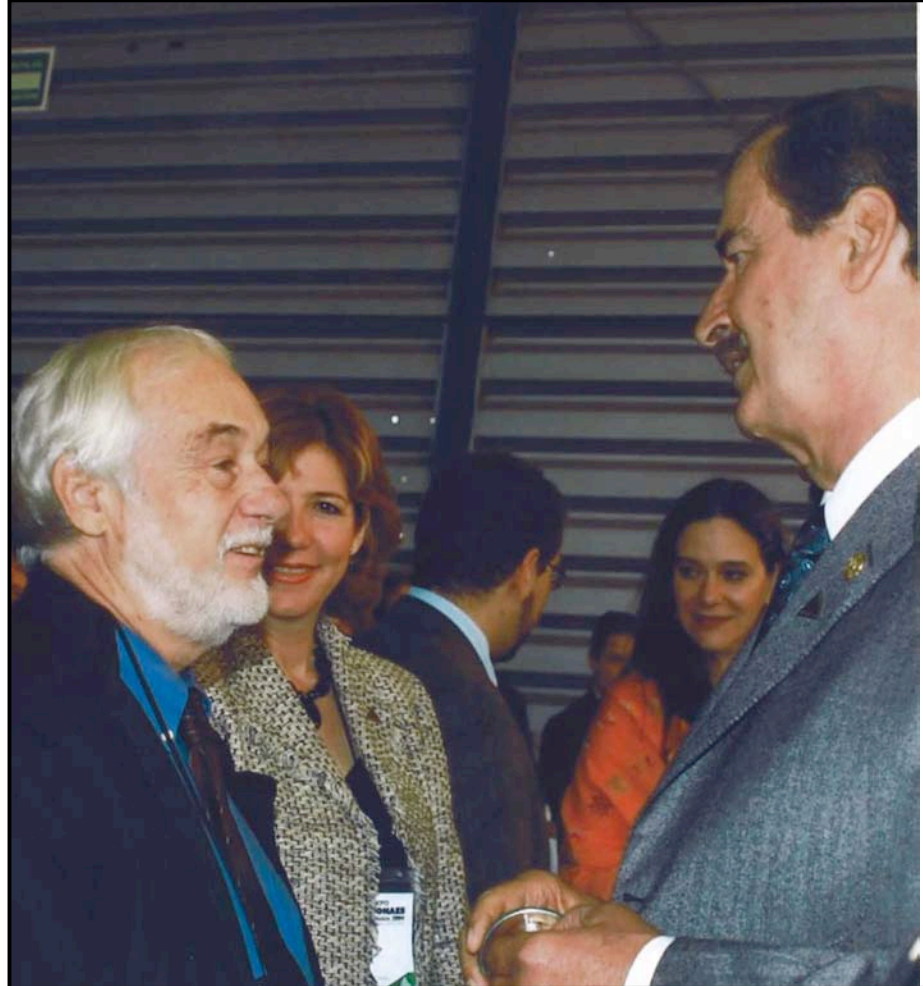




PPEP, Inc. & Affiliates Annual Report 2003-2004



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Presidente Vicente Fox Quesada

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John David Arnold, Ph.D.
Chief Executive Officer & Founder

Hector Sanchez
President

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MOTTO:

"Si Se Puede" "Si Se Pudo"

2004 THEME: 2005

"BEING VIGILENT TO THE NEEDS OF FARMWORKERS AND RURAL POOR"



PPEP = Portable Practical Educational Preparation
 PMHDC = PPEP Microbusiness & Housing
 Development Corp.
 PRBDC = PPEP Rural Business Development
 Corporation
 FARS = First American Resources
 PSHSC = PPEP Senior Housing Services Corporation

PPEP & AFFILIATES BOARDS OF DIRECTORS

PPEP	PMHDC	PRBDC	FARS	PSHSC
PRESIDENT Hector Sanchez P.O. Box 1992 San Luis, AZ 85349	PRESIDENT John Bordenave 1912 E. Caravelle Tucson, AZ 85713	PRESIDENT Dr. Celestino Fernandez University of Arizona Dept. of Sociology Tucson, AZ 85721	CO-PRESIDENTS Alice Paul, Ed.D. Retired	PRESIDENT Vacant
VICE PRESIDENT Benny McCabe, M.A. Tucson Indian Center 705 N. Main Tucson, AZ 85705	VICE PRESIDENT Gilbert Mungaray 419 N. Calle de Lumbre Green Valley, Az 85614	VICE PRESIDENT Open	VICE-PRESIDENT Jacob Bernal Tucson Indian Center Tucson, AZ 85705	VICE PRESIDENT Ken Jewell 260 N. Paseo de Los Conquistadores Green Valley, AZ
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Jacinto Cruz Marana, AZ	John Torrez, CPA 6112 E. 22 nd Street Tucson, AZ 85711		MEMBERS AT LARGE Jacinto Cruz Marana, AZ	
Jose Yopez Somerton, AZ				



Connie Martinez, CEO Executive



Dr. John David Arnold with Union Farm Workers Director Dolores Huerta

CEO Introduction Message

Dear PPEP family and friends:

For all non-profits this has been a very difficult year as government funding is drying up. In part due to the economy, but also the war in Iraq and Homeland Security. In essence, the nation's priorities have changed and the once proud "War in Poverty" has been set aside, this cause is now supplemented in part by foundations, corporations and fundraisers.

Unfortunately, the private sectors resources are being stretched to the limit PPEP and Affiliates stepped up its efforts this past year to tap into resources of both the private and public sectors, which is just paying off as new grants are being realized. These grants support existing efforts and allow for controlled growth to help meet the ever increasing number of rural poor.

Another challenge has been to identify migration patterns of the sizable new immigrant populations. Resources have been committed to this past year to survey new areas of migrants across the state and identify needs.

The importance of the survey in part it to help protect existing funding going to special target populations such as our migrant and second farmworker populations. Because of the lack of accurate numbers, there has been significant loss of funding for programs vital to these "invisible" populations. Other efforts this year have been to educate community leaders, and funding sources the importance of retaining such valued farmworkers programs such as job training, housing, youth and micro business training programs. To date, we have been successful in saving the first two and working on the last two listed above.

PPEP and Affiliates, despite all the negatives has seen some remarkable growth in programs such as Encompass that serves the Developmentally Disabled.

Other programs with PPEP/PMHDC have had their own and some with losses. Because of our diversity in funding and good performance funding sources have chosen to invest resources to PPEP's mission to "improve the quality of rural life." Furthermore, PPEP, Inc. as in the past has been willing to take necessary steps to scale back or eliminate outdated programs and make staff cuts accordingly.

Over the past year, we have seen our efforts to promote micro business, housing, and job training expanding dramatically both in the Rocky Mountain States and border regions.

A historic bi-national agreement to create a "mini" NAFTA for micro business was signed with the Mexican government, which included meeting with Presidente of Mexico Vicente Fox (see attached articles). This will open up import and export trading between tiny businesses on both sides of the border, thereby creating commercial ties. On the regional level PMHDC Housing has become a funding conduit and technical assistance provider to farmworker organizations from Oklahoma to Hawaii.

On the Arizona scene, we have seen several new group homes for the developmentally disabled, new school, and office facilities acquired. Considerable upgrades, remodeling of existing facilities has also taken place. Including the farmworker Hall of Fame, Gertha/William Brown and Gilberto Mungaray buildings. Details about the activities of PPEP and Affiliates this past year can be found in the CEO Quarterly Report Section.

Also, the attached departmental and program reports will highlight the agencies' activities this past year. For previous annual reports you may access through our website at ppep.org.

As we look to this new fiscal year, we will continue to proceed cautiously to keep programs within their budgetary constraints, conserve agency resources, mobilize new resources, and keep existing programs alive. The suggested motto for this coming fiscal year is "Moving Ahead/Conserving Resources" 2004-2005.



LULAC National Cesar Chavez Leadership and
Community Service Award
2004 Arizona LULAC "Man of the Year"
Award
presented to Dr. John David Arnold by Board
member Maria Chavez

Our goals in service to our clients is:

Improving the Quality of Rural Life

We are dedicated to serving our clients.

We value and respect diversity.

We work as a team.

We each do all we can to make a difference.

We learn, change and improve.

We focus on results.

We work with integrity.

We believe in Si Se Pudo!

Si Se Pudo,

John David Arnold, Ph.D.

Chief Executive Officer and Founder



Signing of the “mini” NAFTA Bi National Agreement with Mexican Secretary of Commerce Lic. Fernando Canales Clariond, Director of FONAES Emilio Illanez; General Coordinator of FONAES Dr. Gerardo Aranda, Dr. Arnold, CEO PPEP INC.; Director of FONAES Lic. Fernando Matàn Merino.

