



**CALIFORNIA INDIAN MANPOWER
CONSORTIUM, INC.**

**Program Year 2024
ANNUAL REPORT**

Creating Positive Change for Native Communities

CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.
PROGRAM YEAR 2024 ANNUAL REPORT
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The California Indian Manpower Consortium, Incorporated Program Year 2024 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 Chicken Ranch Rancheria Me-Wuk Indians of California, Picayune Rancheria of the Chukchansi Indians, and the Southern California Tribal Chairmen's Association.



CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

MEMBERSHIP (AS OF SEPTEMBER 20, 2025)

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

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
- Ewiiapaay 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
June Nachor
Bakersfield, 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



Paul E. Arnold
1960-2025

IN MEMORIAM

Mr. **Paul E. Arnold**, an enrolled member of the Yankton Sioux Tribe, began his journey on June 24, 2025. Paul joined the CIMC Board of Directors as a representative of the CIMC Chicago Geographic Service Area in March 2024. He was also a 2015 graduate of the CIMC Leadership Training for Entrepreneurial/Small Business/Economic Development, which contributed to a successful real estate business. He is greatly missed by the CIMC family.



46th Annual Membership Meeting Board Recognitions (November 2024)

Robert H. Smith was selected as the Outstanding Board Member for Program Year 2023.

Board Member **Shelia Smith-Lopez** was recognized for twenty 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

I extend my warmest welcome and best wishes for your health and wellness during this challenging time. It is my pleasure to present the Annual Report highlighting the accomplishments of the California Indian Manpower Consortium, Inc. (CIMC) and the results achieved by the respective programs for Program Year 2024 — a year unlike any before.

Despite the trying, stressful, and turbulent times we face, the CIMC staff have remained committed to providing appropriate and essential services that meet a myriad level of needs, often resulting in profound impacts for our Native families and communities. This report provides an overview of our successes, which reflect results of our shared efforts from a broad mix of services aimed at continually preparing and supporting our workforce, and fostering economic and social development for Native families and communities in an ever-changing world.

As we work towards solutions and strategies, I am grateful to the Board for their guidance and support in our efforts to safeguard our program services and jobs. I am continually inspired by our staff's commitment to pursue innovative ways to ensure that we can continue to provide essential services.

Where we are in spite of the environment, our progress is remarkable. We are pleased to share our work with you. It is a rewarding experience for us to 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 and define our priorities and focus accordingly. Our intent is to contribute to the economic and social well-being of those we serve.

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

With the uncertainty on the horizon, we will do our part to ensure that our agenda maintains a strong voice and plays a significant role in employment and training issues for Indian and Native American communities. We will stand firmly in furthering policies and provisions that are consistent with the law and federal Indian policy (including tribal sovereignty), and protect our ability as Indian tribes and organizations to effectively address the needs of Indian people.



Dr. Lorenda T. Sanchez, Executive Director

In closing, I thank the CIMC Board of Directors for their dedication, leadership and support, the CIMC staff for their perseverance and untiring work, the Native American Workforce Investment Council for their employer and labor force input, the Condor Education Advisory Committee for their commitment to our educational efforts, and the CIMC Membership for your continued advocacy, guidance and support. I am honored and privileged 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 2025

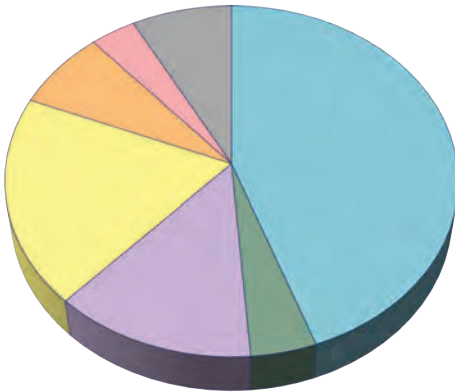
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PROGRAM YEAR 2024 EXPENDITURES

(JULY 1, 2024 TO JUNE 30, 2025)



U.S. Department of Labor

Workforce Innovation and Opportunity Act

- Comprehensive Services.....	\$3,354,085
- Supplemental Youth Services	\$54,096
- Comprehensive Services - Native American Health Center	\$1,822

U.S. Department of Health and Human Services

Administration for Children and Families

- Native Employment Works.....	\$329,488
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Administration on Aging/Administration for Community Living

- Elders Nutrition Program.....	\$478,984
- Native American Caregiver Support Program.....	\$68,945
- Enhancing Public Health	\$347,109
- Medicare Improvements for Patients and Providers Act	\$23,468
- American Rescue Plan Act A.....	\$38,706
- American Rescue Plan Act C	\$54,459

Adminstration for Children and Families

Child Care and Development Block Grant Program

- Fiscal Year 2022 Grant	\$476,544
- Fiscal Year 2024 Grant	\$899,299
- American Rescue Plan Act	\$90,613
- Coronavirus Response and Relief Supplemental Act.....	\$8,211

Other Funding

Community Development Block Grant CV2/3 Tribal Set Aside

- COVID Education Recovery Project.....	\$448,535
- Sustaining Native American Economies Project.....	\$118,308

California Office of Community Partnerships and Strategic Communications

- Trusted Messenger Network Grant - Informing Native Communities Project.....	\$273,419
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Foundation and Other Fixed-Term Grants

The Center at Sierra Health Foundation

- Elevate Youth California Project	\$293,523
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Workforce Matters / The Fund for Workforce Equity

- Tribal Labor Force Study.....	\$3,986
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The James Irvine Foundation

- Better Careers Fund / Multi-Craft Core Curriculum Apprenticeship Readiness.....	\$92,315
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California Workforce Development Board

- High Road Training Project	\$190,503
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San Diego Workforce Partnership

