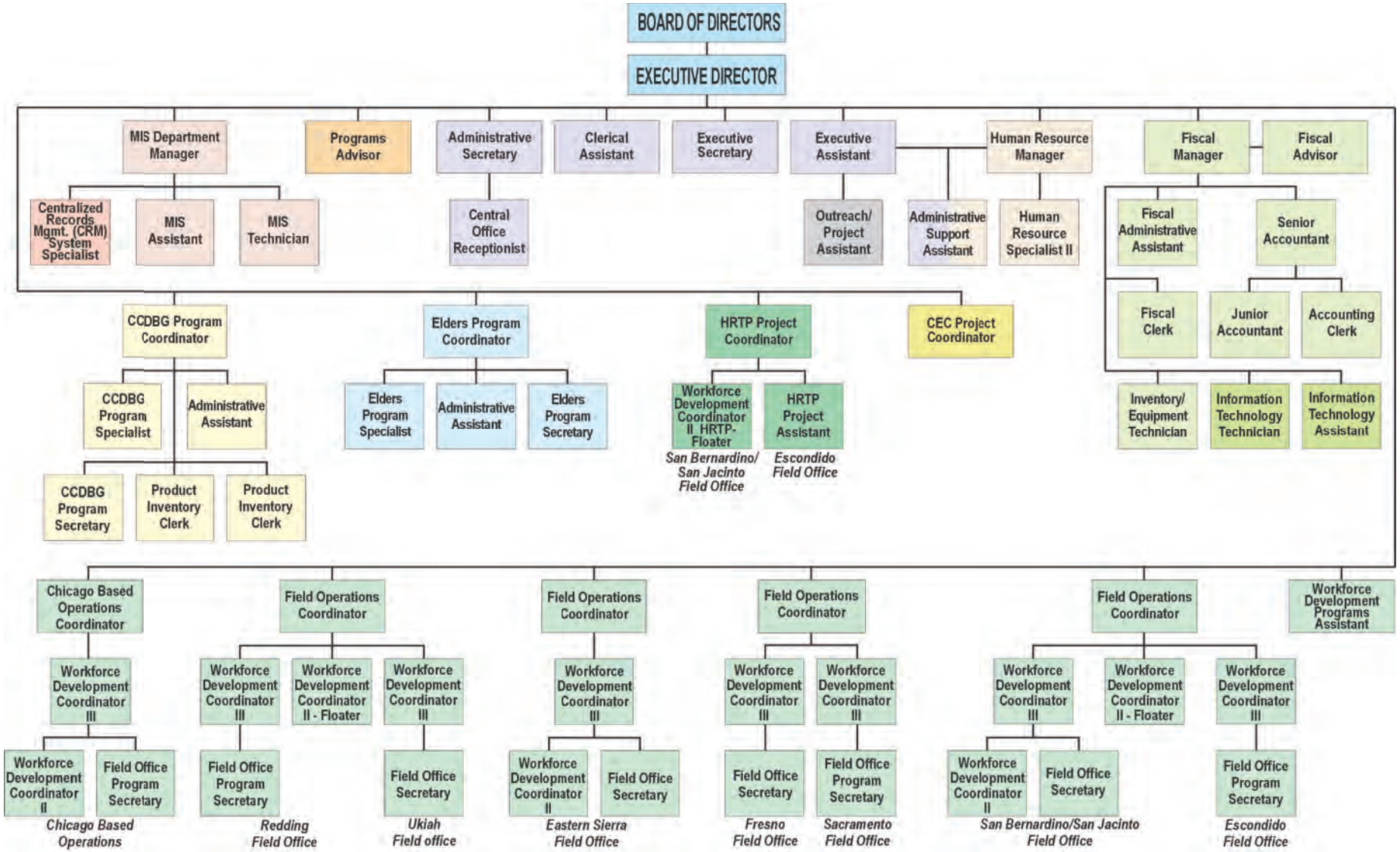
As we acknowledge our accomplishments of this past year in this exceptional report, we embrace and remain committed to ***"The CIMC Movement: Creating Positive Change for Native Communities."***

Lorenda T. Sanchez, LHD
Executive Director



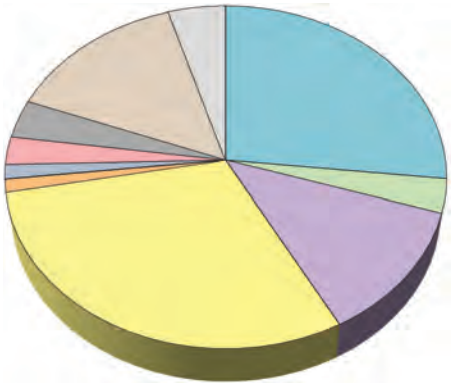
CIMC Staff Meeting - March 2026

Organizational Chart



Program Year 2025 Expenditures

(July 1, 2025 to June 30, 2026)



U.S. Department of Labor

Workforce Innovation and Opportunity Act
- Comprehensive Services.....$2,883,160
- Supplemental Youth Services $82,042

U.S. Department of Health and Human Services

Administration for Children and Families
- Native Employment Works.....$352,918

Administration on Aging/Administration for Community Living
- Elders Nutrition Program.....$773,189
- Native American Caregiver Support Program.....$443,543
- Enhancing Public Health $58,216
- Medicare Improvements for Patients and Providers Act $11,813
- American Rescue Plan Act A.....$68, 851
- American Rescue Plan Act C $5,293

Administration for Children and Families
Child Care and Development Block Grant Program
- Fiscal Year 2022 Grant $19,244
- Fiscal Year 2023 Grant $899,299
- Fiscal Year 2024 Grant $670,112
- American Rescue Plan Act - Discretionary $1,004,208
- American Rescue Plan Act - Stabilization.....$1,038,835

Other Funding

Community Development Block Grant CV2/3 Tribal Set Aside
- COVID Education Recovery Project.....$134,848

California Energy Commission
- Community Outreach and Enrollment Project $293,194

California Office of Community Partnerships and Strategic Communications
- Community Outreach and Enrollment Project $148,094

