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
The California Indian Manpower Consortium, Incorporated Program Year 2007 Annual Report is a publication printed in Sacramento, California in accordance with the By-Laws of the California Indian Manpower Consortium, Inc. This Annual Report, published in response to Article XV, Section 5, Annual Report to Members, of the By-Laws, is available upon request.

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

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board of Directors</td>
<td>1</td>
</tr>
<tr>
<td>Board of Directors Recognition</td>
<td>1</td>
</tr>
<tr>
<td>Native American Workforce Investment Council</td>
<td>1</td>
</tr>
<tr>
<td>Membership Recognition</td>
<td>2</td>
</tr>
<tr>
<td>Executive Director’s Report</td>
<td>3</td>
</tr>
<tr>
<td>Program Year 2007 Organizational Chart</td>
<td>3</td>
</tr>
<tr>
<td>Workforce Development Program Year 2007 MIS Report</td>
<td>4</td>
</tr>
<tr>
<td>Local Workforce Investment Board Participation</td>
<td>5</td>
</tr>
<tr>
<td>Workforce Development Program Year 2007 Geographic Service Area</td>
<td>6</td>
</tr>
<tr>
<td>Chicago Geographic Service Area</td>
<td>6</td>
</tr>
<tr>
<td>Eastern Sierra Geographic Service Area</td>
<td>7</td>
</tr>
<tr>
<td>Escondido Geographic Service Area</td>
<td>7</td>
</tr>
<tr>
<td>Redding Geographic Service Area</td>
<td>8</td>
</tr>
<tr>
<td>Sacramento Geographic Service Area</td>
<td>9</td>
</tr>
<tr>
<td>San Jacinto Geographic Service Area</td>
<td>10</td>
</tr>
<tr>
<td>Ukiah Geographic Service Area</td>
<td>10</td>
</tr>
<tr>
<td>Child Care and Development Block Grant Program</td>
<td>11</td>
</tr>
<tr>
<td>Community Services Block Grant Program</td>
<td>11</td>
</tr>
<tr>
<td>Elders Program</td>
<td>12</td>
</tr>
<tr>
<td>Corporation for National and Community Services</td>
<td>12</td>
</tr>
<tr>
<td>The California Wellness Foundation Program</td>
<td>12</td>
</tr>
<tr>
<td>Census Information Center</td>
<td>13</td>
</tr>
<tr>
<td>Tribal TANF Special Projects</td>
<td>13</td>
</tr>
<tr>
<td>INA WIA Section 166 Technical Assistance Grant</td>
<td>13</td>
</tr>
<tr>
<td>Rural Business Enterprise Grants Program</td>
<td>14</td>
</tr>
<tr>
<td>CIMC Tribal Business Services, LLC</td>
<td>14</td>
</tr>
<tr>
<td>Community Development Financial Institution Project</td>
<td>15</td>
</tr>
<tr>
<td>Entrepreneur Training Program</td>
<td>15</td>
</tr>
<tr>
<td>Fiscal Department Report</td>
<td>16</td>
</tr>
<tr>
<td>Years of Service Recognition</td>
<td>18</td>
</tr>
</tbody>
</table>
Members of CIMC’s Native American Workforce Investment Council represent private and Native American employers, community-based organizations and educational institutions who are committed to the advancement of Native Americans and their future generations. The Council’s mission is to advise, assist and guide CIMC in the development and implementation of training programs for Native Americans. The Council is also responsible for identifying and opening doors to employment opportunities for trained and qualified Native American job seekers.

Richard Anderson, Actor
Entertainment Industry, Beverly Hills, California

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

Tilford Denver
Bishop Paiute Tribe, Bishop, California

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

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

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

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

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

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

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

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

Erna Smith, Retired
USDA Forest Service, Oakland, California

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

### Thirty Year Membership

| Big Pine Paiute Tribe of the Owens Valley | Pauma Band of Mission Indians |
| Bishop Paiute Tribe | Rincon Band of Luiseno Indians |
| Iipay Nation of Santa Ysabel | Round Valley Indian Tribes |
| Modoc Lassen Indian Housing Authority | Santa Rosa Band of Cahuilla Mission Indians |
| Morongo Band of Mission Indians | Sherwood Valley Rancheria |
| Pala Band of Mission Indians | Susanville Indian Rancheria |