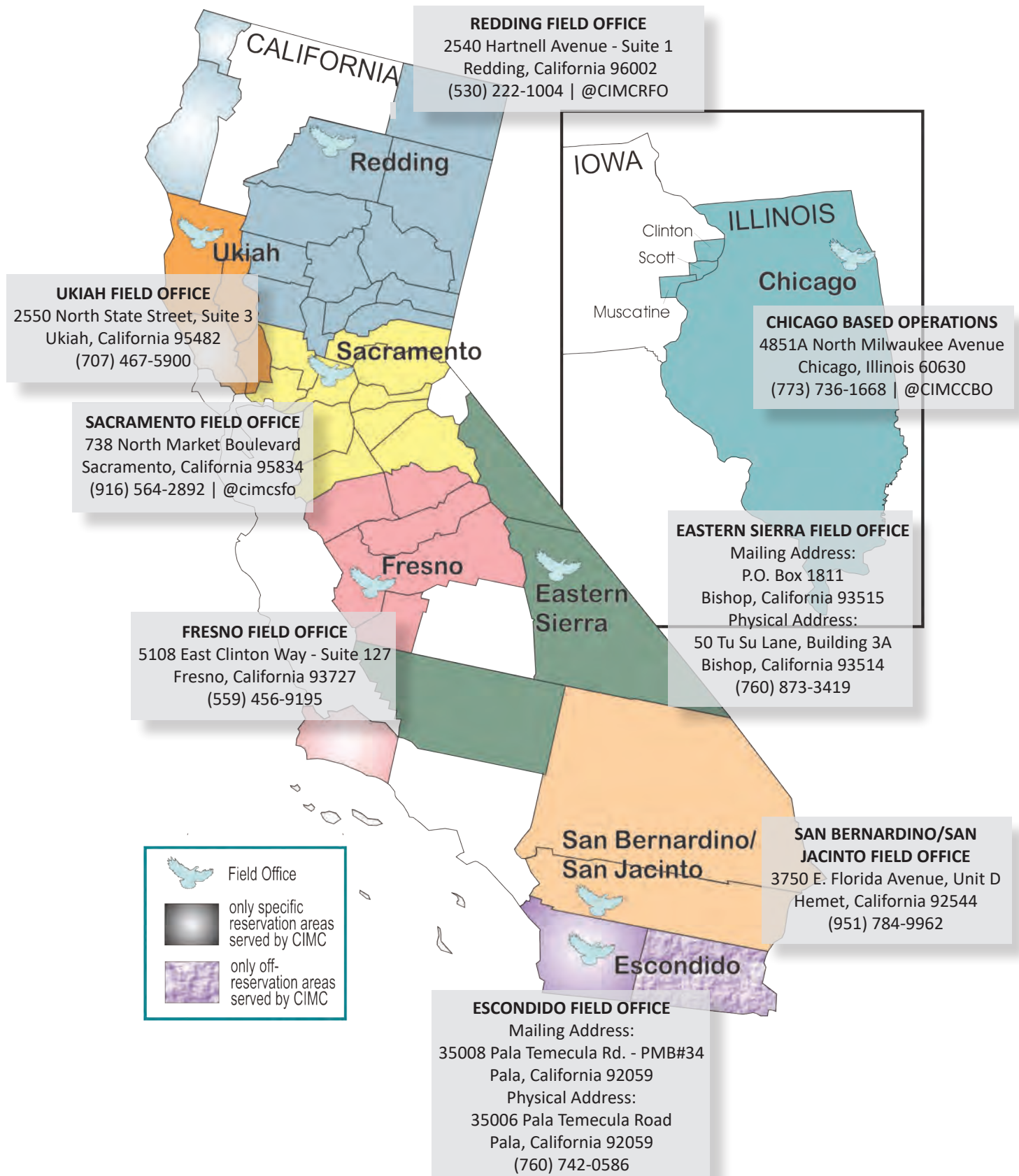
- High Road Careers in Construction.....	\$11,879
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United Way Wine Country

- Emergency Food and Shelter Program	\$9,636
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WORKFORCE DEVELOPMENT PROGRAM SERVICE AREA



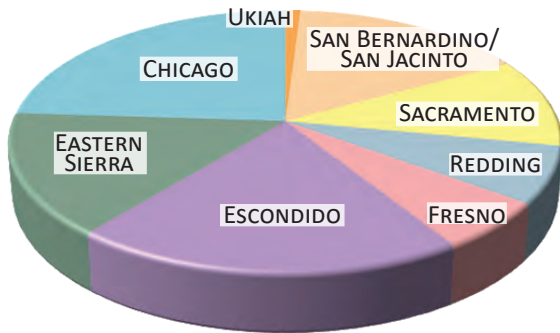
WORKFORCE DEVELOPMENT PROGRAM

PROGRAM YEAR 2024 PERFORMANCE

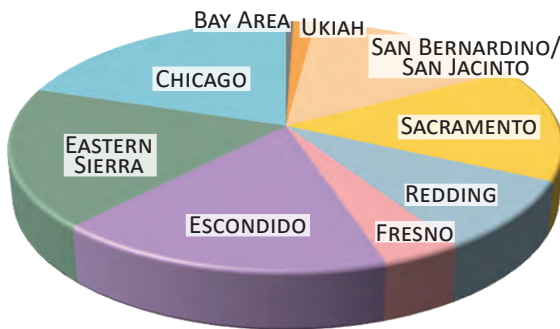


WORKFORCE INNOVATION AND OPPORTUNITY ACT COMPREHENSIVE SERVICES PROGRAM PROGRAM YEAR 2024

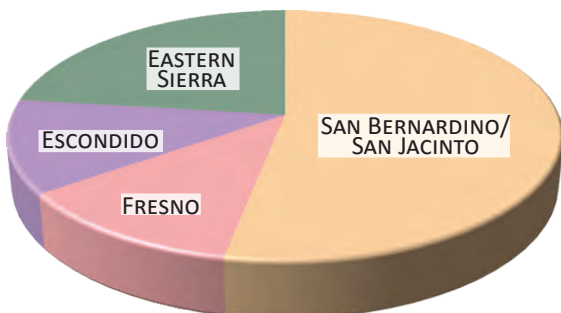
PARTICIPANTS SERVED (TOTAL - 454)



TOTAL EXITERS (TOTAL - 391)

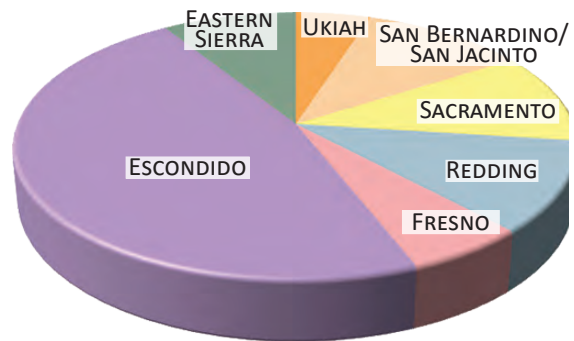


TRIBAL SUPPLEMENTAL YOUTH SERVICES PROGRAM YEAR 2024 ENROLLMENTS BY FIELD OFFICE (TOTAL - 26)

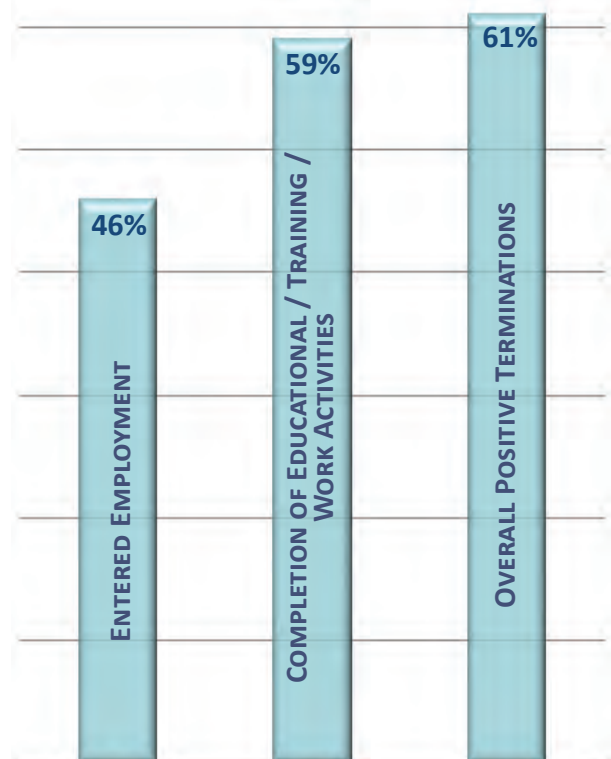


NATIVE EMPLOYMENT WORKS PROGRAM SERVICES PROGRAM YEAR 2024

ENROLLMENTS BY FIELD OFFICE (TOTAL - 64)



PERFORMANCE OUTCOMES





WORKFORCE DEVELOPMENT PROGRAM

CALIFORNIA FIELD OFFICES

During Program Year 2024, the CIMC Workforce Development Program utilized social media, outreach events, and direct engagement with tribal agencies to increase program enrollments.