California Workforce Development Board
- High Road Training Project.....$401,183

Torres Martinez Desert Cahuilla Tribe
- Tiny Home Village Project $1,615,924

Foundation and Other Fixed-Term Grants

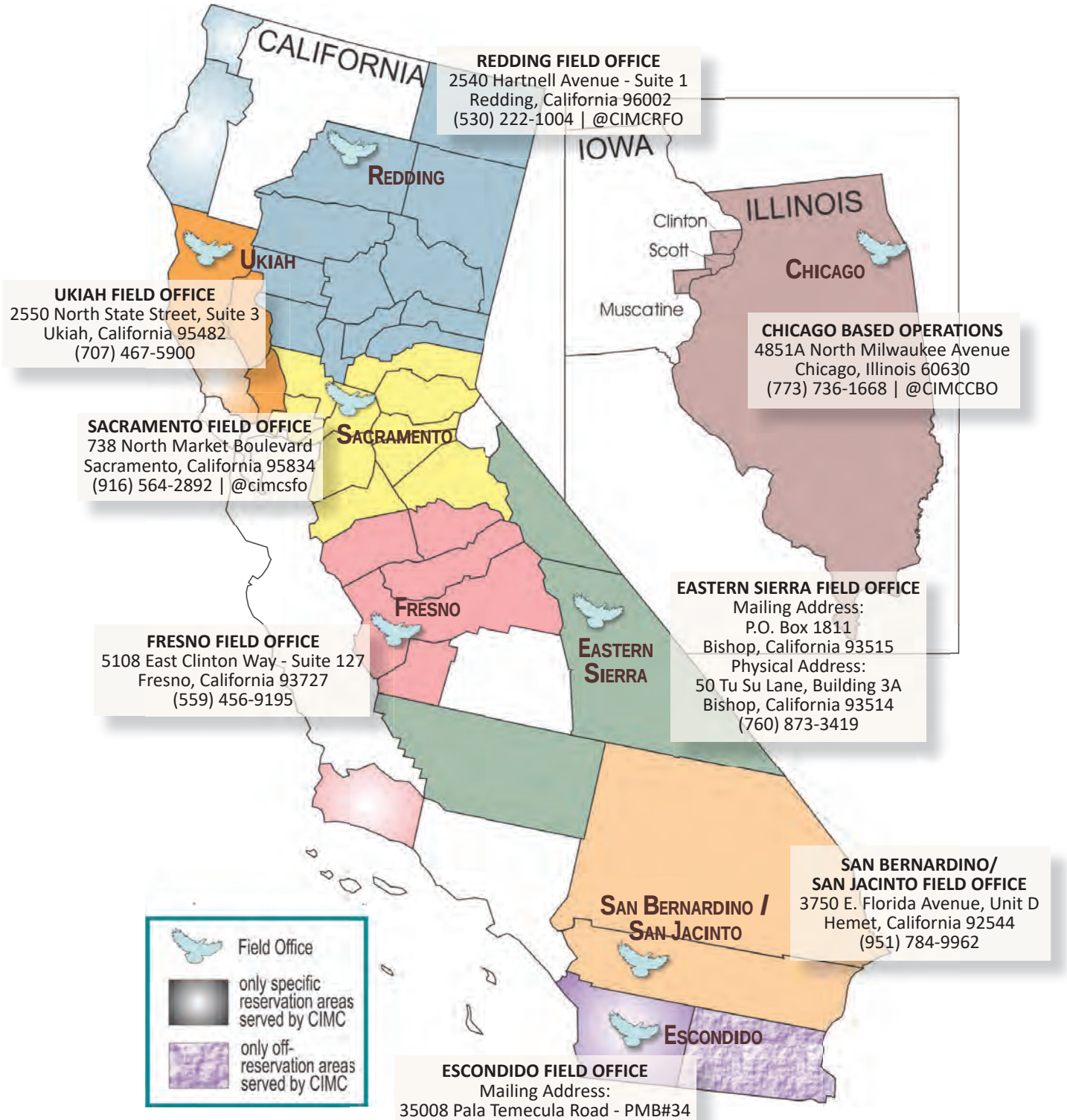
The Center at Sierra Health Foundation
- Elevate Youth California Project.....$340,398

The James Irvine Foundation
- Workforce Development Re-Enrollment Study $17,196
- Better Careers Fund / Multi-Craft Core Curriculum Apprenticeship Readiness $12,039

San Diego Workforce Partnership
- High Road Careers in Construction $133,892

United Way Wine Country
- Emergency Food and Shelter Program $6,886

Workforce Development Program
Service Area



REDDING FIELD OFFICE
2540 Hartnell Avenue - Suite 1
Redding, California 96002
(530) 222-1004 | @CIMCRFO

UKIAH FIELD OFFICE
2550 North State Street, Suite 3
Ukiah, California 95482
(707) 467-5900

CHICAGO BASED OPERATIONS
4851A North Milwaukee Avenue
Chicago, Illinois 60630
(773) 736-1668 | @CIMCCBO

SACRAMENTO FIELD OFFICE
738 North Market Boulevard
Sacramento, California 95834
(916) 564-2892 | @cimcsfo

EASTERN SIERRA FIELD OFFICE
Mailing Address:
P.O. Box 1811
Bishop, California 93515
Physical Address:
50 Tu Su Lane, Building 3A
Bishop, California 93514
(760) 873-3419

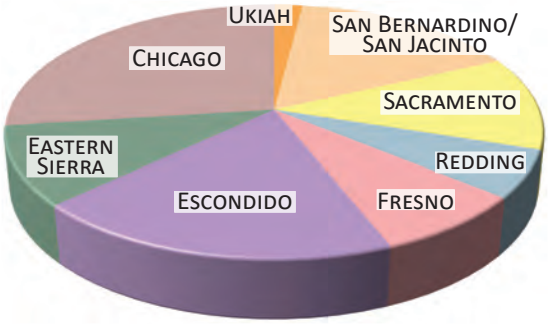
FRESNO FIELD OFFICE
5108 East Clinton Way - Suite 127
Fresno, California 93727
(559) 456-9195

SAN BERNARDINO/ SAN JACINTO FIELD OFFICE
3750 E. Florida Avenue, Unit D
Hemet, California 92544
(951) 784-9962