### Twenty-Five Year Membership

| Ahmium Education, Inc. | Redwood Valley Reservation |
| Cold Springs Rancheria of Mono Indians of California | Roundhouse Council |

### Twenty Year Membership

| Cahto Tribe of Laytonville Rancheria | Mesa Grande Band of Mission Indians |
| Cahuilla Band of Indians | Pala Fire Department |
| Fort Mojave Indian Tribe | Robinson Rancheria |
| Lassen Indian Health Center | |

### Fifteen Year Membership

| La Posta Band of Mission Indians | |

### Five Year Membership

| Native American House at University of Illinois at Urbana Champaign | Pomo Heritage Institute |
| United Native Housing Development Corporation | |
This Program Year 2007 Annual Report marks the Thirty Year Anniversary of the California Indian Manpower Consortium, Incorporated (CIMC). As with years before, Program Year 2007 was a very busy year for CIMC. While we are experiencing trying and turbulent times, CIMC staff have remained committed to providing appropriate services to meet a myriad level of needs which often lead to profound impacts for our Native families and communities. We have met and/or exceeded our goals for program outcomes and performance results. We are pleased to share our work with you.

It is a satisfying and rewarding experience for all of us who invest our time and energy in order to fulfill the goals of CIMC. For each of us knows that we have contributed towards benefiting numerous individuals, families, tribes and communities in an effort to enhance the quality of life and culture for each. We continue to build upon what works, define our priorities, and focus accordingly. Our intent is to contribute to the economic and social well-being of those we serve.

As we reflect on our accomplishments, it is imperative that we work together to advocate for realistic funding to address the needs of our Native job seekers, entrepreneurs, children, and elders, as well as tribal and Native communities.

With a new federal Administration on the horizon, we will do our part to make sure our agenda maintains a strong voice and plays a significant role in Indian and Native American employment and training issues, and that we will stand firmly to further policies and provisions which are consistent with the law and with federal Indian policy (including tribal sovereignty), and which will protect our ability as Indian tribes and organizations to meet the needs of Indian people.

In closing, I thank the CIMC Board of Directors for their dedication and support, the CIMC staff for their untiring work, the Native American Workforce Investment Council for their input, and the CIMC Membership for your continued guidance and support. I am honored to be associated with you all.

Lorenda T. Sanchez  
Executive Director

Program Year 2007 Organizational Chart
Workforce Development Program Year 2007 MIS Report

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

Program Year 2007 WIA CSP Age Breakdown
- Age 19-21: 92 (16%)
- Age 14-18: 164 (29%)
- Age 55+: 15 (3%)
- Age 22-29: 119 (21%)
- Age 30-39: 94 (16%)
- Age 40-54: 88 (15%)
- Age 30-39: 94 (16%)

Program Year 2007 Core Services (self-directed only)
- Field Office:
  - Chicago: 67
  - Eastern Sierra: 59
  - Escondido: 35
  - Fresno: 53
  - Hoopa: 43
  - Redding: 78
  - Sacramento: 73
  - San Bernardino/San Jacinto: 78
  - Ukiah: 84

- Age Breakdown:
  - Age 19-21: 92 (29%)
  - Age 22-29: 119 (21%)
  - Age 30-39: 94 (16%)
  - Age 40-54: 88 (15%)
  - Age 55+: 15 (3%)

California Indian Manpower Consortium, Inc.
Each local Workforce Investment Board (WIB) creates a workforce investment system that is designed to have significant input from employers, public officials, and stakeholders at the state and local level. Under the Workforce Investment Act (WIA), local areas develop policies, interpretations, guidelines and definitions relating to program operations that help shape the local system.

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

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

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

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

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

CIMC staff in each field office link with each One-Stop Center in their Geographic Service Area for such client services as use of the resource room for job search assistance. Clients also have access to the various One-Stop Center workshops. Staff also negotiate participant cost sharing with various One-Stop agencies for client activities as well as access other client services such as assessment testing and supportive services.
Our main workforce development activity has been to assist clients in removing barriers and help them secure employment. We provide a thorough assessment to identify barriers and use a strong case management approach to help clients overcome barriers to achieve their employment goals and continue assisting them after exit to retain employment.
Our goal is to provide the tools needed to enhance the lives of our people. This may seem like an easy task but can be a great challenge for everyone involved once the decision is made to make the changes necessary to achieve the benefit, large or small.