Sharing information through social media posts, local tribal newsletters, and radio spots enhanced program visibility. Regular networking meetings facilitated direct engagement with potential participants. Additionally, word-of-mouth referrals and informational sessions helped connect with both new and returning clients.



CIMC Workin' Skills into Careers - Fresno, CA - May 2025

Collaboration with tribal agencies and local organizations ensured that outreach efforts were culturally relevant. The Redding Field Office (RFO) participated in monthly networking meetings with Local Indians for Education and the Shasta College Job Developers Advisory Council. RFO staff also continued its partnerships with several organizations, including Native Roots, Sierra Institute, CTPP Tribal TANF, and the SMART Workforce Center.

Field office staff focused on large Native gatherings for outreach efforts. For instance, the Sacramento Field Office shared information at the California Native American Day in September 2024 and at the Wilton Rancheria Native American Breast Cancer Awareness Walk/Run in October 2024, both of which were attended by hundreds of people. All field offices targeted events expected to attract large numbers of Native American individuals and families.

Attendance of graduation events and youth council meetings allowed for targeted support for young participants. Ongoing networking with educational institutions,



Christina Arzate, WD Field Operations Coordinator - Earth Day

tribal organizations, and workforce centers expanded resources and opportunities available to them. Staff from the San Jacinto/San Bernardino Field Office (SBSJFO) offered career assessments, job readiness tips, and information on various career pathways to youth at the Noli Indian School and the Sherman Indian School.

The "Workin' Skills into Careers" Soft Skills Certificate Training sessions were effective in preparing participants for employment. The training emphasized building self-esteem through the reinforcement of cultural identity and enhancing self-awareness. The Fresno Field Office conducted a three-day "Working Skills into Careers" session for a small group of participants, allowing for personalized skill-building opportunities.



CIMC Workin' Skills into Careers - Fresno, CA May 2025

Three field offices collaborated with the CIMC High Road Training Project (HRTF) and the Better Careers

Fund Project to enroll participants in Multi-Craft Core Curriculum (MC3) pre-apprenticeship readiness training cohorts. This training equipped individuals with industry certifications and practical skills for careers in the construction trades.

The Eastern Sierra Field Office enrolled 18 participants into the 10-week MC3 training held in Bakersfield, California, during October-November 2024. The SBSJFO staff successfully recruited participants for an MC3 cohort at the Torres Martinez Desert Cahuilla Reservation, where seven individuals completed the training and became certified in industry-related skills.

Additionally, the Escondido Field Office hosted a cohort at the Pala Indian Reservation, where 15 individuals successfully completed the training.

The Workforce Development program staff consistently demonstrated their dedication to creating positive change for Native communities through their unwavering commitment and diligent efforts.



MC3 Graduates in Bakersfield, California - November 2024

WORKFORCE DEVELOPMENT PROGRAM

CHICAGO BASED OPERATIONS



The main focus of the CIMC Chicago-Based Operations (CBO) workforce development strategies during Program Year 2024 was to enhance participants' skills, improve job satisfaction, and ensure personal growth.

Enrollment strategies included developing a healthy, positive working relationship with the community, particularly with Native organizations in the CBO service area. Collaborating with America's Job Centers, the Department of Human Services, and homeless shelters was crucial. Staff concentrated on reaching out to locations where Native American individuals in need typically gather.

CBO also partnered with other Native organizations to provide youth opportunities for volunteering at events, and to provide beading lessons and sewing workshops. CBO participated in these functions to inform the youth about services that could enhance their future, prioritizing keeping them informed of opportunities and helping them stay off the streets and in school. CBO staff offered educational opportunities and referrals to in-school employment and training programs.

CBO participated in various events within the Native community, as well as in non-Native

gatherings. They made an effort to attend all functions, regardless of their size or location, as long as they fell within their service area. CBO was present at most powwows and senior lunches to facilitate outreach.

Establishing connections with employers and maintaining visibility remained essential for CBO.. Staying informed about their hiring practices allowed CBO to match the right candidates with the right employers. CBO informed employers about how their staff works with clients to prepare them for the workforce.

Additionally, CBO attended Chamber of Commerce meetings to maintain a presence in the business community. They also attended quarterly meetings and lunch events with the Jefferson Park Chamber of Commerce, providing a valuable opportunity to network with other businesses in the area.

Traveling throughout CBO's service area and introducing the program to Illinois/Iowa WorkNet Centers and social service agencies has proven to be successful. This approach helps

keep these agencies informed and earns referrals for participants. Through its outreach efforts, CBO has established itself as a referral agency for several businesses and social service organizations.

Job and career fairs were also attended as part of the outreach strategy.



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

Throughout this program year, CBO staff remained committed to providing "Workin' Skills into Careers" sessions for enrolled participants. This included traveling to the Quad Cities to extend these services to that region. These sessions focus on boosting self-esteem by reinforcing cultural identity, improving self-awareness, and enhancing understanding of employer expectations.

CBO staff are actively engaged at both the state and local levels. Ms. Susan Stanley serves as a member of the Illinois Governor's Native American Employment Plan Advisory Council, while Mr. Vincent Romero represents CIMC-CBO at the Chicago American Indian Community Collaborative and participates in monthly online meetings.

CBO staff remain dedicated to empowering individuals to achieve their career goals by offering personalized counseling, unwavering encouragement, and a range of supportive services.



CIMC CBO Workin' Skills into Careers - Rock Island, IL - April 2025



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



Vincent Romero, WD Coordinator III, and Susan Stanley, CBO Coordinator, conducting outreach at Every Child Matters Powwow - September 2024