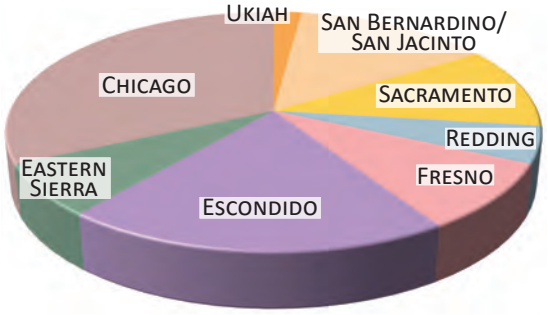
ESCONDIDO FIELD OFFICE
Mailing Address:
35008 Pala Temecula Road - PMB#34
Pala, California 92059
Physical Address:
35006 Pala Temecula Road
Pala, California 92059
(760) 742-0586

Workforce Innovation and Opportunity Act Comprehensive Services Program Program Year 2025

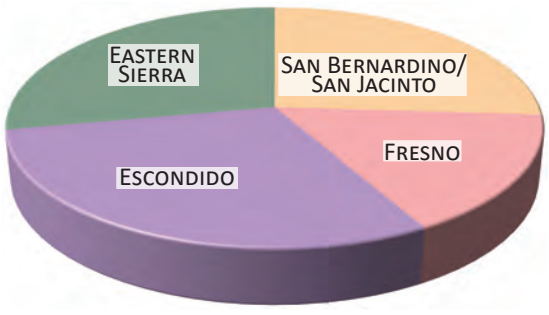
Participants Served (Total - 383)



Total Exiters (Total - 319)

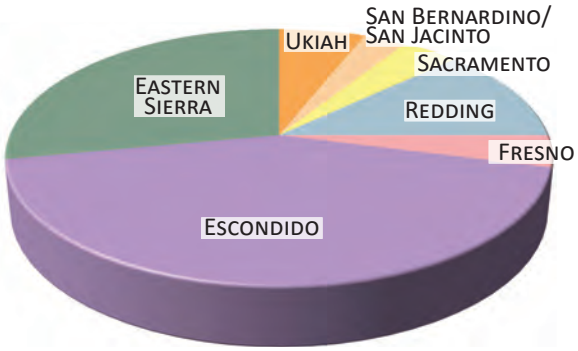


Tribal Supplemental Youth Services Program Year 2025 Enrollments by Field Office (Total - 50)

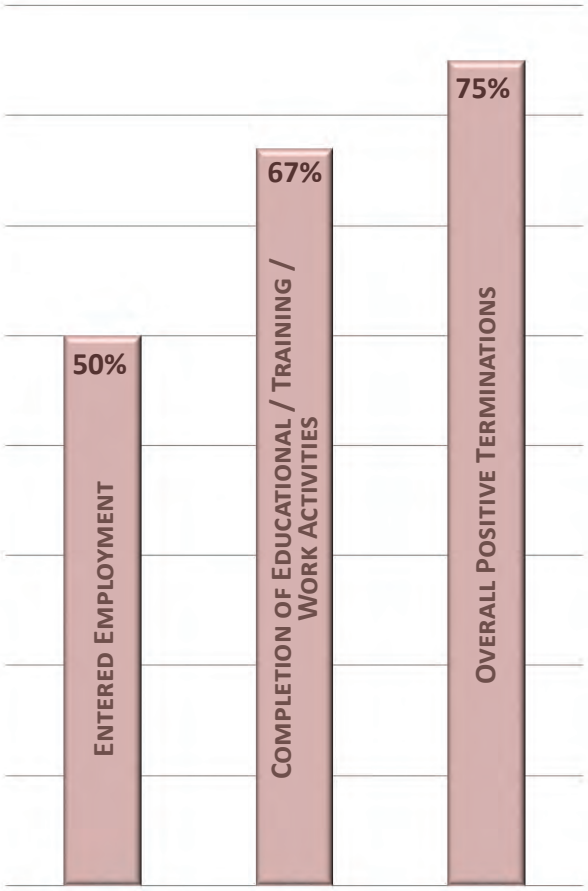


Native Employment Works Program Services Program Year 2025

Enrollments by Field Office (Total - 72)



Native Employment Works Program Performance Outcomes



Workforce Development Program
California Field Offices

During Program Year 2025, the CIMC Workforce Development Program field offices strengthened workforce access through outreach, partnerships, training, and work-based learning, while facing staffing challenges. All field offices used online applications, referrals, appointments, walk-ins, and outreach to enroll eligible participants. Each field office provided case management, job readiness, résumé and interview support, job-search assistance, supportive services, and employment-retention help.



CIMC ESFO "Workin' Skills into Careers" - Bishop, CA - March 2026

Field office staff worked with Tribal governments, colleges, workforce agencies, and community organizations to identify placements, training opportunities, and referrals. Staff participated in Tribal community events, career fairs, job fairs, and workshops, distributed program information, and connected people directly with employment and training services.

Staff conducted career-awareness outreach for youth and young adults throughout the service area. The Ukiah Field Office (UFO) reached hundreds of students at a middle school career fair. Staff made strong efforts to provide summer and after-school youth placements. Youth from throughout the service area attended the CIMC Elevate Youth California Project's Vision Keepers Youth Alliance Conference in November 2025, with six attending from the Fresno Field Office (FFO).



CIMC FFO "Workin' Skills into Careers" - Fresno, CA - Feb. 2026

In collaboration with the CIMC High Road Training Project, the Escondido Field Office and the San Bernardino/San Jacinto Field Office launched two MC3 pre-apprenticeship cohorts at the Torres Martinez Desert Cahuilla and Pala Reservations. The Eastern Sierra Field Office (ESFO) enrolled 37 participants in MC3 training held in May 2025 in Bakersfield, California.



CIMC team members received "Workin' with Tradition" Training Certification - March-April 2026

Staff members from several field offices earned certification in the "Workin' with Tradition" curriculum, a culturally sensitive training designed to acknowledge the difficulties Native Americans face when seeking employment on or off the reservation and to prepare job seekers for cultural differences in many employment settings. ESFO and FFO staff conducted Workin' Skills into Careers soft skills training sessions for their participants.

Overall, the Workforce Development Program staff coordinated efforts to combine training, supportive services, work experience, and community partnerships to create stronger paths to non-subsidized employment.