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

Program Year 2007/2008 Eastern Sierra Geographic Service Area Members

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

Program Year 2007/2008 Escondido Geographic Service Area Members

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

Native Employment Works Program Year 2007 Enrollments

- Work Experience
- Job Skills Training
- Entrepreneurial Training
- Job Development & Placement

Eastern Sierra Geographic Service Area

Workforce Investment Act Program Year 2007 Enrollments

- Core Services (Requiring Registration)
- Intensive Services
- Training Services

Escondido Geographic Service Area

Workforce Investment Act Program Year 2007 Enrollments

- Core Services (Requiring Registration)
- Intensive Services
- Training Services

Native Employment Works Program Year 2007 Enrollments

- Work Experience
- Job Skills Training
Program Year 2007/2008 Redding Geographic Service Area Members

- Berry Creek Rancheria - Oroville, CA
- Elk Valley Rancheria - Crescent City, CA
- Enterprise Rancheria - Oroville, CA
- Feather River Tribal Health, Inc. - Oroville, CA
- Fort Bidwell Indian Community - Fort Bidwell, CA
- Fort Bidwell Reservation Elders Organization - Fort Bidwell, CA
- Greenville Rancheria - Greenville, CA
- Grindstone Indian Rancheria - Elk Creek, CA
- Lassen Indian Health Center - Susanville, CA
- Local Indians for Education - Shasta Lake, CA
- Mechoopda Indian Tribe - Chico, CA
- Modoc Lassen Indian Housing Authority - Lake Almanor, CA
- Mooretown Rancheria - Oroville, CA
- Nor Rel Muk Band of Wintu of Northern California - Weaverville, CA
- Pit River Tribe - Burney, CA
- Roundhouse Council - Greenville, CA
- Susanville Indian Rancheria - Susanville, CA
- Wintu Tribe & Toyon-Wintu Center - Redding, CA

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

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

Workforce Investment Act Program Year 2007 Enrollments

- Training Services: 61
- Intensive Services: 17
- Core Services (Requiring Registration): 18

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

Program Year 2007/2008 Sacramento Geographic Service Area Members

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

“T he Fresno Field Office's focus is to enable the customer to obtain and retain regular full time employment through the WIA and NEW program services and to coordinate with other resource providers based on the customer's needs.”

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

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

Native Employment Works
Sacramento Field Office Program Year 2007 Enrollments

3 Native Employment Works
1 Entrepreneurial Training
2 Work Experience
2 Job Skills Training
0 Job Development & Placement

Sacramento Field Office Program Year 2007 Enrollments

17 Core Services
30 Intensive Services
4 Training Services
52 Core Services (Requiring Registration)

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

Workforce Investment Act
Program Year 2007 Enrollments

<table>
<thead>
<tr>
<th>Training Services</th>
<th>Intensive Services</th>
<th>Core Services (Requiring Registration)</th>
</tr>
</thead>
<tbody>
<tr>
<td>92</td>
<td>40</td>
<td>28</td>
</tr>
</tbody>
</table>

Ahmium Education, Inc. - San Jacinto, CA
Cahuilla Band of Indians - Anza, CA
Chemehuevi Indian Tribe - Havasu Lake, CA
Coastanoan Rumsen Carmel Tribe - Pamona, CA
Fort Mojave Indian Tribe - Needles, CA

Program Year 2007/2008 San Jacinto Geographic Service Area Members

- Ramona Band of Cahuilla - Anza, CA
- Riverside-San Bernardino County Indian Health, Inc. - Banning, CA
- Santa Rosa Band of Cahuilla Mission Indians - Hemet, CA
- Soboba Band of Luiseno Indians - San Jacinto, CA
- Torres Martinez Desert Cahuilla Indians - Thermal, CA

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

Ukiah Geographic Service Area

Workforce Investment Act
Program Year 2007 Enrollments

<table>
<thead>
<tr>
<th>Training Services</th>
<th>Intensive Services</th>
<th>Core Services (Requiring Registration)</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>32</td>
<td>0</td>
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</tbody>
</table>

Bo-Cah Ama Council - Fort Bragg, CA
Cahto Tribe of Laytonville Rancheria - Laytonville, CA
Guidiville Indian Rancheria - Talmage, CA
Hopland Band of Pomo Indians - Hopland, CA
InterTribal Sinkyone Wilderness Council - Ukiah, CA
Lake County Citizens Committee on Indian Affairs, Inc. - Lakeport, CA
Manchester Point Arena Band - Point Arena, CA
Northern Circle Indian Housing Authority - Ukiah, CA
Pomo Heritage Institute - Redwood Valley, CA
Redwood Valley Rancheria - Redwood Valley, CA