10/17/04

Dr. Arnold Receives Prestigious Cesar Chavez Award

At the LULAC National Convention in San Antonio, Texas, this past July, Dr. John David Arnold received the Cesar Chavez Leadership and Community Service Award. This award is given annually to the person most representative of this award. Dr. Arnold was cited for his forty years, “plus,” service to the migrant and seasonal farm worker and rural poor. His attached bio was used to document some of these activities. The award was presented by National LULAC President Hector Flores at the awards banquet attended by some 3000 delegate guests.



Acceptance of the Cesar Chavez Award by Dr. John David Arnold at the Presidential Awards Ceremony



Dr. Arnold leads the audience in the Cesar Chavez clap honoring the efforts of the late great leader in civil rights.



LULAC National Presidential Awards Ceremony 2004



**LULAC National Cesar Chavez Leadership and Community Service Award
2004 Arizona LULAC “Man of the Year” Award 2004**

John David Arnold, Ph.D.

jarnold@ppep.org

(Consult the Website at www.ppep.org for photo timelines)

Dr. John David Arnold was born May 13, 1942 in Pennsylvania Dutch Country on a small farm located near Doylestown in Bucks County. His late father was a writer and inventor, who wrote the first motor tourist guide of Mexico for Triple A and Popular Mechanics magazine in the 1950's. His mother is an artist, sculptor, and micro business owner of Grayce's Gift Shop in Patagonia, Arizona. Dr. Arnold has two sisters, Janie & Elaine. Dr. Arnold has been a resident of Arizona for over four decades and presently resides in Patagonia, Arizona, near his 95 year old mother, Grayce Arnold. Dr. Arnold is a single parent with three daughters and one stepson. Loree, 25, Jose 22, (born in Lima, Peru) Chaska, 10 and Tika, 7. All four have attended and excelled in public charter schools. Dr. Arnold moved to Guadalajara, Mexico with his family when he was six years old, and attended elementary school at Colegio Cervantes. He moved to Nogales, Arizona after six years in Guadalajara. His family then moved to Tucson's south side circa 1958 where he attended Wakefield Junior High and Pueblo High Schools. Subsequently, Dr. Arnold graduated from the University of Arizona, with a Bachelor's Degree in Spanish and Sociology, two Master's Degrees in Administration and Education, with a Ph.D. in the same. He started going to farm labor camp fields with Afro American and Bracero migrant farmworkers on a church bus at the age of 12 because he spoke Spanish. At age 16 he drove his own church bus and established the migrant ministries in Marana, Arizona. Later he was ordained and pastored the First Southern Baptist Church in Catalina, Arizona. His teaching and coaching career was in private schools where he organized the Arizona Independent High School Athletic Association. His basketball, football, track and baseball teams all won state championships in 1966. He also has taught rural Sociology at Pima College.

Later, while working for the Head Start Program, Dr. Arnold wrote the first PPEP, Inc. grant application submitted to the Tucson War on Poverty Program, which was initiated by the Kennedy/Johnson administration. The initial funding was for \$19,000, with which he bought a 48 passenger 1957 Chevrolet school bus known as “La Tortuga” (the tortoise). Dr. Arnold was the driver, mechanic and school teacher imparting practical educational teachings to help the Bracero farmworkers prepare themselves to survive in our society. Having lived in Mexico, he understood first-hand what it was to live in an unfamiliar society with a different language and culture.

From PPEP's humble beginnings aboard La Tortuga 37 years ago, Dr. Arnold, the Board of Directors and staff have sought to carry out the dreams and improve the quality of life of the Bracero and Afro and Native American farmworkers who visited the bus in those formative years. His work has been cited as national models eight times in U.S. Congressional Records, including citations by Congressmen Morris K. Udall, Jim Kolbe, Ed Pastor, and Senators Dennis De Concini, Mike Enzi, John McCain and Jon Kyle. He has been honored twice at the White House, among numerous other recognitions nationally and internationally. US Congressman, Ed

Pastor wrote “It is your vision and energy that transformed ‘La Tortuga’ into a major force for ‘Improving the quality of life in Arizona and the world’”. US Senator, Mike Enzi wrote, “you may be the most innovative person I know. It’s always fascinating to learn of your new and intriguing advances, plus being a voice for the migrant farmworker and their kids”.

Dr. Arnold has served on the Tucson Metropolitan Education Council for ten years (1990 to 2000). He has been instrumental in establishing 13 farmworker, rural and inner city PPEP TEC charter high schools, which have graduated 1500 at risk students with full high school diplomas. In 2003, PPEP organized the Arizona Virtual Academy, a K – 7 grade instructional program with over 350 students. (See website, AZVA.org) Dr. Arnold has been a member of the Arizona Performance Based Accreditation, which is a recognized accredited program for charter schools. He has advocated in establishing charter school advisory committees for the Arizona Department of Education and Governor Janet Napolitano. In 1985 Dr. Arnold organized one of the first micro business programs in the US with a model imported from Mexico. To date, this program has lent over 19 million dollars to micro business located primarily on the US Mexico border region. Dr. Arnold also was responsible in organizing a similar micro loan effort in the state of Sonora. Dr. Arnold has also been on the National Farmworker Advisory Council for the U.S. Department of Labor under two Secretaries, providing consultation. Most recently, he has been active with the Mexican Government’s Instituto de los Mexicanos en el Exterior as a representative of LULAC National and of the local Mexican Consulate.

Today the legacy of the “La Tortuga” school bus lives on through the over 550 employees in 35 field and job training offices statewide. PPEP Inc. is the 99th largest employer in Southern Arizona. PPEP provides pass through funds to farmworker grass roots housing programs in the Rocky Mountain States and Hawaii. PPEP’s largest program, which has a special place in Dr. Arnold heart, provides services to the developmentally disabled. PPEP has established 18 group homes and work sites across rural Arizona. An Arizona Star Editorial stated “ Arnold is a wizard at stretching money from government and private sources to get the most out of them and aid the rural needy as well as give them dignity in their lives”. Dr. Arnold has served as the CEO of PPEP Inc. and Affiliates since August of 1967.

The U.S. Department of Education awarded PPEP the High School Equivalency Program (HEP), a five-year contract to assist adult migrant farmworkers to obtain their GED certification. This is the first HEP program attached to a charter school anywhere in the nation. To date, some 400 farmworker parents have graduated from the HEP program in Yuma County alone. The HUD funded YouthBuild Program has served 30 drop outs with construction skills and jobs building other farmworker homes in Somerton, Arizona. In the mid 1980’s PPEP, Inc. was the Navajo Nation’s largest sub-contractor in job training, affordable housing and computer training. The Tucson Daily Citizen commented “Dr. Arnold is a wizard at stretching money from governmental and private sources to get the most out of them and aid the most needy that’s the best service money can buy”.

Dr. Arnold serves on the Board of Directors of Community Partnership of Southern Arizona representing SEABHS.

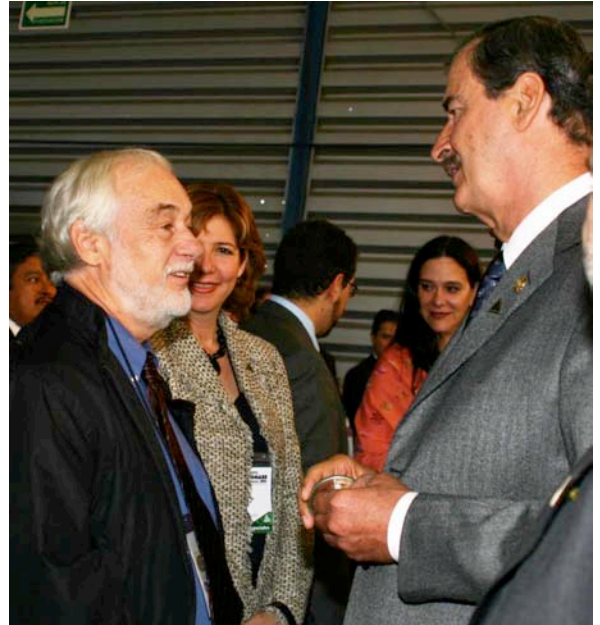
He has organized the Farmworker LULAC Council #1088, which has become the nation’s largest adult council (500 members). This past year Dr. Arnold organized eleven LULAC Youth (400 members), one LULAC KIDZ and seven adult LULAC councils, mostly among Arizona’s farmworker and rural regions.

Presently, Dr. Arnold is the LULAC state chaplain, a member of the national committee for LULAC resolutions, and co-chair of the exploratory LULAC commission on expanding the organization on the international level. Dr. Arnold was honored this year with “Arizona Man of the Year” for 2004. Later that year Dr. Arnold was presented with the prestigious Cesar Chavez Award for Leadership and Community Service during the Presidential Awards ceremony at the National LULAC Convention.

If you desire information about PPEP, please visit the PPEP website at www.ppep.org.