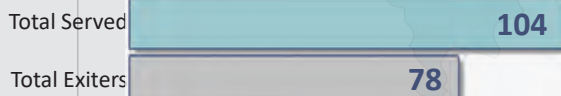
WORKFORCE DEVELOPMENT PROGRAM - FIELD OFFICES

Chicago Based Operations

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

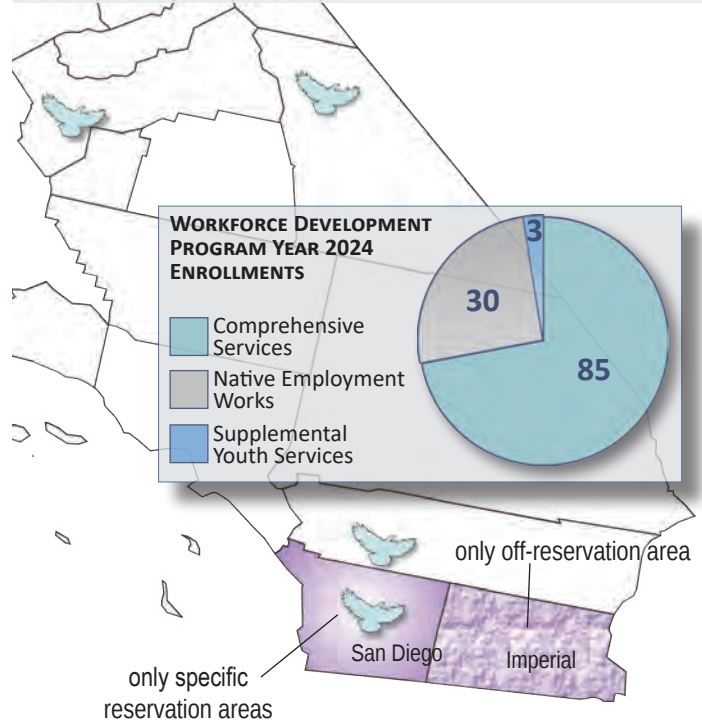


WORKFORCE INNOVATION AND OPPORTUNITY ACT COMPREHENSIVE SERVICES - PROGRAM YEAR 2024



Escondido Field Office

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

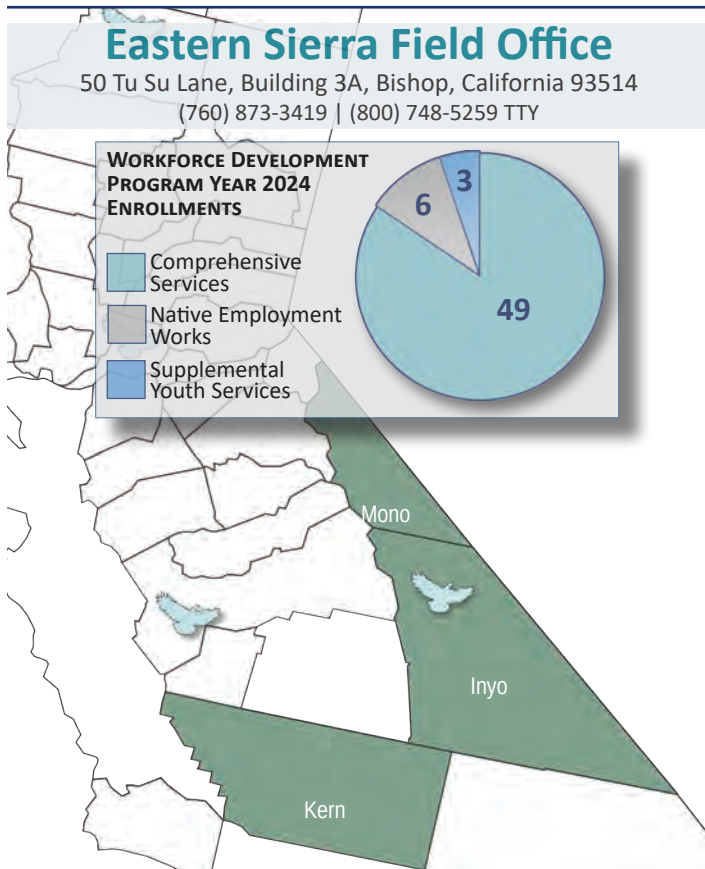
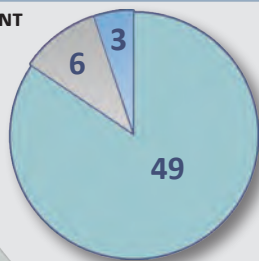


Eastern Sierra Field Office

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

WORKFORCE DEVELOPMENT PROGRAM YEAR 2024 ENROLLMENTS

- Comprehensive Services
- Native Employment Works
- Supplemental Youth Services

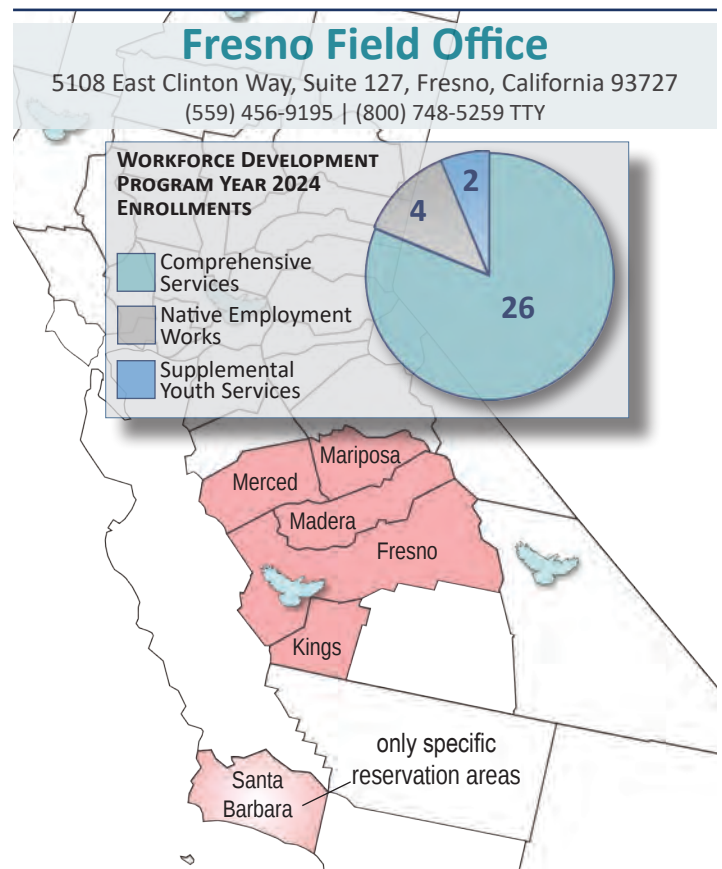
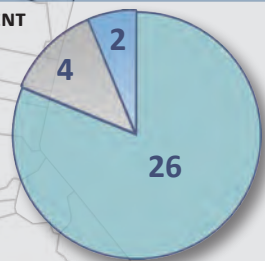