CIMC Co-Hosted the National Indian and Native American Employment and Training Conference in Sacramento

In cooperation with California Native communities, CIMC welcomed over 500 workforce development professionals from throughout the United States to Sacramento, California in early June 2026. The 46th National Indian and Native American Employment and Training Conference was a four-day event with workshops, recognitions, remembrances, guest speakers, and tribal presentations.

The conference began with the posting of colors by the Big Sandy Rancheria Veterans of Foreign Wars Color Guard, along with the UC Davis Student Drum Group, followed by greetings from the Conference Co-Chairs. The Honorable **Robert H. Smith**, Chair of the CIMC Board of Directors and Tribal Chairman of the Pala Band of Mission Indians, also welcomed everyone. The **Red Lightning Woman Power Singers** from the Bay Area and the **K'iwinya'n-ya:n Singers** helped welcome attendees to California.



K'iwinya'n-ya:n Singers (Hupa, Karuk, and Yurok)

CIMC Participant Re-enrollee Data Analysis Study

The James Irvine Foundation is funding an ongoing study on why CIMC Workforce Development Program participants feel the need to re-enroll in program activities.

During Program Year 2025, CIMC staff requested participants who re-enrolled to complete a questionnaire. Staff collaborated with the CIMC MIS Department to advance this study.

The Chicago Based Operations (CBO) team delivered participant-centered workforce services that combined career planning, youth development, employer engagement, and community partnerships to help individuals overcome barriers and pursue sustainable employment.

Eligible participants received core, intensive, case-management, short-term work experience, out-of-school youth, and on-the-job training services, and supportive services. Individual assessments identified strengths, career interests, training needs, and barriers, allowing staff to tailor services to each participant.

Beginning at age 14, youth explored careers and developed plans for their futures through interest and skills assessments, "Workin' Skills into Careers" soft-skills training, job-readiness training, peer-centered activities, financial literacy, and leadership development.

CBO staff expanded awareness of workforce services through powwows, Native and non-Native community events, and America's Job Centers/Illinois WorkNet Centers. Staff also conducted outreach at the Annual National Gathering of Native American Veterans. These activities connected prospective participants with employment resources and support.

Participation in job fairs and employment events strengthened employer relationships and helped CBO align résumé support and job-readiness activities with current hiring expectations across businesses of different sizes.

The CBO team collaborated with American Indian organizations, participants' tribes, Illinois WorkNet Centers, homeless shelters, food pantries, social-service agencies, and other community organizations. New connections with Project NOW in the Quad Cities area created additional potential pathways to housing, employment, training, and supportive services.

During this program year, the CBO team provided two



CIMC CBO Workin' Skills into Careers - Chicago, IL - November 2025



CIMC CBO Workin' Skills into Careers - Chicago, IL - August 2025

"Workin' Skills into Careers" soft-skills training sessions to effectively prepare participants for employment. The sessions emphasized building self-esteem through the reinforcement of cultural identity.

Through continued staff development, community partnerships, outreach and participant-centered services, CIMC maintained its commitment to helping individuals overcome barriers, achieve their career goals, and become self-sufficient.

CIMC Employer Honored at National Indian and Native American Employment and Training Conference



Recognition was received at the 45th National Indian and Native American Employment and Training Conference at the Omni Hotel in Providence, Rhode Island on December 2, 2025.

Project NOW, nominated by CIMC Chicago Based Operations, received an Outstanding Employer Award. **Reverend Dwight Ford**, Executive Director of Project NOW, was on hand to receive the award.

Project NOW, based in Rock Island, Illinois, provides a variety of services, including homeless shelter assistance, housing support, senior services, employment assistance, and training opportunities.

Workforce Development Program - Field Offices

Chicago Based Operations

4851A North Milwaukee Avenue, Chicago, Illinois 60630
(773) 736-1668

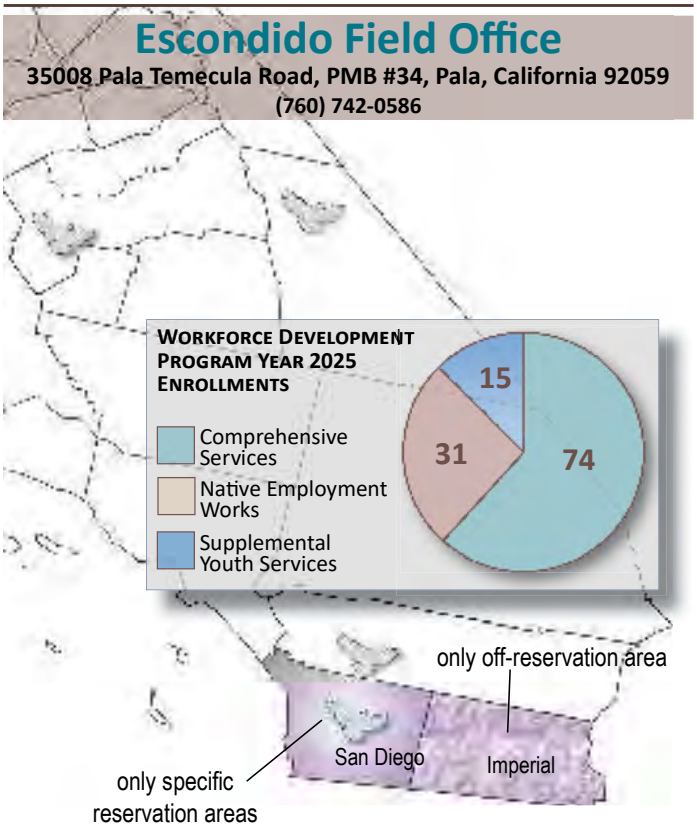


Workforce Innovation and Opportunity Act Comprehensive Services - Program Year 2025