Dr. Arnold receives the prestigious Cesar Chavez Award for Leadership and Community Service at the National LULAC Convention. Pictured with Dr. Arnold, Maria Chavez, PPEP Board Member and President of the Arizona Interagency Farmworker Coalition and his daughters Chaska and Tika.



Dr. Arnold discussing Mini NAFTA issues with Pres. Vicente Fox Quesada during the Bi-National Micro Business FONAES EXPO in Mexico City

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Left to right: Miguel J. Zazueta, Senator Enzi, Mayra Miranda, Dr. John David Arnold

John, Thanks for your ideas and for introducing me to another generation of leaders. Mike Enzi, U.S. Senator



Meeting at Congressman Grijalva's office in Washington, DC.



Left to right: Frank Ballesteros, CAO; Dr. John David Arnold, CEO; Congressman Kolbe, and killer bee guy from Bisbee.



Elise P. Arnold, MAM
Chief Administrative Officer for:

PPEP TEC CHARTER HIGH SCHOOL

Becky Edmonds, Superintendent
Leticia Lujan, Business Manager/Grants Coordinator
Dr. Alejandro Perez and Jimmy Pruitt, HEP Director

BEHAVIORIAL HEALTH COUNSELING

Carlyn Hacker, M.A., Director

EMPLOYMENT AND TRAINING FOR MIGRANT AND SEASONAL FARMWORKERS

Kari Hogan, Director
Sandy Adams, Compliance Manager

AJOBS FOR YOUTH

Kari Hogan, Director

COMMUNITY ACTION DEPARTMENT

Dannie Dyas, Director

YOUTH BUILD

Kari Hogan, Director

This past year was a challenge in that all of our departments had to provide more services with fewer resources than in past years due to the economic situation that exists in our country. More people were in and with requests for services significantly increased.

My report consists of an overview of the excellent work that was accomplished through June 30, 2004 by the department directors and their staff with and on behalf of our rural farmworkers and other low-income people across the state of Arizona.

It is with a great deal of respect and gratitude that I extend my appreciation to all of the department directors and their staff for their diligence.

PPEP TEC CHARTER HIGH SCHOOL

As of June 30, 2004, we completed our ninth year of operation. We had 13 campuses and over 1,000 students enrolled during the last school year. Over the last nine years, PPEP TEC High School has graduated over 1,400 students. Isn't this fantastic, to think that these students would still be drop outs rather than accomplished young adults going forward with their lives in positive directions?

Under the direction(s) of Dr. Perez and Jimmy Pruitt we completed the fourth year of HEP (High School Equivalency Program) in San Luis, Somerton and Yuma for primarily older Farmworker students to complete their studies. We met and exceeded all of our goals. Dr. Perez formally retired this last spring, but is still with us on a consultant bases and we keep in touch. It has been a loss to our schools and HEP. Jimmy Pruitt, our former HEP Coordinator, has stepped up to the plate and is now our HEP Director and still keeps in close contact with Dr. Perez and is doing a good job for us.

BEHAVIORAL HEALTH COUNSELING SERVICES

This year we acquired new offices here in Tucson for this department on Palmdale, less than a mile from the main PPEP office.

Only minor renovations were necessary as the building had plenty of individual office space and several large conference rooms for group sessions. We had a grand opening with many attending from the various segments of the Behavioral Health community. The staff love their new quarters. The counseling department was generous enough to house the NFJP administrative staff in the same building.

The staff has done a tremendous job with the array of programs and services offered! Children, adult and family services are the basis of the more than 15 different programs serving children, families and individuals with general mental health issues, substance abuse issues, and services to the seriously mentally ill, parenting skills, domestic violence, many specialty groups, and DUI education. Most of the former is offered on an individual and group basis.

EMPLOYMENT AND TRAINING FOR MIGRANT AND SEASONAL FARMWORKERS

This program has been the backbone program of the entire agency since 1981. The predominant force in the rural agricultural areas over the last 23 years have been the stable offices and dedicated employees who provide employment, training, and life sustaining services to Arizona's migrant and seasonal farmworkers. In this past year we placed over 200 farmworkers into unsubsidized full time employment.

DEPARTMENT OF COMMUNITY ACTION

PPEP's smallest program is on the move and growing! We completed the fourth year with a contract from DES/CSA where case managers provide long term case management and services to farmworkers in Cochise, Santa Cruz, Pima, and Maricopa Counties.

This department is and always has been the most critical when clients have emergency needs such as food, rent and utilities. Eviction notices, utility turn off, babies without diapers and formula, seniors without medication and food are real daily problems that this dedicated staff deals with. Short term case management services are provided through funding from Pima County and DES/ CSGB for the elderly, families and individuals.

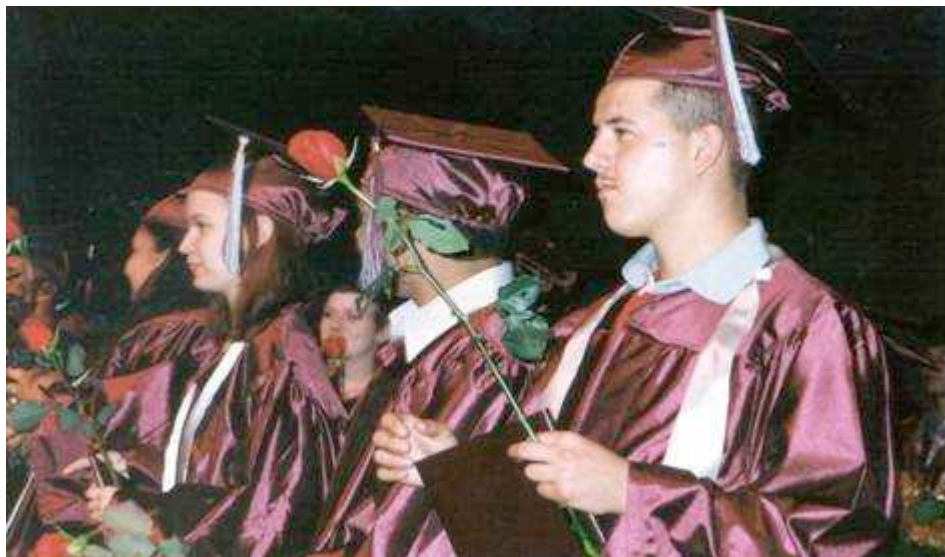
Over the last 18 months, this department has been fortunate to have a large grant to work with low income seniors in rural communities with dental care. It has meant that many seniors, who have had no means to attend to major dental work, got taken care of.

The Arivaca Community Garden, an organic garden doubled its production in the past year, supplying food banks, elderly feeding programs, low income families and individuals with more than 12,000 pounds of organic produce. They have also been involved in several Farmers Markets.

Funding under WIA Title 1 has increased and the staff of 3, provided job development and placement activities in rural and urban Pima County for dislocated workers, single parents and seniors. In addition, a demonstration grant from United Way to expand the senior employment was secured for a nine month program. All in all, this department has become very diverse. Good job!



ARIVACA COMMUNITY
GARDEN



Graduating PPEP TEC High students from San Luis, Arizona

PPEP TEC High School Graduates Now Number Over 1,400!

The AJOBS program completed its second year, serving 150 farmworkers youth each year. Community activities and fund raising helped this population get back into school and stay there. Many of the participants are part of the LULAC youth councils and a number of them have attended LULAC conferences and workshops across the country.



Youth Leadership Conference D.C. Fall 2003

The Youth Build program is our newest program starting in March 2003. Over a 30 month period of time, 30 youth will participate in this wonderful youth development program which will include a leadership component, community services, education and a skills development program. Through partnering with Arizona Western College, and now Housing America in Somerton, the HEP program, and others, the youth are getting the opportunity to complete their GED, take classes at the Community College and constructing houses with in their respective communities.



AJOB –Youth Traveled to Washington, D.C.



Cesar Chavez Learning Center Grand Opening

PPEP TEC High School Annual Report

INTRODUCTION AND HISTORY

It is with pleasure that we share with you the history of PPEP TEC High School and some of our successes from this past year.

PPEP TEC High School is a publicly financed, statewide high school whose purpose is to provide an alternative educational program for student's ages 15-21, in grades 9-12. Our primary focus is on high academic standards with emphasis on technology and school-to-career programs. We are designed to meet the needs of alternative students such as at-risk students, students who work, high school drop-outs, and sons and daughters of migrant and seasonal farm workers. We also have a computer-based program through the Arizona Virtual Academy which provides an opportunity for students in grades K-8 to get an education at home.

Our teachers are Arizona certified, the classes are small, and the students get lots of individual attention. Our curriculum is aligned with the Arizona Academic Standards

Students at PPEP TEC High School are required to attend 20 hours per week, but our hours are flexible with some locations offering night school and some locations providing transportation. Students are able to move at their own pace through the curriculum material. For those with less time to devote to school, this allows them the ability to

complete work over an extended period while other students might accelerate the pace and finish in a much shorter time than expected in a traditional high school format.