Fresno Field Office

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

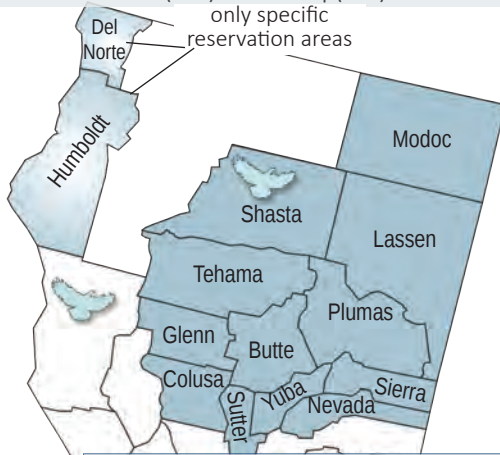
WORKFORCE DEVELOPMENT PROGRAM YEAR 2024 ENROLLMENTS

- Comprehensive Services
- Native Employment Works
- Supplemental Youth Services



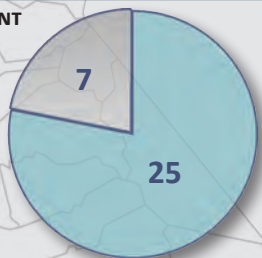
Redding Field Office

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



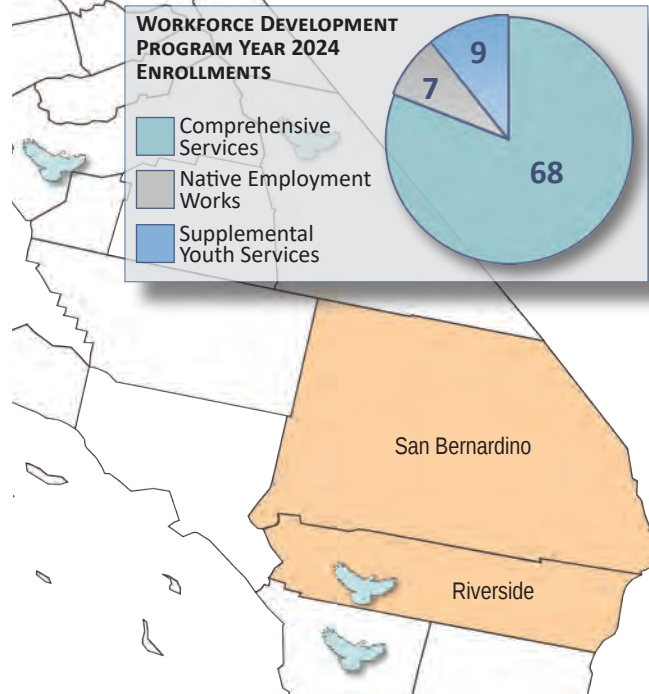
WORKFORCE DEVELOPMENT PROGRAM YEAR 2024 ENROLLMENTS

- Comprehensive Services
- Native Employment Works



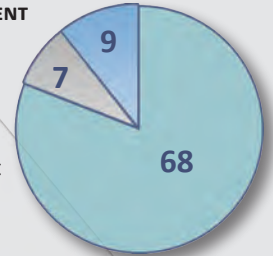
San Bernardino/San Jacinto Field Office

3750 East Florida Avenue, Unit D, Hemet, California 92544
(951) 784-9962 | (800) 748-5259 TTY



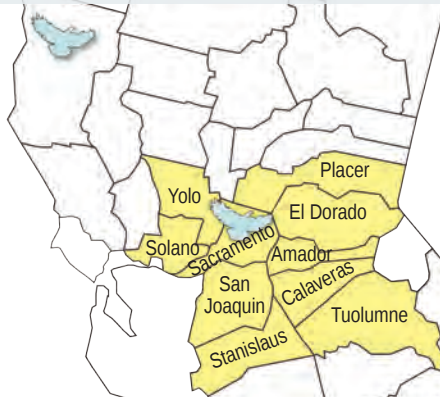
WORKFORCE DEVELOPMENT PROGRAM YEAR 2024 ENROLLMENTS

- Comprehensive Services
- Native Employment Works
- Supplemental Youth Services



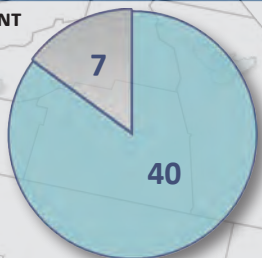
Sacramento Field Office

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



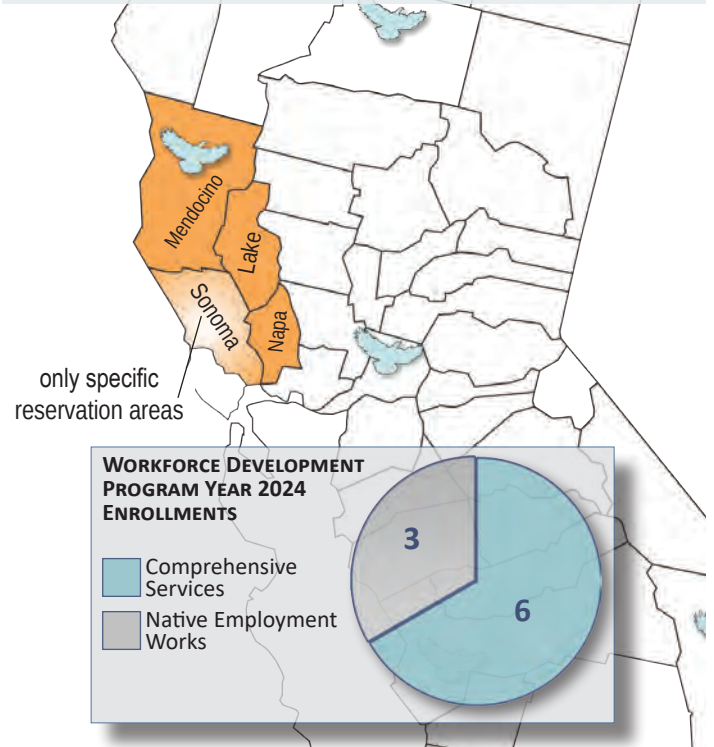
WORKFORCE DEVELOPMENT PROGRAM YEAR 2024 ENROLLMENTS

- Comprehensive Services
- Native Employment Works



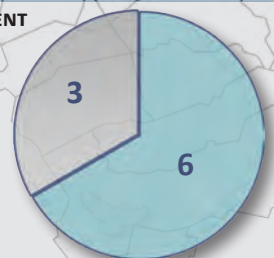
Ukiah Field Office

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



WORKFORCE DEVELOPMENT PROGRAM YEAR 2024 ENROLLMENTS

- Comprehensive Services
- Native Employment Works





HIGH ROAD TRAINING PROJECT

The CIMC High Road Training Project (HRTTP) was launched in 2024 to increase apprenticeship and pre-apprenticeship opportunities for Tribal and underserved communities. In collaboration with the San Diego Building and Construction Trades Council, the project has made significant progress in outreach, recruitment, supportive services, and training, despite encountering challenges related to staffing and documentation.

During the first two quarters, CIMC staff conducted outreach meetings in the Escondido, Eastern Sierra, and San Jacinto service areas. All eligible participants were co-enrolled in the CIMC Workforce Development Program. Staff distributed flyers, hosted information sessions, and engaged participants through social media and community radio.

By late 2024, a total of 59 participants had enrolled in the HRTTP, with 33 individuals entering pre-apprenticeship or apprenticeship programs. Supportive services were essential, with 32% of participants receiving assistance, such as childcare and

transportation, to help them overcome barriers to training.

By the end of Program Year 2024, HRTTP had enrolled a total of 95 participants across its Workforce Development service areas. The Multi-Craft Core Curriculum (MC3) training program successfully completed multiple cohorts.

In the Inyo, Kern, and Mono County regions, participants from the first MC3 training cohort finished their training by November 2024. In the Escondido and San Jacinto/San Bernardino service areas, Cohort 1 enrolled 15 participants, while Cohort 2 saw enrollment of seven participants for the MC3 training from August 2024 to October 2024.

Four participants have already secured apprenticeships with the Local 220 Laborers Union, while two others

are preparing to enter electrical apprenticeships. Additionally, one participant has enrolled in a 10-week master welder training program in San Diego, receiving support for travel expenses from CIMC. These examples demonstrate the program's effectiveness in connecting partici-

pants to real apprenticeship and career pathways.

Supportive services continue to be essential for helping participants access and maintain training opportunities. While staff report that participants are beginning apprenticeships

and finding jobs, documentation and follow-up processes have been inconsistent, which affects official outcome reporting. Despite these challenges, the HRTTP has reached significant milestones. The program has secured a no-cost extension until June 30, 2027, providing additional time to expand MC3 offerings, improve data tracking, and develop long-term workforce pathways for Tribal communities.