Total Served	103
Total Exiters	101

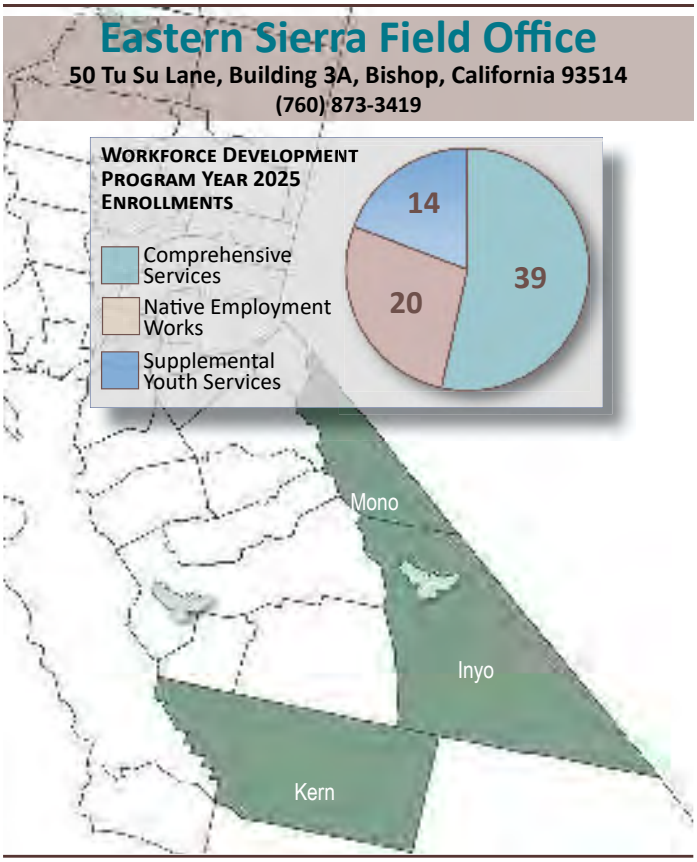
Escondido Field Office

35008 Pala Temecula Road, PMB #34, Pala, California 92059
(760) 742-0586



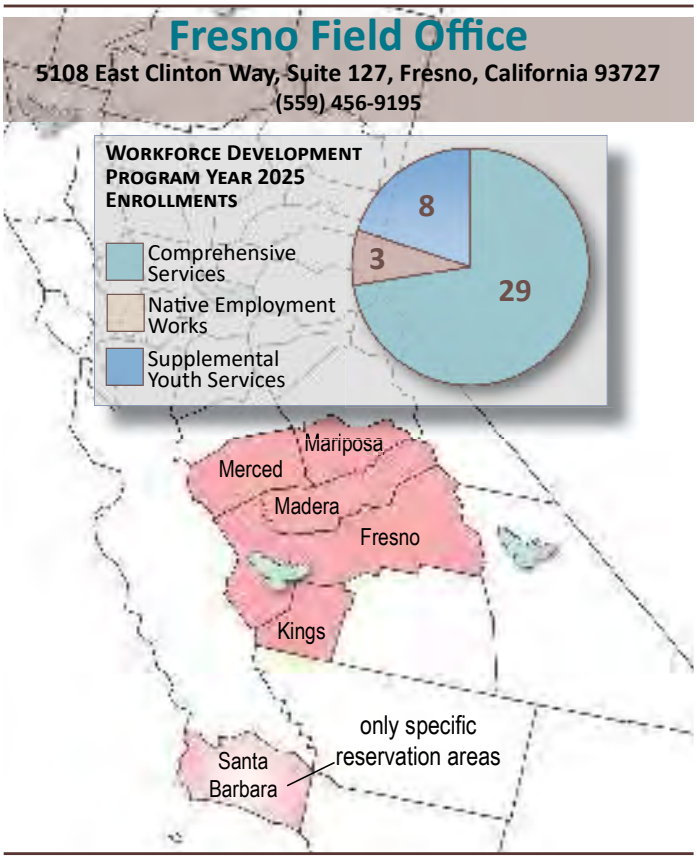
Eastern Sierra Field Office

50 Tu Su Lane, Building 3A, Bishop, California 93514
(760) 873-3419



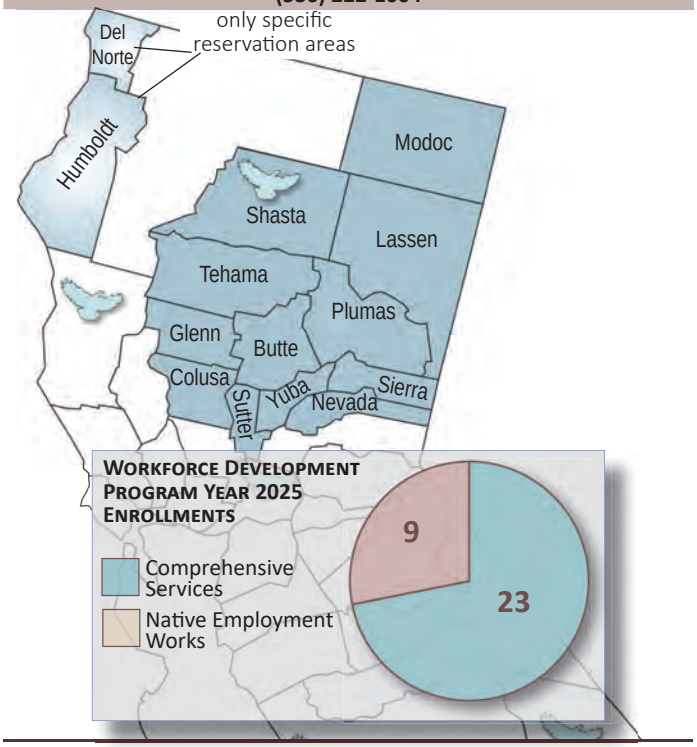
Fresno Field Office

5108 East Clinton Way, Suite 127, Fresno, California 93727
(559) 456-9195



Redding Field Office

2540 Hartnell Avenue, Suite 1, Redding, California 96002
(530) 222-1004

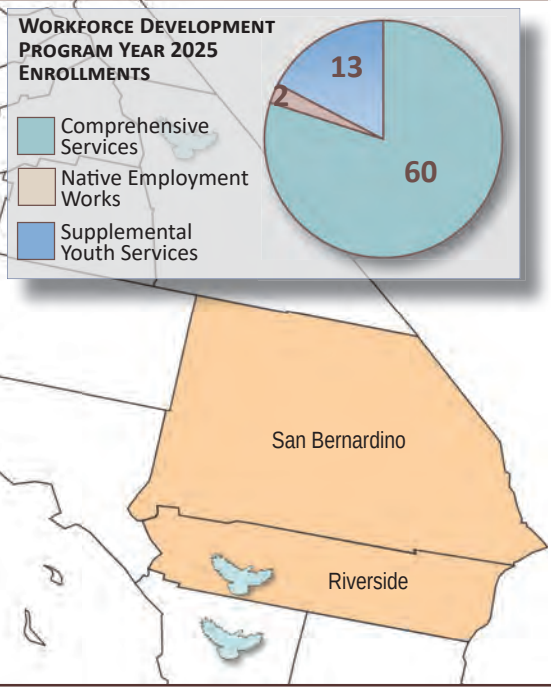


Workforce Development Program Year 2025 Enrollments

San Bernardino/San Jacinto Field Office

3750 East Florida Avenue, Unit D, Hemet, California 92544
(951) 784-9962

Workforce Development Program Year 2025 Enrollments

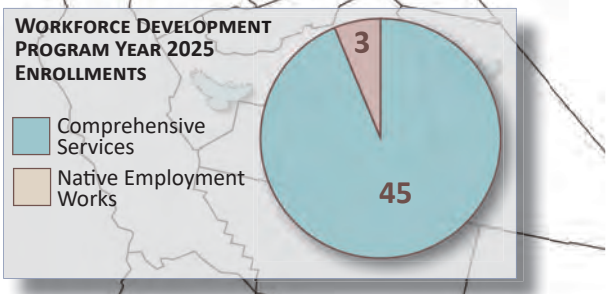


Sacramento Field Office

738 North Market Boulevard, Sacramento, California 95834
(916) 564-2892



Workforce Development Program Year 2025 Enrollments

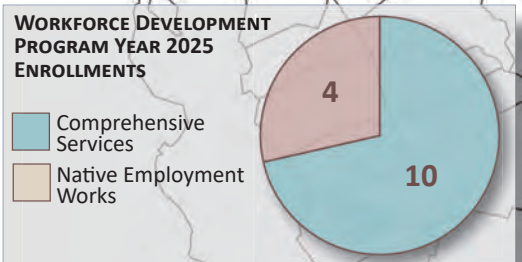


Ukiah Field Office

2550 North State Street, Suite 3, Ukiah, California 95482
(707) 457-5900



Workforce Development Program Year 2025 Enrollments



High Road Training Project

Launched in 2024, the CIMC High Road Training Project (HRTP) aims to expand construction trade apprenticeship and pre-apprenticeship opportunities for Tribal and underserved communities. In partnership with the San Diego Building and Construction Trades Council, and the James Irvine Foundation Better Careers Fund, the project has achieved strong results in outreach, recruitment, supportive services, and training.



By the end of Program Year 2025, HRTP enrolled 127 participants. Of these, 62 completed pre-apprenticeship training, and nine have entered apprenticeship programs.



Over the past year, CIMC hired three staff members to support HRTP implementation. HRTP staff collaborated with field offices in the Escondido, Eastern Sierra, and San Jacinto/San Bernardino service areas to recruit, co-enroll, and assist participants.

Twenty-nine participants from the Escondido and San Bernardino/San Jacinto service areas completed the Multi-Craft Core Curriculum (MC3) in two cohorts in August 2025 and February 2026. Several participants from these two cohorts are now pursuing apprenticeships with local electrical unions through the International Brotherhood of Electrical Workers (IBEW).



The MC3 training session originally scheduled for spring 2025 in the Eastern Sierra service area was postponed to December 2026 due to instructor availability.

In the past year, HRTP supported a participant in attending heavy equipment and diesel mechanic training through the Operating Engineers Union. Additionally, several participants are preparing to work on the Tejon Casino Phase 2 project.

Looking ahead, HRTP will continue to offer supportive services to participants pursuing careers in the construction trades.