Since the school started in 1995, we have played a leading role in educating Arizona's youth. We have graduated over 1200 students throughout our 12 sites. Our enrollment each year is approximately 1000 students, and we maintain a student teacher ratio of 15:1.

Currently we have 3 learning centers in Tucson, and 1 center each in Avondale, Bisbee, Casa Grande, Chandler, Douglas, San Luis, Sierra Vista, Somerton, and Willcox.



Arizona Virtual Academy Staff



Rodeo Parade 2004

2003-2004 Major Successes

- PPEP TEC High School is very proud to announce that all of its 12 campuses met the "Adequate Yearly Progress" accountability standard mandated by No Child Left Behind. Meeting the standard means that PTHS students improved their scores on the AIMS test; they met the graduation rate requirement; and at least 95% of the students were in attendance on the AIMS testing dates. Congratulations to all of the PTHS staff and students. This is a great accomplishment!
- PPEP TEC High School's 13th "campus" is the Arizona Virtual Academy, a virtual program for students in grades K-8. AZVA provided education at home to approximately 350 students during the 2003-2004 school year, and they hope to educate close to 1000 students in 2004-2005. This computer-based program and

its curriculum materials are provided by K-12, LLC which has successfully implemented virtual academies in at least eleven (11) states.

- PTHS provided services to over 150 students with disabilities under IDEA and Section 504. PPEP TEC High Schools' eleven special education teachers may serve the largest number of students receiving such services at any charter school in the state.
- Transportation was provided for the PTHS locations in Casa Grande, Chandler, Willcox, Bisbee, and Avondale with school buses purchased last year. In some cases, our drivers covered great distances, but we got our students to school! In the Tucson and Sierra Vista areas, bus passes were provided for students who needed transportation, and in San Luis and Somerton, bus service for our students was contracted to an outside agency.
- PPEP TEC High Schools throughout the state have participated in and supported a variety of community services, including the Red Cross Blood Drive, the American Cancer Society, Adopt-a-Highway cleanup, Toys for Tots, and Adopt-a-Family Christmas program.
- The staff and students from the Celestino Fernandez Learning Center are to be commended for their enthusiastic participation in the bone marrow donor drive for Dr. Perez and for their donations of 20 pints of blood to the American Red Cross. In addition, they collected 288 pounds of food for the Community Food Bank at Christmas.
- During the month of September, the Metropolitan Education Commission (MEC) announced that they selected two students from our Celestino Fernandez Learning Center to represent PPEP TEC High School and our communities on the Youth Advisory Council/Tucson Teen Congress. The students selected were Karen Gastelum and Adrian Padilla.
- Students/Lulac members from the Manuel Bojorquez Learning Center in Bisbee, in collaboration with the Bisbee Fire Department and members of the Boys & Girls Club, worked on the Christmas

food drive, turkey raffle , clothes drive and toy and blanket drives to assist the Sonora Orphanage in Naco. We commend these students for this great effort on behalf of those less fortunate.

- For the seventh year students and staff from Coy Payne Learning Center in Chandler adopted a family from the local elementary school to help at Christmas. Once given “their family” , there was no holding back the 30 plus Santa Clauses. They wanted to make sure the family had a Christmas they would not soon forget. The first priority was raising money. This was done with great fun, style and SUCCESS. Over \$530 was collected from donations to the class Christmas Chain (it circled a classroom 3 times), \$290.85 raised from the Penny War game, and various other fund raisers. From the “Giving Tree” students picked an ornament and purchased the item listed for the family. When it was time for the holidays the tree was full of gifts and the students went on break knowing that a family’s Christmas was brighter because of their spirit.
- Thirty students from Colin Powell Learning Center and 19 students from the Raul Castro Learning Center volunteered in the Arizona Adopt-A-Highway clean-up program which was held on March 31st.



Adopt a Highway Clean Up

- **WAY TO GO YOUTH CONFERENCE.** Twenty five students from the Celestino Fernandez Learning Center along with teachers Ms. Taylor and Ms. Guest attended the Way To Go Conference which focused on dropout prevention and getting students back in school. Students interacted with other students and community members throughout Tucson. There were various workshops including art, public speaking, music, poetry, writing and theater. There were fun activities like Capoeira and Martial Arts. Back at school the students debriefed and spoke about the conference, their goals and what we could do at PPEP to stop students from dropping out of school. Thank you students and teachers for being concerned.
- PPEP TEC High School partnered with the FAME Foundation to provide music lessons, leadership workshops, and intensive English language programs to our students at the Celestino Fernandez Learning Center in Tucson, the Raul Castro Learning Center in Douglas, and at the Cesar Chavez and Jose Yopez Learning Centers in San Luis and Somerton. We are looking forward to a continued partnership next year, and one that includes the PTHS locations in Douglas and Willcox.

RECOGNITIONS AND UPDATES

- One hundred and ninety-two (192) outstanding students graduated from PPEP TEC High School in 2003-2004, with an average daily membership of 967 students (an increase of 20 students from the previous year).
- The PPEP TEC High School Management Team was restructured slightly, and is comprised of Elise Arnold, CAO Project PPEP; Rebecca Edmonds, Superintendent; Leticia Lujan, Business Manager; Sharon Davis, Staff Developer and Region 2 Coordinator; and Pat Riggs, Director of Special Education
- Unfortunately, Dr. Alejandro Perez and Dr. Karen Davis both retired this year. They have been such an integral part of our team for so long that it's going to be hard to let them go! Fortunately, Dr. Davis and Dr. Perez have agreed to continue working with us on a consultant basis.

- Leticia Lujan represents PPEP TEC High School as Secretary of the Tucson-Kino Rotary Club of South Tucson. She also is the Youth Scholarship Coordinator, LULAC Council # 1088, and she participates as a parent representative on the NCLB Committee of Practitioners.
- Rebecca Edmonds was invited to serve on the State School Superintendent's charter school advisory committee. And, at the request of the Arizona State Board for Charter Schools, she and Leticia Lujan served on a committee to advise potential charter school operators.



School to Work – Fernandez Center

ACCOLADES

- Many thanks to the students of PPEP TEC High School for making our jobs so rewarding!
- Special thanks to all of our teachers, staff, and parents for helping us become one of the most respected charter school programs in the Arizona!

- Many thanks to Sharon Davis, PTHS Staff Developer for her tireless efforts in support of PPEP TEC High School and our teaching staff. No matter the questions or the challenges, she had answers and solutions to all!
- Queen For A Day. Gretchen McAfee, Lead Teacher at Coy Payne Learning Center is appreciated by her students. When given the opportunity to let her know how much they care, they came up with a Queen for a Day theme. They designed and painted a throne, they rolled out the red carpet, and with their own money they purchased an Eternal Beauty Tiara. When she entered the room for her big surprise she was escorted arm in arm down the red carpet by two students. The students presented her with roses, personal cards they made, and crowned her Queen for a Day and Teacher of the Year. A fun time was had by all and Ms. McAfee couldn't get over the fact that the entire class kept this huge secret and pulled it off without a hitch.
- Thank you Deana Puccinelli and Eileen McCormick for your willingness to do whatever we ask of you, from teaching to advertising to building the float for the Rodeo Parade. You're terrific!
- Thank you to our Chief Executive Officer and Founder, Dr. John David Arnold, for his continued vision of what can be done for our special youth.
- Thank you to our Chief Administrative Officer, Elise Arnold, for her constant support of our high school program and staff.
- Special thanks to our Governing Board for their support of our high school program, and for their willingness to come to all of our quickly-scheduled School Board Meetings!



Don Pearson, Gertha Brown-Hurd, Maria Chavez, Hector Sanchez, Dr. Celestino Fernandez
PPEP TEC HIGH SCHOOL GOVERNING BOARD

- Thank you, too, to all of the many visitors we have had the privilege of meeting. We are proud of our schools and are honored that you would take the time to stop by and see what we are doing with these special students.
- Finally, we extend our gratitude to the entire PPEP, Inc. family for their efforts on our behalf.



Video Conferencing

A POEM
FALLEN ANGELS REBORN AGAIN
By: Lil Jen Mekiska, Student
Eugene Lopez Learning Center

An angel cloaked in sorrow fell from the sky
She crouched on the ground surrounded by her soft wings
She peered at me with a tear in her eye
Baffled with this new feeling of what sorrow brings

She couldn't understand such a cruel, cold place
It filled her with doubt and dread
You could see the horror upon her face
When she found that love on earth was dead

She spread her wings and attempted to fly
Up into the clouds she tried to go
The more she struggled the more she would die
Out of her the spirits of heaven would flow

She gazed at me with eyes only clear
And whispered the secrets of angelic ways
She sighed as down dripped a single tear
She knew it was the end of her days

She then plucked feathers from her wings of gold
Then whispered for me to turn around
Two feathers were stabbed into my back to hold
And with a bright flash I hit the ground

I felt a glow bursting from inside of me
Golden wings spread and sprouted from my back
I knew this was meant as my destiny
I possessed all I saw that the angel now lacked

I knelt down to her, ashamed of taking this from her being
She placed her hand to my cheek as mortal as the girl next door
And whispered "there is so much worthy of you seeing"
'You are not made for the ground, the sky will let you know more.'