Success stories from participants, such as a member of the Tejon Tribe who completed MC3 training, joined a union, and secured a position on his Tribe's casino project, illustrate the transformative impact of the program.



After successfully completing the CIMC MC3 Training program in September 2024, Mia Sanchez chose to specialize in welding and joined LiUNA Local 89, and then began working at the San Diego International Airport.



MC3 Class in Bakersfield, California - November 2024

# of Participants Enrolled		
ESFO	36	95 Participants Total
SBSJFO	23	
EFO	36	



MC3 Training Graduates - Pala, CA - September 2024



BETTER CAREERS FUND PROJECT

During Program Year 2024, CIMC continued to implement a Multi-Craft Core Curriculum (MC3) Apprenticeship Readiness Program for the Escondido and San Bernardino/San Jacinto Field Offices. The project concluded on November 30, 2024.

The goals of the program were two-fold:

1. To successfully implement an MC3 training program in San Diego County.
2. To enable 20 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.

CIMC hosted the first training session from August 12 to September 6, 2024, at the Pala Indian Reserva-

tion, in which a cohort of 15 participants successfully completed their pre-apprenticeship training. A second training session followed, held from September 30 to October 25, 2024, with seven participants from Torres Martinez Desert Cahuilla Tribe who also successfully completed their training.

All participants were co-enrolled

onto the CIMC High Road Training Project program, and CIMC staff assisted participants with overcoming barriers to success.

This project was funded by The James Irvine Foundation through their Better Careers Fund, which was established to connect Californians to good jobs with family-sustaining wages and opportunities for advancement.



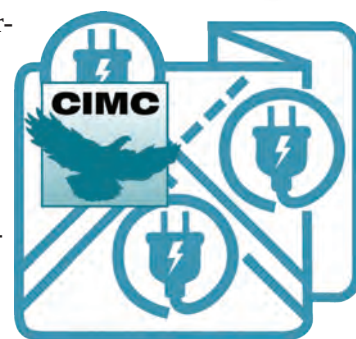
Torres Martinez MC3 Training Graduates - Torres Martinez - October 2024

ACCELERATING TRIBAL EV CHARGING INFRASTRUCTURE, PLANNING, AND WORKFORCE DEVELOPMENT PROJECT



In early 2025, the California Indian Manpower Consortium (CIMC), in collaboration with Ecology Action and the Bishop Paiute Tribe, made significant progress in addressing the electric vehicle (EV) infrastructure gap in rural California. With \$2.99 million in funding from the California Energy Commission, the project is set to install four publicly accessible DC fast chargers, integrated battery

storage, and two Level 2 chargers on Bishop Paiute tribal lands. This initiative aligns with the Tribe's objectives of self-sufficiency and sustainable development while tackling the limited availability of charging infrastructure in Inyo County.



HIGHLIGHTS



Program Start Date: June 2025



Program Budget: \$3 million



Total Participants: 23



Partnership: Ecology Action of Santa Cruz; Bishop Paiute Tribe



Program Focus: Electrical Vehicle Infrastructure, Planning and Workforce Training and Development

In addition to infrastructure improvements, the project aims to create a stakeholder-driven transportation electrification blueprint and to provide workforce training opportunities for Tribal members. Training will include EV Infrastructure Training Program (EVITP), Society of Automotive Engineers (SAE), and Automotive Service Excellence (ASE) certifications, equipping participants with the skills needed to maintain and expand EV infrastructure. Collectively, these efforts will enhance equitable access to clean transportation, support the adoption of EVs within Tribal fleets and communities, and offer a replicable model for other Tribes looking to advance electrification initiatives.



CHILD CARE AND DEVELOPMENT BLOCK GRANT PROGRAM

During the 2024 program year, 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 88 children from 43 families.

The CCDBG Program completed six 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 2024-2025 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. Native American Book Sets – A curated selection of culturally significant books was provided with the intention of nurturing a passion for reading while honoring Native voices in children's literature. The titles featured in this collection include:
 - *Powwow Day* by Traci Sorell
 - *Wings of an Eagle* by Billy Mills and Donna Janell Bowman
 - *We Are Water Protectors* by Carole Lindstrom
 - *My Powerful Hair* by Carole Lindstrom
4. 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.
5. Bear Necessities Care Package: Children's Dental Care Kits – Dental kits and oral health guides were assembled and distributed to promote good hygiene habits from infancy to

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

adolescence. Each kit contained essential tools, including age-appropriate toothbrushes, toothpaste, floss, a 2-minute sand timer, and a toothbrushing tracker. Additionally, each kit included an easy-to-follow illustrated handout outlining simple techniques and tips for effective brushing and flossing.

6. Summertime Reading Kits – Reading kits were assembled and distributed to keep children engaged and active during the warm months. Each kit contained several books, a towel, and a water mister. Raising a Reader kits were also provided to new families who had not previously received them.





PUBLIC HEARINGS

The CIMC Child Care and Development Block Grant (CCDBG) Program invited all participating parents, providers, tribes, and community members to attend public hearings to discuss the CCDBG Fiscal Year 2026-2028 plan. Hearings took place in Pala, California on June 17, 2025, and in Sacramento, California on June 19, 2025.

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 for a chance to win a prize.



This program year, the CCDBG Program Specialist held eight in-person training sessions on Emergency and Disaster Preparedness. These sessions actively included children to help them learn how to prepare for emergencies. The training curriculum was regularly updated



DATE	LOCATION	PARTNER
August 1, 2024	Reno, NV	Inter-Tribal Council of Nevada
October 10, 2024	Jackson, CA	California Tribal TANF Partnership
November 12, 2024	Carmichael, CA	San Juan Unified School District - Indian Education Program
March 4, 2025	Fullerton, CA	Walking Shield & United American Indian Involvement
May 20, 2025	Los Angeles, CA	United American Indian Involvement
May 23, 2025	Fort Jones, CA	Quartz Valley Indian Reservation
May 24, 2024	Smith River, CA	Tolowa Dee-ni' Nation
June 10, 2025	Tuolumne, CA	Tuolumne Band of Me-Wuk Indians

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.





ELDERS PROGRAM

The CIMC Elders Program operated during Program Year 2024 with funding from the U.S. Department of Health and Human Services, Administration on Community Living/Administration on Aging. The program is funded under Title VI of the Older Americans Act, with remaining funds from the COVID-19 pandemic also utilized during this year.

Throughout the program year, the Elders Program staff collaborated with all participating tribes to meet 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 to visit congregate meal sites,

received home-delivered meals. Additionally, elders at sites without on-site meal preparation

facilities either received meals delivered from other nutrition programs or frozen or shelf-stable meals. The Elders Program staff oversaw site operations, including menu planning, monitoring food purchase, processing payments.

During this grant period, a total of 20,651 meals were served in congregate meal settings, while another 14, 244 meals were delivered to elders' homes, bringing the grand total to 34,945 meals served.



In addition, 26,358 transportation services were provided to elders for shopping, medical appointments



and prescription pick-ups. A total of 609 elders joined in health and wellness activities, and 731 elders received nutritional education.