Program Year 2007/2008 Ukiah Geographic Service Area Members

- Redwood Valley Rancheria - Redwood Valley, CA
- Robinson Rancheria - Nice, CA
- Round Valley Indian Tribes - Covelo, CA
- Scotts Valley Band of Pomo Indians - Lakeport, CA
- Sherwood Valley Rancheria - Willits, CA
- United Native Housing Development Corporation - Ukiah, CA

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

Native Employment Works
Program Year 2007 Enrollments

- On-the-Job Training: 1
- Entrepreneurial Training: 1
- Work Experience: 4

- Work Experience: 21
- Job Development & Placement: 20

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

San Bernardino
San Jacinto

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

San Bernardino
San Jacinto

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

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

Participating Tribes

<table>
<thead>
<tr>
<th>FY2007</th>
<th>FY2008</th>
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<tbody>
<tr>
<td>Cahuilla</td>
<td>Cahuilla</td>
</tr>
<tr>
<td>Cedarville</td>
<td></td>
</tr>
<tr>
<td>Fort Independence</td>
<td>Fort Independence</td>
</tr>
<tr>
<td>Lone Pine</td>
<td>Lone Pine</td>
</tr>
<tr>
<td>Mesa Grande</td>
<td>Mesa Grande</td>
</tr>
<tr>
<td>San Pasqual</td>
<td>San Pasqual</td>
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<tr>
<td>Santa Rosa Reservation</td>
<td>Santa Rosa Reservation</td>
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<tr>
<td>Santa Ynez</td>
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<tr>
<td>Santa Ysabel</td>
<td>Santa Ysabel</td>
</tr>
<tr>
<td>Sherwood Valley</td>
<td>Sherwood Valley</td>
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<tr>
<td>Tuolumne</td>
<td>Tuolumne</td>
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</table>

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

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

The Emergency Food and Shelter Program was established in 1983 by Congress with the intent of supplementing local efforts to provide emergency food and shelter to people in need. Funding for the program is provided through a subcontract with the Local Board of the Sacramento Regional Emergency Food and Shelter Program to provide food purchase orders for eligible American Indians who reside in Sacramento and Yolo counties. This grant supplemented the CSBG grant and helped extend CIMC CSBG dollars to serve more people in need.
The CIMC Elders Program operated during Program Year 2007 with funding from the U.S. Department of Health and Human Services, Administration on Aging. The program is funded under Title VI of the Older Americans Act to insure that the nutritional needs of participating elders are being met.

During Program Year 2007, the CIMC Intergenerational Culture Preservation (ICP) Project, funded by the Corporation for National and Community Service (CNCS), placed eleven VISTA members with Tribal communities to work on projects that bridge the generation gap between elders and youth, provide socialization for elders, mentorship for youth, and preserve tribal culture.

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

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

To assist the CIMC Elders Program which has limited funding, Robinson, Susanville and Berry Creek Rancherias employed cooks who prepare meals at their respective sites. All sites contribute to the success of the program by providing site contacts that assist with intakes and distribution of informational material.

### Meals are Prepared On-site at:

- Berry Creek Rancheria
- Fort Bidwell Reservation
- Robinson Rancheria
- Susanville Rancheria

### Shelf Stables meals are provided at:

- Big Sandy Rancheria
- Coyote Valley Rancheria
- San Pasqual Reservation

### Meals are purchased from other nutritional programs for delivery at:

- Chico/Mechoopda Rancheria, Robinson, Susanville, Berry Creek Rancheria
- Cold Springs Rancheria, Chico/Mechoopda Rancheria, Robinson, Susanville, Berry Creek Rancheria
- Mechoopda Indian Tribe of Chico Rancheria
- Robinson Rancheria
- Coyote Valley Rancheria
- San Pasqual Reservation
- Santa Ysabel Reservation

### NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM

During Program Year 2007, the CIMC Native American Caregiver Support Program provided services to families who are caring for an older relative with a chronic illness or disability and to elders who are relative caregivers themselves. Services included information dissemination, referrals to various caregiver resources, counseling and support, temporary respite relief for caregivers, and supplemental services when possible.