It was now from my eye that a tear would drop

I never knew this fate would meet me here
I had no idea this would be the peak I would top
I see now gold contained in my tear

A healing power for humanities woes
A great adventure is before me on my path
I must make enemies lovers instead of foes
I must control the lightning of wrath

The fallen angel turned into energy and burst into the air
I am now alone to complete my task
I am filled with determination to eliminate despair
While in the warmth and light of love I bask

I spread my wings and descended into the sky
Look for me, this angel, when you begin to cry
I will not be visible, but inside your soul
Muster your strength, think of my love
You will again be whole.



*Artwork provided by Loni Mecklenburg
a student at Manuel Bojorquez Learning Center*



PPEP-HEP is now in its fifth year. For four years PPEP-HEP has offered migrant and seasonal farmworkers, as well as their children, who are sixteen or older, the opportunity to complete a GED and to gain academic and vocational skills.

USDOE Dr. Francisco Garcia, HEP Staff

Parental involvement is fundamental, if a child is to be successful in the pursuit of an education. Parents, who have been through the PPEP-HEP program, have become more active in their children's school activities, especially parent/teacher interaction. During their course of study, they learn about our school systems and about their rights as parents of children in the school systems.

In our area, farmworkers are characterized by little education, few skills, low income, and low self esteem. Most are Hispanics, many of whom are recent immigrants, and who are monolingual. Eighty percent of the salad plants, which operate in this area, require a minimum of a GED for workers to be employed. These plants require that workers be able to understand the importance of not contaminating the product they are packing. The basic knowledge of Chemistry and Biology learned in the GED preparation classes helps the worker to achieve this goal by understanding how germs and bacteria can contaminate the product being processed.

Agricultural labor is physically strenuous, and over a long period of time begins to break down a worker's body. Most farmworkers desire to have the opportunity to study to be able to obtain a job outside of agriculture. The HEP program offers such an opportunity. Once HEP students receive their GED, most enroll at our local community college, and others seek out vocational training programs.

PPEP-HEP students attend classes four days per week. Classes are given at the HEP office from 8:00 a.m. - 12:00 p.m. and 6:00 p.m. - 10:00 p.m. Monday – Thursday and at the PPEP-TEC Charter Schools in Somerton and in San Luis from 6:00 p.m. - 10:00 p.m., Monday – Thursday. Our course of study lasts 14 weeks with three cohorts per year. In addition to the class work, students are taught a one credit College Orientation class through Arizona Western College, if instructors are available. All PPEP-HEP students have access to computers in the classrooms, where they can use the computers to

practice typing and to gain computer skills. Students receive training on how to write a resume and how to post their resume on the Internet using the U.S.A Job Bank, through the Yuma Private Industry Council, which PPEP-HEP has formed a collaboration with.

PPEP-HEP has a full time Recruiter/Outreach Specialist who assists students in properly filling out job applications, making appointments, doing the required paperwork for job interviews, and filling out financial aid forms for the college. Students, who gain employment, have access to receive help from the other PPEP agencies, especially the WIA-167 and small business loan programs.

Many PPEP-HEP students are married and have families. They work during the day, and then they attend classes at night. This combination of responsibilities can put a great deal of stress on a family. PPEP has a counseling department, whose services are available to HEP students, to help them learn to resolve personal problems and to deal with family crisis. PPEP-HEP has a full time counselor at its Somerton office.

One of the major obstacles encountered by PPEP-HEP during its first four years was to achieve the 80% passing rate on the GED examination, since most of the students have been out of school for 15 to 20 years. The steps taken to increase the passing rate are: (1) review classes on all subject areas for students who failed part of the examination in order to prepare them for retakes, (2) making 70% the lowest score allowable on the practice tests in order for students to be scheduled to take the GED examination, (3) having former students, who passed the examination, speak to students currently enrolled in classes to assure them that they can pass the examination with sufficient preparation, (4) and more practice tests under testing center conditions to prepare the students to complete the examination within the allotted time constraints that they will encounter at the testing center. In addition, students can visit web sites on the Internet, where they can do practice tests, which are immediately graded for them, and the proper responses shown to them.

Our first Cohort of FY 2003 – 2004, consisted of 83 students between the San Luis and Somerton sites. Fifty five students (66%) completed the course, and 28 students (34%) withdrew in good standing, and they will return to classes after the produce season ends

in March. As the “New 2004” examination in Spanish was to be implemented in January 2004, and the deadline to finish testing on the previous examination was December 15, 2003, PPEP-HEP opted to wait to send its students to test in January. PPEP-HEP made this decision for many reasons. First, if a student failed any part of the old examination, they would have to retake the entire battery of tests in January. It was an all or nothing gamble. Now when the students are tested, they will have up to three years to retake any part of the examination they fail. Second was the cost factor. The “old examination” cost \$50.00, and the “new examination” will cost \$75.00. If a student did not pass, the cost to continue testing would have been \$125.00/student, rather than \$75.00/student.

When PPEP-HEP wanted to start testing students in January from Cohort I at the Somerton GED testing center, they were advised that the Arizona State Department of Education had placed the Somerton Testing Center under compliance for the loss of testing materials. Jerry Cabrera, the testing center director, assured the PPEP-HEP staff that after the testing center employees received more training, the testing center would reopen.

In January we began Cohort II with 63 students. Students from Cohort I continued to come to class one day a week, until they could begin testing. By late April, the students in Cohort II were ready to test. Between Cohort I and Cohort II we had 95 students to test. All the Adult Education providers in the area, who offered the GED in Spanish, had used the Somerton Testing Center to test their students, while those, who only offered the GED in English, used the Yuma Testing Center to test their students.

We had waited to test at the Somerton GED Testing Center, since it offered testing in the mornings, evenings, and on Saturdays. The testing center in Yuma offered testing in the mornings Monday – Friday only, and a maximum of 8 students could be tested in Spanish at one time, whereas the Somerton GED Testing Center could test 18 students at a time in Spanish.

At a meeting of all the adult education providers in the area in late May, they were advised that the Somerton School District had chosen to close the testing center. Since PPEP-HEP, and all the other providers, who offered the GED in Spanish, had always tested in Somerton, they

were stunned, as none of them had anticipated the closure of the center.

Arrangements were made to begin testing at the Yuma Center. More tests in Spanish were ordered, and testing began. The Yuma Testing Center was swamped. As a result, the third Cohort of 63 students of FY 2003 – 2004 could not start testing until August. We have finally finished testing of the third Cohort. PPEP-HEP will send an amended end of FY 2003 – 2004 report, once it has the results of the students, from Cohort III, who tested.

The rate at which the San Luis and Somerton areas are growing in population, and the unwillingness of the seasonal farmworkers to travel to other areas to work, after the local produce season ends, has created a huge pool of candidates for the PPEP-HEP program for the spring and summer cohorts. Given the rate at which PPEP-HEP has grown in San Luis and Somerton, its resources would be strained, if PPEP-HEP expanded to other areas.

As the PPEP-HEP program continues to grow, its staff needs to maintain the same level of intensity, as it has in the past, in order to continue to improve in all areas and to meet all of its objectives. PPEP-HEP will continue to collaborate with other programs in the area to maximize resources of all the programs in order to better serve the severely underserved migrant and seasonal farmworkers with regard to educational services.

PPEP's HEP program is the only one of its kind in the area, and as such it offers an opportunity for the underserved farmworkers to continue their education with the hope of obtaining employment outside of agriculture.

PPEP recently received a Youthbuild grant from the Department of Housing and Urban Development. The grant is for thirty months. During this time period, thirty youth, ranging from ages 16-23, will learn the construction trade, receive leadership training, and complete their G.E.D. This program will offer an excellent opportunity for some of our farm worker youth to complete their education and to learn a vocation, the construction trade. One hundred percent of the young people in this program qualify for the PPEP-HEP program.

In addition, PPEP received another Youth grant, Arizona Job Opportunity Basics. A.J.O.B. provides counseling, tutoring, mentoring, and an opportunity for students to continue their education at an institution of higher learning with assistance available for tuition and books, for the PPEP-HEP students who qualify. Supportive services, such as emergency aid to the youth and to their families, are also available for our HEP students, who qualify for the program. The additional services they receive are very beneficial.

In conclusion, PPEP-HEP, with the aid of PPEP, Inc., provides a very necessary service for our underserved migrant and seasonal farm worker population, who reside in this area. PPEP-HEP, as well as PPEP, Inc., will continue to work diligently to improve the quality of life in rural Arizona.