All tribal sites contributed program's success by providing site contacts who assisted the Elders

Program staff with completing intakes and distributing informational material, among other tasks.

The CIMC Elders Program collaborated with the Big Sandy Rancheria to organize a gathering for elders from the Big Sandy Rancheria, Cold Springs Rancheria, North Fork Rancheria, and other surrounding tribes. The event took place in Auberry, California on April 10, 2025, and had 143 attendees. The gathering featured lunch, bingo, and door prizes.



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

MEDICARE INFORMATION OUTREACH

The CIMC Elders Program partnered with the California Department of Aging, California Health Insurance Counseling and Advocacy Program to provide valuable information on Medicare. This collaboration aimed to educate tribal elders about several important topics, including an overview of Medicare, the California Senior Medicare Patrol (focused on preventing medicare fraud), assistance with Medicare costs, medical identity theft, and medical equipment fraud.

Ms. Tatiana Fassieux, an Education & Training Specialist with the California Health Advocates, presented a session titled "Protect Yourself, Your Family and Your Tribe" at the CIMC 46th Annual Membership Meeting in Pala, California on November 1, 2024.



NATIVE AMERICAN CAREGIVER SUPPORT PROGRAM



The CIMC Native American Caregiver Support 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, referral caregivers to various resources, offering counseling and support, providing temporary respite relief, and, when possible, supplemental services.

In December 2024, the CIMC Elders Program organized a four-day caregiver training at the Pala Indian Reservation. Participants had the opportunity to learn about

various aspects of caregiving, including the role of caregivers, consumer rights, mental and physical health, the aging process, observation and reporting, environmental safety, infection control with universal precautions, and personal care.

Speakers shared valuable information on brain health, dementia, and elder abuse within tribal communities. Additionally, the Pala Fire Department provided First Aid and CPR training. A total of 21 Native caregivers successfully completed the course.



CIMC Caregiver Training Graduates - Pala, California - December 2024

SUSTAINING NATIVE AMERICAN ECONOMIES PROJECT

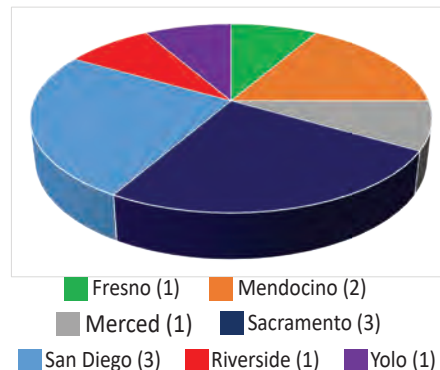


The CIMC Sustaining Native American Economies Project, provided financial assistance to low-to-moderate income (LMI) Native American entrepreneurs and micro-enterprises whose business operations were negatively impacted by the COVID-19 pandemic. The project's goal was to assist 76 eligible applicants, throughout the full grant period, in retaining a job, creating a job, and/or start a new business by offering economic relief of up to \$5,000. This project was funded by the California Department of Housing and Community Development,

During Program Year 2024, the project successfully provided financial assistance to 12 Native American owned and operated businesses throughout California. The recipients

were geographically diverse, ranging from Mendocino County to San Diego County. The Native-owned businesses operated in various sectors, including photography, hair salons, clothing, food trucks, therapeutic massage, community service organizations and mobile phlebotomy.

While the program achieved meaningful success, it faced some



challenges.

One of the most significant barriers to eligibility was the low-to-moderate income requirement. Although this requirement was determined by the county of residence, many applicants struggled to meet it, even at the highest qualifying bracket of 80% LMI. Additionally, as time passed after COVID-19, many businesses expressed uncertainty over whether they could to meet this criterion.

Despite these challenges, the project provided valuable financial support that positively impacted the growth and sustainability of the recipient's businesses.





ELEVATE YOUTH CALIFORNIA PROJECT

In Program Year 2024, CIMC continued to implement the Elevate Youth California (EYC) initiative aimed at reducing substance abuse among Native youth aged 12 to 24 through culturally rooted, peer-led prevention activities. The program focused on leadership development, civic engagement, and community-based workshops across California.

The CIMC EYC Project hosted its first youth listening session after four months of peer-led workshops. Fifteen young people came together to provide input on programming, leadership development, and cultural exchange. The youth requested more hands-on activities, cultural teachings, interactive icebreakers, leadership workshops, and diverse food options. They also expressed their appreciation for the safe space, mentorship, and cultural connection offered by the program. The feedback collected played a significant role in planning the upcoming 2025 Youth Leadership Conference, which will feature cultural activities and leadership workshops designed to enhance the leadership skills of Native American youth.

The CIMC EYC Project facilitated the attendance of 58 youth and 22 chaperones from 14 tribes at the National Unity Conference of Indian Tribal Youth (UNITY), one of



the largest gatherings of Native youth in the country, held in San Diego, California. Attendees represented tribal youth from various areas of California, including the Cahto

Tribe of Laytonville Rancheria, the Hopland Band of Pomo Indians, the Manchester-Point Arena Band of Pomo Indians, the Iipay Nation of Santa Ysabel, and the Rincon Band of Luiseño Indians.

Youth participated in workshops focused on advocacy, climate action, mental health, cultural preservation, and Indigenous governance. Many

attendees joined caucuses, delivered public remarks, and connected with Tribal leaders and national youth organizations. The conference offered transformative experiences, with several youth expressing interest in forming advisory groups and bringing civic engagement initiatives back to their communities.

In Central and Southern California, 43 youth took part in 14 peer-led workshops. Activities included making ribbon skirts, poetry empowerment, language learning, cooking frybread, and participating in a film discussion circle on "Rez Ball." These culturally focused events encouraged youth leadership, peer mentoring, and mutual support, building protective factors against substance abuse while strengthening cultural identity.

In Southern California, youth led a multi-month ribbon skirt sewing program that combined cultural teachings, discussions about healthy relationships, and skill-building. Participants thoughtfully selected fabric colors, learned gifting traditions, and supported one another in their sewing techniques. The program concluded with a celebration where skirts were gifted and a drawing was held for the sewing machines to encourage continued practice.



The CIMC EYC Project organized 34 cultural and civic engagement events, which reached 353 participants across the state. Key highlights included the Rez Beats Open Mic, Two-Spirit BAAITS Powwow activities, community dinners, and workshops focused on youth justice organizing. These events strengthened positive cultural identities, fostered statewide networks, and increased opportunities for youth leadership.





CONDOR EDUCATION

During Program Year 2024, the CIMC continued to provide online training through 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 maintained their collaboration with Grade Results, offering school lessons and online tutoring to K-12 students who may be struggling in a traditional classroom setting.

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

In partnership with

Tribal Solutions Group and Grade Results, CIMC continued its efforts to establish a charter school in Mendocino County, California. The application and petition for the Condor Kapel-Ja Charter School previously submitted to the Mendocino County Board of Education was withdrawn, with plans to resubmit it, incorporating revisions requested by the Board and addressing community concerns.