### Corporation for National and Community Service

AmeriCorps*Volunteer In Service To America (VISTA)

Intergenerational Culture Preservation Project

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

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

### The California Wellness Foundation Program

During Program Year 2007, CIMC operated the final year of the three-year Healthy Lifestyles, Prevention, and Wellness Promotion of Native Elders Program. Through funding provided by The California Wellness Foundation, CIMC conducted healthy aging workshops, disseminated health information to Native elders and youth, and partnered with other agencies.
During Program Year 2007, the CIMC Census Information Center (CIC) continued to provide census data information, specializing in Native American data, upon request. Steps were taken toward making Native American Census data easier to understand and obtain.

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

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

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

In July 2007, CIMC provided some administrative support for the National Alliance of Tribal TANF (NATT) during its National Summit on Understanding State TANF Funding—A Working Conference: Information Is the Tool of Negotiations and Survival—which was held in Fife, Washington.

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

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

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

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

- **Support for the national technical assistance and training (TAT) conferences** - Assisted with the National Indian and Native American Employment and Training Conference held in May 2008 in Wisconsin.
- **Peer-to-peer on-site technical assistance** - Provided on-site technical assistance to other WIA grantees in need of in-depth technical assistance.
- **Logistical support for multi-regional TAT meetings** - Provided assistance with East/Midwest Multi-Regional Employment and Training Conference and the Western Regional Workforce Investment Act Conference.
- **Logistical support for the Native American Employment and Training Council** - Provided support for Native American Employment and Training Council to improve overall WIA grantee performance and provide recommendations to the Secretary of Labor.
- **Logistical support of Council Work Groups** - Provided support for information/technology, reporting/performance measures, and effective management work groups to provide recommendations to the Native American Employment and Training Council.
- **Targeted technical assistance for Public Law 102-477 grantees** - Provided technical assistance in support of the demonstration effort under Public Law 102-477.
- **New Directors Training** - Arranged for the design and presentation of intensive training for the improvement of overall management and administrative capacity for WIA grantees.
- **Information Technology** - Provided support in the development of the updated Native American Workforce Investment Act automated reporting system (Bear Tracks 2).
CIMC has been awarded four Rural Business Enterprise Grants (RBEG) by the U.S. Department of Agriculture, Office of Rural Development. These one-year grants, funded through the Rural Development’s Business and Cooperative Programs are designed to address Tribal business and Native entrepreneurship at various levels of development.

BUILDING THE NATIVE AMERICAN ECONOMY THROUGH ENTREPRENEURS

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

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

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

CREATING A LINK BETWEEN NATIVE AMERICAN BUSINESSES AND INTERNATIONAL TRADE

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

CALIFORNIA NATIVE ENTREPRENEURS OPPORTUNITY FUND

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

CIMC Tribal Business Services, LLC

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

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

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

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

Program Year 2007 was a year filled with networking, promoting and building a name for CIMC Tribal Business Services.
Eight of the twelve goals have been met as follows:

- Complete a Market Study to determine the needs of the California Native community needs concerning: entrepreneurship training, business development, financial literacy and business loaning institutions.
- Develop Loan Products based on Market Analysis findings.
- Develop Policies and Procedures for CNEOF.
- Develop Pre and Post Loan Technical Assistance Workshops.
- Develop and Create Loan Applications and Forms for CNEOF.
- Apply for Revolving Loan grants and Administration, Staff and Workshop grants.
- Create a nonprofit organization called: California Native Entrepreneurs Opportunity Fund, Inc.
- Establish CNEOF Board - (5 ‘founding’ Board Members)
- Provide Board Training, and to ratify the Loan Products, Policies and Procedures.
- Develop a Capitalization plan, for ongoing lending, training and advocacy.
- Start Lending to Native Entrepreneurs.
- Prepare CNEOF, Inc., to qualify for CDFI Certification by December 2008.

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

In May 2008, staff presented a workshop entitled, "Turning Native Dreams into Entrepreneurial Reality" at the 2008 National Indian and Native American Employment and Training Conference in Wisconsin Dells, Wisconsin. This workshop provided an introduction to CIMC’s entrepreneur training program and generated national interest.