Yuma County HEP Graduation 2004

PROJECT STATUS

PROGRAM OBJECTIVES:

- I. The year 2004 began with the New Spanish GED examination featuring some major changes from the previous series. GED candidates encountered, business-related and adult-context information texts across the five subject areas. The increased difficulty of the 2004 examination required more in class and outside class preparation. In writing, the length of the essay was increased from 200 to 250 words. In addition, if the student does not score at least a level 2 out of a possible level 4 on the essay, the grammar part of writing is not graded, and the student receives zero points. The mathematics section of the examination is divided into two parts. In part I, the students use a Casio 260x calculator to do the calculations, and in part II the student does the calculations. PPEP-HEP purchased four Casio 260 calculators, which can be used with an overhead projector to teach the students how to use the calculators. As a result, the students have seen an increase in their mathematics scores.

PPEP-HEP students attend classes four days a week for periods of three to five hours, depending upon the individual student's needs. To better prepare the students to pass the G.E.D. examination, the students are required to pass the pre-test predictor tests with a minimum of 75% correct before they are allowed to take the examination. Students may come to the PPEP-HEP office for additional tutoring, if needed, outside of their regular classes.

PPEP-HEP is to serve 150 students for FY 2003 - 2004. The students to be served are in three 14-week cohorts. The three cohorts of 2003 - 2004 served a total of 211 students.

Testing for Cohort I and II of FY 2003 – 2004 began in May, due to the closure of the Somerton Testing Center, and Cohort III began testing in July. Cohort III finished testing the first week in September.

II. All of the PPEP-HEP sites, where instruction takes place, are equipped with computers, which students may use to gain typing and computer skills. By the end of the 14-week instructional cycle, PPEP-HEP students have gained the basic skills necessary to continue their education at a post-secondary institution, a vocational training center, or to enter service in the armed forces.

III. PPEP-HEP students receive instruction in a one credit College Orientation class, which is taught by instructors from Arizona Western College, when an instructor is available. If no instructor is available Arizona Western counselors make a series of visits to HEP students to advise them how to apply for financial aid and to explain enrollment procedures. The students learn how to look for the college of their choice, how to fill out admission and financial aid forms, and how to make a career choice. Normally eighty percent of PPEP-HEP students participate in the College Orientation class, but 100% of the students receive information on continuing their education.

For FY 2003 – 2004 to date, of the 211 students, who were enrolled in the HEP program, all will have received information on continuing their education from Arizona Western College counselors or from the HEP staff.

IV. The PPEP-HEP Recruiter/Outreach Specialist helps HEP students to develop a resume and to learn to make appointments for job interviews. HEP students learn how to use the Internet Job Bank, both to look for a job and to post their resumes. In addition, each PPEP-HEP class is given instruction by staff from the other PPEP agencies as to what other services they qualify for. PPEP-HEP has formed a partnership with the Yuma Private Industry Council, which allows the PPEP-HEP students to have access to their services.

V. During the instructional cycle, the PPEP-HEP students learn problem-solving skills, which allow them to cope with problems in an adult fashion. The student learns the necessary skills to be able to deal with personal difficulties in order to avoid interference with schoolwork and jobs. PPEP-HEP has a full time counselor

who is available to counsel students and their dependents, who have serious problems.

- VI. The target population of the PPEP-HEP program ranges in age from 16 to 55 years of age with the median group being from 30 to 45. These students realize that continuing their education is the only way that they can get out of the fields and into a different career. The events of September 11, 2001, along with a downturn of the economy in the U.S.A., resulted in the closing of many “maquiladoras” on the Mexican side of our border at San Luis, Mexico, and closing of the two local factories on the U.S. side near San Luis, AZ. The closure of the two factories on the U.S. side of the border, resulted in a loss of approximately 1200 jobs. The loss of these jobs greatly reduced the potential to place some of our graduates, but at the same time, the graduates were motivated to continue with vocational training in the areas of refrigeration systems, automotive electronic repair, welding, and sheet metal fabrication at the local community college, in order to make them more employable. Somerton and San Luis are experiencing tremendous growth, and many of our students are gaining employment in the construction areas.



Graduate HEP Program
Yuma County

VII. PPEP has an existing behavioral health-counseling program with certified behavioral health counselors for students having personal problems or behavioral attitudes, which may affect their self image or their ability to participate in the program. They receive counseling from the PPEP counselors, who assist the student in developing the necessary confidence in order to be able to deal with personal difficulties and to avoid interference with their schoolwork and their jobs. One hundred percent of all students enrolling in PPEP-HEP are advised of our counseling services, during their orientation period. Dr. Kevin Tansey, our on site counselor, also works with the EXCEL group in Yuma. If any of our students or their dependents has substance abuse or domestic violence problems, Dr. Tansey arranges for them to get help through the EXCEL group.



Fashion Kidz and Bank One Staff

*Department of Labor
Workforce Investment Act
(Section 167 & 127)*

NATIONAL FARMWORKER JOB
TRAINING PROGRAM (NFJP)



Farmworker at work – Yuma County

Migrant & Seasonal Farmworker Youth Programs (AJOBs)

Department of Housing and Urban Development (HUD)
PPEP Somerton YouthBuild Program

**Kari Hogan, Director of Employment & Youth Services
Administration**

“Success is neither magical nor mysterious. Success is the natural consequence of consistently applying basic fundamentals.”

Every year we have challenges to face and overcome. This past year as seen in the past few years, has had many challenges for the NFJP and Youth Programs. With the NFJP continuing to face extinction for 2003/2004 and the elimination of the MSFW DOL Youth Program by Dec. 2004, there has been a huge challenge for both staff and administration to overcome. Once again CEO John Arnold, Kari Hogan and PPEP Staff and Participants have had to step up to the plate and fight for something they believe in.

During the 2002/2003 fiscal year we faced a zeroed out budget once again in the NFJP program for 2003/2004. PPEP CEO John Arnold with help from Kari Hogan stepped up to the plate with many other 167 grantees along side AFOP, to begin a huge education agenda once again to our legislators (house & senate) on the importance of the 167 program and our Youth Programs. We needed to show again, that the 167 program is one of the Department of Labors only programs that

continues to produce positive results and is meeting its National goals and the youth program continues to show positive results for farmworker youth across the country as well. That these programs continue to be a vital link to the farmworkers across this nation and without these programs, the One Stop System could not absorb or handle this population and they would fall through the cracks. With many hours, travel and writing letters, this was accomplished and funding was restored for 2003/2004 program year for the NFJP. This also needed the dedication of the NFJP staff that was currently working this past year to step up to the plate and insure that all goals and objectives were met again for the 2003 program year. Although staff did not know if they had a job the following year, they dug in their heels and did just that. Many other states lost staff when unsure if they would have employment, but not PPEP staff, they remained with the program to ensure success and make sure that the farmworkers continued to be served. Although the NFJP had a huge success we are still fighting for the farmworker youth programs and their continued funding.

This past year brought with it success of existing programs and success with new programs. Although PPEP has had the NFJP program (section 167, employment and training) we have only had the Department of Labor Migrant and Seasonal Youth Program for two years (AJOBS). This program serves youth from the ages of 14 to 21 years of age. The program is based on education and keeping youth in school along with leadership skills, counseling, and work experience. Currently the youth programs are located in Cochise County (Douglas & Willcox) and in Yuma County (San Luis & Somerton). But this program is seeing its up and downs as well with funding issues and the continuation of being able to serve the MSFW Youth. Currently at the end of the 2003/2004 program year this program is slated to only be funded for 6 more months that would take it through December of 2004. This past year Dr. Arnold and many of the youth have gone back east with our youth program and LULAC and have spoken directly to key people in the House and Senate and the Department of Labor officials about the refunding of this vital program. We continue to educate people on this program and what it has done around the country for those youth that are enrolled in this program and what it will continue to do in the future.

Both PPEP programs met and exceeded their goals this past year. Last year the (NFJP) Employment and Training programs served 570

farmworkers in Arizona to reach a goal of 99% for the year. Out of 570 farmworkers, PPEP planned to place 233 farmworkers into unsubsidized employment, a total of 203 farmworkers went through intensive and training services and were placed in full time unsubsidized employment to meet a goal of 87%. (DOL requires at least 85%), 22 participants entered the program for Related Assistance or Support Services only. From the Youth Program we served 167 youth overall to exceed the goal of 150 to complete at 110%. Out of this number, 33 youth obtained jobs to exceed a goal of 30 and to complete at 106% of the initial goal for employment placements. This program targets youth to continue education or re-enter education institutions and builds on leadership, community involvement and personal growth of the youth we serve rather than being a more employment based program.



DOL Program Participants in San Antonio, TX

AJOB YOUTH PROGRAM

“Success depends above all, upon people. Build relationships, teams, partnerships---and motivate people to contribute. Cultivate leadership, creativity, excellence, listen. Seek new ideas and advice.”