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



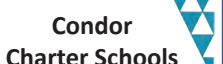
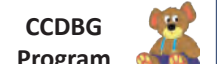
Condor Education Advisory Committee

- Kim Edward Cook - Chicago, Illinois
- Aaron Dixon - Frederick, Maryland
- Tanya Estrada - Potter Valley, California
- 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
- Harry Talmage, Associate

CIMC CONDOR EDUCATION PROGRAMS PROGRAM YEAR 2024

					
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.	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.	Condor Youth Connections Charter School - Chicago, Illinois - Free online public high school - grades 9-12 (pending) Condor Kapel-ja Charter School - Mendocino County, California - Multiple small school locations - grades 6-12 (pending)	The CCDBG Program coordinates with Grade Results to make the online Condor Success and Career Academy available to children of CCDBG Program participating tribes.	The COVID Education Recovery Project assists Native American youth who reside in the CIMC 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.	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.



COVID EDUCATION RECOVERY PROJECT

For Program Year 2024, the CIMC COVID Education Recovery Project (CERP) staff continued to provide necessary educational support and resources for Native American youth, ages five to twenty-four who reside in low-to-moderate income households within CIMC's geographic service areas in California. This initiative targeted youth whose education was adversely affected by COVID-19. Funded by the California Department of Housing and Community Development through the

Community Development Block Grant Coronavirus Response, CERP Education



H.S. Graduate Tukwet Holguin (Cahuilla) with Julie Dome, CIMC Education Coordinator

Coordinators conducted comprehensive case management to develop effective educational plans tailored to each student.

CIMC CERP partnered with Grade Results, an online educational platform that offers personalized instruction in core subjects for kindergarten to 12th grade students.

For participants under 18 years old, their parents or guardians took part in weekly check-in activities with their assigned Education Coordinator, providing support throughout the process. This collaborative approach helped younger students establish consistent study habits and set achievable educational goals, such as improving grades, meeting state or national standards, or earning a high school diploma.

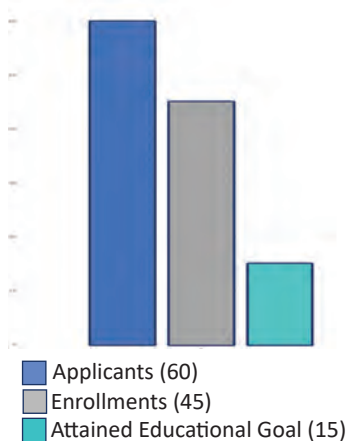
In total, the program received 60 applications, with 5 from Northern

COVID Education Recovery Project

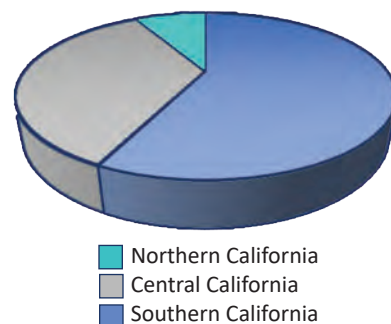


California, 21 from Central California, and 34 from Southern California. In terms of achieving educational goals, 11 students in El Dorado, Fresno, Lake, Sacramento, and San Diego counties met national or state standards. Additionally, 4 students in Fresno, Riverside, Sacramento, San Diego, and Yuba counties successfully earned their high school diplomas through the Grade Results program. Overall, there was a 33% success rate in achieving educational goals among the total number of enrolled students.

APPLICANT OUTCOMES



APPLICANTS BY GEOGRAPHIC REGION (TOTAL - 60)



CENSUS INFORMATION CENTER

During Program Year 2024, the CIMC Census Information Center (CIC) staff participated in online meetings and webinars focused on distributing data from the 2020 decennial Census and 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 2024, the CIMC CIC Liaison attended the State Data Centers, Census Information Centers, and Data Dissemination & Training Branch Annual Meeting in Charlotte, North Carolina. Discussions included 2020 decennial Census data products, while looking ahead to the 2030 decennial Census. Additional topics covered included the American Community Survey and upcoming changes to Race and Ethnicity categories, among other areas of interest.





INFORMING NATIVE COMMUNITIES PROJECT

During Program Year 2024, the CIMC Informing Native Communities (INC) Project completed its second outreach period, funded by a Trusted Messenger Network (TMN) grant from the California Office of Community Partnerships and Strategic Communications (OCPSC). INC Project staff partnered with OCPSC to serve as trusted messengers, delivering culturally relevant information about the State's priority messages regarding extreme heat awareness, water conservation, youth behavioral health, and other emerging issues affecting tribal communities and the Native population in California.

INC project staff attended monthly virtual state-wide briefings and regional collective impact meetings to stay informed on current priority messaging and to enhance outreach efforts. Additionally, Project staff



participated in monthly virtual training sessions focusing on U.S. Census data analysis, and took part in the Trusted Messenger Convening, held in Sacramento, California in May 2025.

During this grant year, the INC Project collaborated with four new or-

ganizations and one returning organization to achieve its goal of 7,500 interactive engagements. Thanks to the support of these organizations throughout California, the initial goal of 7,500 interactive engagements was surpassed, resulting in a total of 13,248 engagements across 37 counties in the state.

Steps were taken to overcome long-standing barriers such as mistrust and cultural irrelevance, to create messaging that feels more authentic and respectful. A key example of this is the redesign of social media posts, which include images of Native peoples. These changes fostered a sense of inclusion and trust, transforming outreach into a welcoming and relatable experience, ultimately improving participation, understanding, and long-term community connections.

Project staff also collaborated with CIMC Field Office personnel to share messaging while conducting outreach. The State's priority messaging was also included in the CIMC Child Care and Development Block Grant Program newsletters.



The TMN grant ended on June 30, 2025, and due to California State budget decisions, there are no plans to continue funding for the Trusted Messenger Network. While this news was not entirely unexpected, it marked a bittersweet conclusion to a valuable project.



INC Partner, Native American Environmental Protection Coalition conducted outreach at the 3rd Annual MMIP Summit in Pala, California, in February 2025

At the Trusted Messengers Convening, held in Sacramento, California in May 2025, Ms. Dinezbaa Smiley, TMN Project Coordinator, participated in a five-member panel discussion titled "Strategic Community Engagement." This panel focused on engaging with communities in a respectful manner and included representatives from the Callexico Wellness Center, Equality California, Disability Rights Education and Defense Fund, and the West Fresno Family Resource Center. During the discussion, Ms. Smiley provided attendees with a brief overview of California's history regarding Native peoples and highlighted the significant diversity among Tribal communities in the state, advocating for the acknowledgment of these differences.

Informing Native Communities Program Year 2025 Project Partners

- Cache Creek Conservancy
- California Indian Basketweavers Association
- Fresno American Indian Health Project
- Native American Environmental Protection Coalition
- Save California Salmon



CALIFORNIA INDIAN MANPOWER CONSORTIUM, INC.

MEMBERSHIP RECOGNITION



- Northern Circle Indian Housing Authority



- Enterprise Rancheria



- Big Sandy Rancheria
- Sierra Mono Museum and Cultural Center
- La Jolla Band of Luiseño Indians



- Native American Support Program - University of Illinois at Chicago
- The Mono Nation



- American Indian Association of Illinois



YEARS OF SERVICE RECOGNITION

EMPLOYEES



- Althea L. Boyd



- Sarah M. King



- Deanna Quintana



- Sara Macdonald-Boswell



- Jeffery "Jeff" Hogue
- Alyssa Jimenez

BOARD OF DIRECTORS



- Robert H. Smith

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.

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