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

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

<table>
<thead>
<tr>
<th>U.S. Department of Labor</th>
<th>Training Services Expenditures $171,994</th>
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</thead>
<tbody>
<tr>
<td>Employment and Training Administration</td>
<td>Employment Services Expenditures $846,896</td>
</tr>
<tr>
<td>Indian and Native American Programs</td>
<td>Other Program Services Expenditures $2,074,586</td>
</tr>
<tr>
<td></td>
<td>Administration Expenditures $528,978</td>
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<td></td>
<td>Supplemental Youth Services Expenditures $123,783</td>
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### Native Employment Works (NEW) Program

<table>
<thead>
<tr>
<th>U.S. Department of Health and Human Services</th>
<th>NEW Program Expenditures $470,807</th>
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<tr>
<td>Administration for Children and Families</td>
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### Indian and Native American Technical Assistance and Training (TAT) Grant

<table>
<thead>
<tr>
<th>U.S. Department of Labor</th>
<th>TAT Program Expenditures $359,431</th>
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<tbody>
<tr>
<td>Employment and Training Administration</td>
<td></td>
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<tr>
<td>Indian and Native American Programs</td>
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</table>

### Child Care and Development Block Grant (CCDBG) Program

<table>
<thead>
<tr>
<th>U.S. Department of Health and Human Services</th>
<th>CCDBG - FY07 Program Expenditures $255,398</th>
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<tbody>
<tr>
<td>Administration for Children and Families</td>
<td>CCDBG - FY08 Program Expenditures $34,314</td>
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### Rural Business Enterprise Grants (RBEG) Program

<table>
<thead>
<tr>
<th>U.S. Department of Agriculture</th>
<th>Business Development PY07 Expenditures $12,541</th>
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<tbody>
<tr>
<td>Rural Development</td>
<td>Entrepreneurial PY07 Expenditures $15,121</td>
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<tr>
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<td>CDFI PY07 Expenditures $35,318</td>
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<td></td>
<td>World Trade Center PY07 Expenditures $8,036</td>
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### USFS Mistletoe Abatement Project

<table>
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<tr>
<th>U.S. Department of Agriculture</th>
<th>USFS Project Expenditures $67,127</th>
</tr>
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<tbody>
<tr>
<td>Forest Service - Participating Agreement</td>
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California Indian Manpower Consortium, Inc.
### Elders Program

<table>
<thead>
<tr>
<th>U.S. Department of Health and Human Services Administration on Aging (AOA)</th>
<th>AOA-1 Program Expenditures $75,260</th>
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<tr>
<td></td>
<td>AOA-2 Program Expenditures $76,627</td>
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<td>AOA-3 Program Expenditures $77,011</td>
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### Native American Caregiver Support Program

<table>
<thead>
<tr>
<th>U.S. Department of Health and Human Services Administration on Aging</th>
<th>Caregiver 1 Program Expenditures $16,535</th>
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<tr>
<td></td>
<td>Caregiver 2 Program Expenditures $19,536</td>
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<td>Caregiver 3 Program Expenditures $17,815</td>
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### Nutrition Supplement Program (NSP)

<table>
<thead>
<tr>
<th>U.S. Department of Health and Human Services Administration on Aging</th>
<th>NSP 1 Expenditures $7,928</th>
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<tr>
<td></td>
<td>NSP 2 Expenditures $5,557</td>
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<td>NSP 3 Expenditures $6,974</td>
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</tbody>
</table>

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

| The California Wellness Foundation (TCWF) Health Initiatives Grant | TCWF Program Expenditures $39,007 |

### Intergenerational Culture Preservation (ICP) Project

| Corporation for National and Community Service AmeriCorps*VISTA | ICP Program Expenditures $27,149 |

### Community Services Block Grant (CSBG) Program

<table>
<thead>
<tr>
<th>State of California Department of Economic Opportunity Northern California Indian Development Council, Inc.</th>
<th>CSBG 2007 Subcontract Program Expenditures $276,440</th>
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<tbody>
<tr>
<td></td>
<td>CSBG 2008 Subcontract Program Expenditures $18,577</td>
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</tbody>
</table>

### Emergency Food and Shelter National Board Program

Years of Service Recognition

Thirty Year Recognition

Diana Alvarez
Linda Cruz
Cleo Foseide
Lorenda T. Sanchez

Twenty-Five Year Recognition

Charlene Keller
Velma WhiteBear

Twenty Year Recognition

Brooks Louis Lockhart

Fifteen Year Recognition

Marsha Jinapuck
Teresa Peralta

Ten Year Recognition

Deanna Quintana

Five Year Recognition

M. Ligaya Hattari