Miguel Zazueta, AJOB member

Yuma County (San Luis & Somerton)

The AJOB program in the Yuma County area had great accomplishments this past year. Students have been very involved with their communities and have participated in clean-up and anti-graffiti campaigns in the area. This took a lot of coordinating with the cities of San Luis and Somerton and working with city staff. Youth attended the LULAC Annual Youth Seminar in Washington, D.C. where they had the opportunity to meet with congressional members. They had an opportunity to speak with other youth from around the county and to give their views on a variety of topics. This trip was exceptional in teaching our students about leadership, education and the political processes. Youth were also involved in a presentation in Avondale Arizona where they were able to meet President Fox of Mexico. Many of our students are now involved with LULAC and have their own LULAC Youth councils. This has given them many more opportunities in leadership and in decision-making. At the National convention in San Antonio, Texas this year one of the PPEP youth was nominated the National Vice President of the Far West Region Youth Council. This is a very honorable award and with it is a lot of responsibility.

Youth were involved in a Bone Marrow Drive for Dr. Alex Perez of Project PPEP who is suffering from Cancer. Dr. Perez has been part of the PPEP Charter High School and HEP programs since their beginnings. With the help of staff, AJOB youth participated in a Christmas toy drive and dinner sponsorship food drive for needy families. They worked with Precious Treasures to sponsor 3 families again this year and with the help of Wal-Mart, Sam's Club, Ark Book Stores, Hastings, Save-on, Al's Tuxedo, Elvira's Bakery and Goldbone's Bakery it was a success. In January, students in the Youth program did

a fundraiser to raise money to purchase Trees. These trees will be planted at the new Cultural Center in San Luis, Arizona. Staff and students met with the Manager of Parks and Rec. to make this happen. Along with all of this, students have been involved in presentations on STD's, teen pregnancy, domestic violence and anger management. This was done in conjunction with AZ Health Department, WAHEC and PPEP counselor Kevin Tansey who works closely with the Youth Program participants.

Staff worked closely with students and has offered training in job search assistance, college education and financial aid information. Arizona Western College did a presentation on the various programs and degrees that they offer and a trip to the AWC campus was scheduled. In April appointments were made with seniors to make sure they had their financial aid papers ready or they were helped in filling out FAFSA applications as well as college paper work. Students were also referred to AWC counselors for academic guidance. Students also took part in the Yuma County career fair where they learned about many different careers and why they should stay in school and what their options were after school. Students worked on updating resumes and others were taught how to do a resume.

This past year we were apart of Project CARE (Community Awareness and Resources in Education). It is a family centered partnership for schools and community. The mission is to commit ourselves to a shared responsibility that all children can succeed. The main goal is to foster a collaborative spirit among parents and schools by promoting communication and broader understanding of school assets and challenges. We were also involved in a school supply drive for preschoolers this past year. The students got donated school supplies and raised money through a fundraiser to purchase school supplies for those preschoolers that could not afford to buy needed supplies. There was a blood drive that was organized in Somerton and AJOB students helped in giving out flyers and posting them around the community for awareness.

Our staff continues to help students set goals, find full or part time employment, offer counseling services, such as life skills and individual counseling services if needed, and encouraging them to succeed. We continue to work closely with other agencies and non-profits in the area along with Arizona Western College to help our students achieve their

educational and employment goals. Because of this program, this past year alone we enrolled 113 youth and met 108% of our goal for enrollment and services. Out of this number 20 students were placed in full time employment for a goal met of 118%. Many other students have part-time jobs or are getting some type of work experience for later on when they are ready for the world of work.

Cochise County (Douglas & Willcox)

In the **Douglas** area this past year students were involved not only in their education, but fundraisers and many different projects within their community. At the beginning of the year students were involved in the Family C.A.R.E. Fair which is a children's assistance and resource event. The AJOB youth had a booth where they distributed information about their program and their involvement in the community and also had games for the smaller children that were at the event and goodies for the older children as well. The AJOB youth involved in the Relay for Life, this was a 24 hour walkathon to raise money for cancer research. About 6 of our youth participated in this event and did the walk.

Many of the Douglas youth also got involved in LULAC and developed their own youth council as well in this area. In August staff and 8 youth attended a State LULAC meeting in Sierra Vista. This has really helped many of our youth develop into some kind of leadership role. Two youth attended the National LULAC convention in San Antonio and one of the youth ladies present was awarded the National Sweet Heart Award. This was due to her dedication to her council, her community and all of the hours that she volunteered. She was truly a Sweet Heart to her community and to LULAC. Students from the Youth program also attended the National Youth Convention in Washington D.C. last year as well. There they learned about leadership, the workings of our legislature, they met with key officials and were able to discuss topics from their agenda that they wanted to know more about. It was a very informative trip and has made a difference for many of our youth that have had the opportunity to attend this convention.

This past year has also brought many fundraisers through car washes, hamburger sales, and raffles to raise money to buy food baskets for the needy families of the community during the holidays. Students also worked to get food donated to supplement the baskets to there would be more to give this past year. Youth also participated in the Christmas

Light Parade that the City holds every year and got together and helped with a Christmas toy drive for children in the community. The students worked together and came up with a theme and built a float for the parade to represent their program and what they were trying to accomplish. Along with community involvement, students have also been exposed to other needed training that will hopefully help them in the future. PPEP partnered with many of the other community agencies to provide awareness with teen pregnancies, Aids, and STD's. Students were also involved in a Golf Tournament that was held in Naco, Arizona that was sponsored by Border Philanthropy; they were able to be involved with the Border Action Network that is collaborating with youth within the communities on border issues. Students were able to participate in a meeting held in Nogales, Arizona to discuss border issues here in Arizona and have input on their thoughts about this very sensitive subject.

Although the youth program in this area is not as big as the one in San Luis and Somerton, Douglas youth program enrolled 29 students into the program. Most of the students enrolled in this program are now attending the Douglas High School or the PPEP Tec Charter High School to complete their high school education. A number of the students have enrolled in training classes after school in areas of interest to them and others have entered into the world of work. With Training students were able to go to work for employers such as Digital Odyssey, Life Care and Arizona Mechanical Insulation and others. Two students enrolled in the program received their CNA certificates. PPEP also works with the local area WIA youth programs to be able to provide a larger array of services to the youth. Students also have counseling services available to them through the youth program. Two days a week a counselor is available to the students for individual counseling and teaches life skills as well.

In **Willcox**, although a smaller community than Douglas, this program enrolled 25 students into the youth program in this area. In Willcox the WASA youth program that we partnered with in the past was hit by budget cuts this past year and was not able to do as much as in the past, which let the PPEP AJOB to be creative this past year with its own funding. During the course of the year staff and students were involved in LULAC Youth conferences in Tucson at the Pima Community College, San Antonio, Texas and Washington, D.C. They were also exposed to the world of politics, how the political process works and

involved in debate discussions on major topics involving youth. One of our students was even able to shake hands with the President of the United States.

AJOB youth have also been involved in the Prevention in South Eastern Arizona Project (PISA) which covers Substance Abuse and HIV/HCV Prevention, Services offered by Southeastern Arizona, and Behavioral Health Services. AJOB students attended two sessions of instruction on skills building presentations that covered an additional 30 days to cover teen orientated interventions. During the second session, participants met with facilitators to discuss segments of the program evaluation. Youth have also been introduced to the PASEO Program with is the Program for Advancing Self Employment Opportunities. This program is a 48 hour credit certificate course. At completion of this program each youth is eligible to apply for a small business loan. Three AJOB youth attended this program and are working toward owning their own businesses. During the course of the program they submitted projections for their prospective businesses.

This past year has brought new challenges and opportunity for the AJOB youth. Three students enrolled and attended college classes at Cochise Community College. One of the students is earning college credit in Early Childhood Development and is working on a fulltime basis as a teacher's aid. The other two students are attending college classes and earning dual credits towards their high school diploma and an Associates Degree. Another student registered at Phoenix College and is seeking his degree in the Law Enforcement field. Another student is attending beauty school at the Safford Beauty College on a part time basis while going to school and she has successfully completed Phase 1 of her training. One youth attended 70 hours of classroom training to obtain AZ State Certification as a Caregiver. Certificates of Completion were awarded for Personal Care Level Directed Care Level and Supervisory Level. And another youth attended IT Technical College, and is earning his degree in Computer Programming and prior to transferring earned credits at Cochise Community College.

Other students have looked to the world of work and have begun working through the work experience program to get skills needed to be successful later on. Some students have taken on part time and full time jobs as well and continue with their studies to graduate. Willcox youth are also very active in their community and have done projects

such as a clothing drive to collect winter clothes for farmworkers and their families, a coat drive to collect winter coats for needy youth, and a food drive to collect food for the needy during the holidays.

Overall the Cochise County Youth Programs have done well. For the county combined they met 100% of their placement goal for this program and met 102% of their enrollment goal. We are looking forward to another successful year in 2004 meeting the farmworker youth needs in this community and to give back to our community at the same time.