Torres Martinez Tiny Homes Village Project

During Program Year 2025, CIMC entered into a partnership with the Torres Martinez Desert Cahuilla Indians to create a Tiny Home Village for community members. A ground-breaking ceremony was held in Thermal, California, on December 15, 2025. CIMC began administering the construction project on behalf of the Tribe, in collaboration with design-builder Thunderbird Electric LLC.

The CIMC High Road Training Project recruited participants to be trained to assemble the tiny homes, also known as accessory dwelling units. Training of 20 participants was completed in February 2026.

Under the agreement with CIMC, the Tribe originally planned to build 10 tiny homes but has since expanded plans for the Tiny Home Village to 20 units.

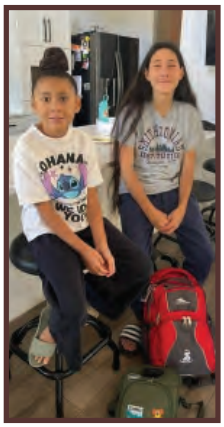


Dr. Lorenda T. Sanchez and Rose-Marie Morreo, Vice Chair, Torres Martinez Desert Cahuilla Indians

Child Care and Development Block Grant Program

During the Program Year 2025, the CIMC Child Care and Development Block Grant (CCDBG) Program continued its operations through funding provided by the U.S. Department of Health and Human Services. The program served 71 children from 38 families.

The CCDBG Program completed four impactful projects aimed at supporting the well-being, education, and health of participating children and families. These initiatives demonstrated the program's ongoing commitment to the growth and development of children within Native communities.



1. Back to School Backpacks – Age-appropriate backpacks filled with school supplies were assembled and distributed to ensure that children were well-prepared for a successful 2025-2026 school year.



2. Holiday Gifts – Toy donations, generously provided by Walking Shield, were carefully wrapped and distributed to every participating child. The remaining toys were gifted to other tribes in need of toys for their children.



3. Bear Necessities Care Package: Illness Prevention – Care packages containing hygiene and wellness items were assembled and distributed to assist families in preventing and managing seasonal illnesses. These packages included essential cleaning supplies and personal hygiene products, as well as information on respiratory and infectious diseases. The information also provided strategies for illness prevention, guidance on proper cleaning and sanitizing practices, and recommendations for safe products to use.
4. Summertime Reading Kits – Age appropriate books were distributed to help keep children engaged and active during the warm months. Raising a Reader kits were also provided to families who had not previously received them.

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

CCDBG Program staff continued working with Grade Results, making their online education program, and tutoring available to all the children who participate in the CCDBG Program.





This program year, the CCDBG Program Specialist held in-person training sessions on Emergency and Disaster Preparedness. The training curriculum was regularly updated and tailored to meet the needs of specific tribal areas. Each participating family or individual received a backpack filled with items to help prepare their emergency go-bag.

The CCDBG Program continued to produce its newsletter, *CCDBG Times*. This newsletter provides valuable information for parents, providers, and other readers and features activities such as coloring pages, puzzles, and word searches for both children and adults. Children had the opportunity to submit their completed coloring pages to receive a prize.

Elders Program

During Program Year 2025, the CIMC Elders Program operated with funding from the U.S. Department of Health and Human Services, Administration on Community Living/ Administration on Aging. In addition to funding received through Title VI of the Older Americans Act, the program used Expanding the Public Health Workforce, Medicare Improvements for Patients and Providers Act, and Nutrition Services Incentive Program funding during this year.



Throughout this reporting period, the program's primary purpose was to ensure each site met participating elders' nutritional needs. Sites with kitchens and seating prepared noon meals for Native elders, their spouses, and program volunteers. Home-bound elders who could not come to the congregate meal site received home-delivered meals, where available. Elders at sites where meals are not prepared and served on-site received hot, frozen, or shelf-stable meals delivered from another nutrition program.



During this grant period, a total of 16,920 meals were served in congregate meal settings, while another 20,391 meals were delivered to participants in elders' homes, for a total of 37,311 meals served.

In addition, several sites provided 28,153 transportation services to elders for shopping, medical appointments, and prescription pick-ups. A total of 115 elders joined health and wellness activities, received counseling, and attended 42 nutrition presentations at various sites.

Program Year 2025 Participating Reservation/Rancherias

Berry Creek
Big Sandy
Chico
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

In coordination with each site, the Elders Program staff worked diligently to meet the elders' nutritional needs and to develop and provide training, referrals, and resources to all community members.

During this program year, the CIMC Elders Program hosted two Wellness & Healing Gatherings – one at the Bear River Band of Rohnerville Rancheria in Loleta, California, and one at the Rincon Reservation in Valley Center, California.





The CIMC Elders program made it possible for 46 elders to attend the National Indian Council on Aging 25th American Indian Elders's Conference, in Durant Oklahoma, in September 2025.

Medicare Information Outreach

The CIMC Elders Program partnered with the California Department of Aging and the California Health Insurance Counseling and Advocacy Program to provide valuable information on Medicare for tribal elders and their advocates. This collaboration aimed to help them understand Medicare, the California Senior Medicare Patrol, Medicare costs, medical identity theft, and medical equipment fraud so they can better protect themselves and access needed support.

The California Health Advocates, presented a session titled "Protect Yourself, Your Family and Your Tribe" at the CIMC 47th Annual Membership Meeting in Pala, California, on October 31, 2025.

Caregiver Training

The CIMC Elders Program continued to provide essential services to families caring for older relatives with chronic illnesses or disabilities, as well as to elders who are caregivers themselves. Services included disseminating information, referring caregivers to various resources, offering counseling and support, providing temporary respite relief, and, when possible, supplemental services.

During this program year, the CIMC Elders Program organized two four-day caregiver training – one in Blue Lake, California in September 2025, and one in Solvang, California in April 2026. In these session, 52 participants from 18 tribal communities had the opportunity to learn about various aspects of caregiving.

Condor Education

In Program Year 2025, CIMC provided online training through the Condor University and the Condor Success and Career Academy, and continued work to establish a charter school.

The CIMC Child Care and Development Block Grant Program continued its partnership with Grade Results, providing school lessons and online tutoring to K-12 students who face challenges in traditional classrooms. The collaboration with the CIMC COVID Education Recovery Project concluded in August 2025.

The Condor University offered a variety of certificate programs for CIMC participants. A selection of digital courseware supported individualized, personalized, and differentiated learning, helping high school graduates and adults prepare for successful futures.

Condor Charter School

In partnership with Tribal Solutions Group and Grade Results, the CIMC Condor Education Advisory Committee continued its efforts to establish a charter school. After careful consideration, CIMC chose not to resubmit a petition to Mendocino County because a denial was expected, citing a record of previous rejections of all others who submitted petitions that made approval unlikely.

In October 2025, CIMC chose to pursue a county-wide charter, named Condor Charter School, in Lakeport Unified and Upper Lake Unified school districts in Lake County, California. By April 2026, the committee had a financial model, two tribal resolutions, and an active drive to gather at least 200 signatures for enrolled students (grades 8-12) in Lake County.

During this program year, CIMC representatives toured the All Tribes American Indian Charter School at the Rincon Indian Reservation in Valley Center, California. The school, operating since 2001, demonstrated a working model: broadband in classrooms, vocational shops, and agriculture. The administrator offered to assist CIMC with the charter process and agreed to a partnership as a contingency plan.

Condor Education Advisory Committee

- Kim Edward Cook - Chicago, Illinois
- Aaron Dixon - Reno, Nevada
- Tanya Estrada - Potter Valley, California
- M. Ligaya Hattari, Ph.D. - Hemet, 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
- Harry Talmage, Associate

Accelerating Tribal EV Charging Infrastructure, Planning, and Workforce Development Project

The Accelerating Tribal EV Charging Infrastructure, Planning and Workforce Development Project began in Program Year 2025. This project, funded by the California Energy Commission (CEC), got off to a strong start with early agreement execution, completed site assessments, and stakeholder engagement.

The CIMC CEC team partnered with Ecology Action, a national leader in equitable community climate solutions. Ecology Action helped keep project tasks on schedule, supporting EV charger installation at the Bishop Paiute Reservation and infrastructure planning. Key deliverables included construction drawings, building permits for both sites, equipment checklist approval, and completion of the fleet inventory spreadsheet.

Working with the CIMC Eastern Sierra Field Office, the team advanced the CEC Project's Workforce Development requirements. Recruitment began for EV Charger Technician trainees, who will earn Electric Vehicle Supply Equipment (EVSE) Technician and xEV Electrical Safety Awareness Certifications. The team also sought State-certified electricians to complete online Electric Vehicle Infrastructure Training Program (EVITP) Certification.

This program year, the CEC Project team focused on contractor solicitation, ordering EV charging equipment, identifying training providers, recruiting participants to receive certification training, and advancing fleet electrification blueprint development.

The CIMC CEC Project team maintained progress by attending regular virtual meetings with the CEC, Ecology Action, and the Bishop Paiute Tribe, conducting site visits, submitting quarterly progress reports, and engaging in the project review process.

Elevate Youth California Project



In Program Year 2025, CIMC completed implementation of the Elevate Youth California (EYC) initiative. The Vision Keepers Youth Alliance, created to advance this project, aims to reduce substance abuse among Native youth aged 12 to 24 through culturally rooted, peer-led prevention activities. The project focused on leadership development, civic engagement, and community-based workshops across California. The culturally focused activities encouraged youth leadership, peer mentoring, and mutual support, building protective factors against substance abuse while strengthening cultural identity.



In Central and Southern California, youth continued to participate in workshops, including Safe and Responsible Driving, Tribal Student Impact Aid, California Native Vote Project, and Fundraising 101.

In the Fall of 2025, the CIMC collaborated with several partners to host the Native Youth Stewardship Series. These sessions focused on activating youth councils, leadership development, fundraising skills, self-determination, traditional ecological knowledge, culture, language, and California Native history.



In November 2025, the CIMC EYC Project hosted the Vision Keeper's Youth Alliance Conference, held in Sacramento, California. Youth from throughout the state attended skills sessions on topics including: Introduction to Native American Herbalism, California Native History, Financial Education, Native Youth Shaping Policy and Advocacy, Community Organizing, and Traffic Safety. Optional activities included sightseeing/outings in the Sacramento area and movie, spa, and game nights.

The project concluded at the end of December 2025, resulting in the formation of several youth groups that provide a safe space for Native American Youth to develop skills and knowledge to influence substance use policy in their local regions.



The Sierra Health Foundation: Center for Health Program Management (The Center) supported this Elevate Youth California project, with funding from the California Department of Health Care Services.

Community Outreach and Enrollment Project

During Program Year 2025, CIMC implemented the Community Outreach and Enrollment (COE) Project, with funding from the California Governor's Office of Services and Community Engagement / Office of Community Partnerships and Strategic Communications (OCSPC) from January to June 2026. The COE Project team partnered with OCPSC to support outreach and enrollment assistance into State public service programs to address and reduce social and heath inequities in Native communities

During the short grant cycle, assisted CalKIDS enrollments, along with the Men's Service Challenge, were the main focus of the COE Project. CalKIDS is a State program that is designed to help California families save for college and career training. The Men's Service Challenge is an initiative to encourage California men to step up and service their communities through volunteering.

Through targeted outreach, personalized enrollment support, and ongoing follow-up, many students and their families claimed their CalKIDS accounts and enrolled in other useful programs. Several factors contributed to the success of this project, including strong partnerships with subgrantees and consistent communication with families in the communities. Flexible outreach strategies and culturally responsive support also played an important role in reaching families.



CIMC COE Team at MMIP Policy Summit - February 2026

Outreach and assisted CalKIDS enrollment activities resulted in several meaningful impacts within the community, particularly in increasing awareness of savings opportunities for higher education and reducing uncertainty around postsecondary planning. One of the most significant observations was a renewed conversation about higher education throughout the community. Families, students, and community members had active discussions about college, career pathways, and long-term educational planning openly and positively.

The partnership with Native Dads Network, an organization that provides culturally centered programs that support fathers, mothers, youth, and families across California, enabled the CIMC COE Project to reach a variety of communities which allowed for more families to be assisted with CalKIDS enrollments.

The Yurok Tribe was instrumental in assisting with recruiting community members to volunteer at a large Missing and Murdered Indigenous People (MMIP) Policy Summit. With their assistance, the CIMC COE Project goals set for the California Men's Service Challenge were fulfilled and exceeded.

COE Project team members attended monthly virtual statewide briefings and regional collective impact meetings to stay informed on current outreach and enrollment priorities. Additionally, Project staff attended the statewide California Connects Convening, held in Sacramento, California in April 2026.

Census Information Center

During Program Year 2025, the CIMC Census Information Center (CIC) staff participated in online meetings and webinars focused on distributing data from the 2020 decennial Census and the American Community Survey, while preparing for the 2030 decennial Census. The CIMC CIC is one of 47 nonprofit organizations nationwide and one of five American Indian and Alaska Native organizations that work directly with the U.S. Census Bureau. The CIMC CIC's goal is to provide the most up-to-date data specialized in American Indian and Alaska Native demographics, including information on income, benefits, education, employment, poverty, and disabilities.

In July 2025, the CIMC CIC team participated in the National Congress of American Indians "Indian Country Counts" initiative, and attended the virtual State Data Centers, Census Information Centers, and Data Dissemination & Training Branch Annual Meeting. Discussions included 2020 decennial Census and American Community Survey data products, while looking ahead to the 2030 decennial Census.

Membership Recognition



- *Soboba Band of Luiseño Indians*



- *Fort Independence Indian Reservation*
- *Indian Health Council, Inc.*
- *Torres Martinez Desert Cahuilla Indians*



- *Kletsel Dehe Wintun Nation - Cortina Rancheria*
- *Pala Youth Center*
- *Southern Indian Health Council, Inc.*



- *Elk Valley Rancheria, California*
- *Grindstone Indian Rancheria*
- *Mooretown Rancheria*
- *Picayune Rancheria of the Chukchansi Indians*



- *Costanoan Rumsen Carmel Tribe*
- *Feather River Tribal Health, Inc.*
- *Jamul Indian Village of California*



- *Inaja-Cosmit Band of Indians*
- *Nor Rel Muk Band of Wintu Indians of Northern California*



- *Inter Tribal Sports, Inc.*

Years of Service Recognition

Board of Directors



- *Stacy Dixon*
- *Jackie WiseSpirit*



- *Tanya Estrada*



- *Tracy Tripp*

Native American Workforce Investment Council



- *Brooks D. Ohlson*



- *Norman Franklin*
- *Kathy Payne*

Employees



- *Rachael Mae Bill*
- *Felicia Espinosa*
- *Jennifer L. Trujillo*



- *Skyler Baltazar*
- *Michele Guillen-Leuluai*
- *Seabaze Whitmore*

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*









CIMC

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