Last but not least this program has enabled young people to have experiences that they would not have had without a program of this caliber. Youth that have entered the PPEP Youth Program have encountered and experienced the world of Education (High School), Education (College), Work Experience (How to write resumes, How to Interview, Getting the Job, etc. and actual on the job work), Travel in State and out of State, Community Involvement and Service, How to Work as a Team, Opportunities to meet World Leaders and decision makers,



AJOBS Staff Award

Involved in many Leadership activities and events, Learning how to be organized, How to do public speaking, Becoming a productive citizen in

their community, Becoming a registered voter and the Importance and responsibility it carries, and many other lessons.

The biggest lesson that we can learn from this program is that without the MSFW youth program these things would not be happening in our communities where these programs are located. MSFW youth would not have these opportunities and the cycle of poverty and illiteracy among this population would continue. MSFW youth have many barriers to overcome, such as reading, writing, language, drugs, domestic violence and many others that we have seen, but with this program **WE ARE MAKING CHANGE HAPPEN**. We are seeing the results by the above. This program is slated to end this next program year in December. If you are reading this and think this is a worthwhile program in your community or any other then you need to do something. Call your congressman or senator and let them know about this program and why it needs to be refunded. We appreciate your support because it counts.



FARMWORKER JOBS PROGRAM – Yuma County

NATIONAL FARMWORKER JOBS PROGRAM (NFJP)

**Improving the quality of life among farmworkers
in Arizona**



Farmworkers at work –Yuma

“If what your working for really matters, you’ll give it all you’ve got” “For the future doesn’t get better by hope, it gets better by PLAN”

Chandler: Eastern Maricopa County

Although there was not a lot of change in the NFJP program and staff hung in there, there was change in Chandler this past year. Edmundo Fuentes came on board as the new Area Coordinator and had to step up to the challenge of meeting the goals for this area that were already in place. Edmundo and his staff did just that and in doing so brought Chandler to a new height. Though the staff had only been with the program for about a year, he knew the program and the staff in this area well. He also knew many employers in the area that he had been working with and that was a plus. About mid way through the program year we lost one of our staff that had been instrumental in the program development in Chandler, so as we said goodbye to Jenine and opened the door to new staff Priscilla Morataya and to WEP Margarita Diaz who became a full time staff after finishing the WEP program. We could not have asked for better staff and they all have done an outstanding job this past year.

Under the direction of their new coordinator, the Chandler area met their goals this past year with 94% in enrollments and 108% in placements. Many participants have gone on to get better paying jobs and many may not have had the opportunity if it had not been for the NFJP program in the Chandler area. Our hats are off to you Chandler and the excellent job you did this past year.

Avondale and Gila Bend: Western Maricopa County

In Western Maricopa County the year began with Avondale, Aguila and Gila Bend. But throughout the year it became apparent that more of the farmworkers needing to be served were no longer in the Aguila area. With this area diminishing there was no other choice than to close the Aguila office and this meant having to lay off staff in that area as well. In Gila Bend, staff Gray Faupel became the new addition to the CDL program and is now an instructor for Maricopa and Pinal Counties and has trained a number of classes this past year. This has been a plus for the program now that there are three instructors that cross the state since there is such a vast area between some of the areas.

With the direction of Coordinator Jessie Garcia, her and all of her staff served 94 farmworkers for a goal achievement of 96% overall. Their overall placement goal was at 92%. Each year the Avondale area does an outstanding job in the overall accomplishment of our state goals. Keep up the great work Maricopa West.

Tucson, Nogales, Willcox, Douglas & Safford: Pima, Santa Cruz & Cochise & Graham

Under the direction of Dannie Dyas the southern part of the state has had their ups and downs. This year a new county and area was added to Dannie's realm of responsibilities and Jesse Pena came on board as the new Employment Specialist in Safford in Graham County. Although it has been a slow start in this area it is now beginning to pick up. Although the areas fell short of their placement goal and met 76%, they met their enrollment goal with an outstanding percentage of 104% this past year. This was in part due to the economy in these small rural areas and the higher unemployment rates. But, although there are obstacles, staff continues to look forward on move on.

The Commercial Drivers License Program in these counties continue to be very successful program and have helped many farmworkers get jobs in their communities or stay on with the farms that hey have been working for. This past year has also brought new business to the areas. In Cochise County a new Dairy came to the area and they are breaking ground for a new nursery under glass that will also bring many new jobs to the area. We have been in contact with the heads of these new industries and have already started placing participants in fulltime employment with the new dairy.

Eloy, Coolidge: Pinal County

Pinal County offices have once again experienced many changes this past year. The year began slow due to the heat and then began to pick up. In August Natalie Evans came on board and heavy recruiting took place along with presentations at the local schools and meeting with county health departments. Community outreach played a big role for Pinal County this past year, with enrollments and placement starting out fairly good, but slowly beginning to drop the middle of the program year. It was at this time that we also lost two staff members due to moving out of the area and the other going back to school. Tis now left only the New Area Coordinator and one staff. The beginning of the New Year was filled with recruiting of staff and meetings with local agencies to promote the programs we provide and to work together in serving the farmworkers in the area. If this were not enough, the PPEP family decided to close the DOL office in Casa Grande and moves its main operation to the Eloy area where more of the farmworkers are located. We are also located in the Coolidge area and continue to work with the Pasqui Yaqui in that area. Even with adversity, Pinal County plugged away. New staff was hired and we continued to move forward. Although they did not meet their goals, they did meet 57% of their enrollments, and only 45% of their placement goals.

Pinal County PPEP continues to be involved with the Charter School and with Chara, who is a community resource program. We also continue to open our doors to other agencies and work together to partner for better services for the farmworkers in our communities. We continue to be One-Stop satellite offices to the main WIA One-Stop in Pinal County and continue to increase our programs and training that we provide.

San Luis, Somerton: Yuma County

This past year under the direction of Leticia Beltran the NFJP program in Yuma County has been very successful. Many thanks have to go out to the community and local employers who have made it possible for farmworkers to transition from farmwork to full time unsubsidized employment opportunities. Programs like OST, GED, OJT, WEP, CDL, Charter High School, MICRO and Related Assistance have helped our participants become self-sufficient. With our support they have also benefited from assistance with energy assistance, food, gas, and

clothing allowance during training, job search and ultimately employment in order to be successful.

Our goals and objectives in assisting our farmworkers in these communities with information, education and training for full time employment have been noteworthy. This past year has brought more community involvement and linkages with other non-profit agencies and in the private sector in the Yuma County than ever before. This has not only increased our resources to better serve our farmworkers and their families, but has put the NFJP program and PPEP out there as a valuable resource as well to others. We have been very involved in the One Stop meetings on a month basis and are looking forward to future co-enrollments of participants.

In the 2003-2004-program year, the Yuma County NFJP program continued to exceed all expectations as it has in past years. With an overall enrollment rate of 115% and a placement rate of 105% into unsubsidized employment they have done an excellent job. In Yuma County a total of 227 farmworkers were served under the NFJP program in intensive or training services. With this, a total of 85 quality placements into non-agricultural and agricultural upgrades happened. Our intra-program referrals were at an all time high. We assisted and co-assisted participants with DOL youth, PPEP-TEC, PPEP-HEP, MICRO and PMHDC/Housing. We were able to increase cooperation within our One-Stops Centers and did multiple referrals with YPIC, Arizona Western College, WACOG and DES, along with other agencies that serve farmworkers.



Arturo Rodriguez, VFW President,
John David Arnold, and daughters
Chaska and Tika



PPEP Somerton YouthBuild Program

“To the world – You may be one person – but to one person – You may be the World”

(PPEP, making a difference in our programs)

The PPEP Somerton YouthBuild program began in March of 2003 when PPEP was awarded the HUD youthbuild program. After notice of the award the process of hiring and training staff began and in May of 2003 a new Program Coordinator was hired and we began the process of youth recruitment. In June of 2003 our first 10 month class began with 10 at risk youth who had now entered this new program. The HUD Youthbuild program is made up of a number of components. First it is a construction training program for youth between the ages of 16 to 24 years of age that works with housing partners to train youth in the field of construction and the different phases, second it is an education program for school dropouts to get them back into the educational system to obtain either their High School diploma or their GED. The program also works in partnership with the local community college AWC to offer credit classes in Leadership and Construction that is a competency based program. Youthbuild students are involved in community service and work closely with staff on Youthbuild policy. A Youthbuild Policy Council was put together by the Youthbuild group. This group then meets once a week with staff to discuss the program and to help develop new policy or modify existing policy if needed in the program and to have overall input into their program.

This past year nine Youthbuild students graduated from the program out of the total 16 that entered the program and met HUD standards for graduation. Currently the PPEP Somerton Youthbuild Program is at 57% of its program goals for the first session and at 30% of its overall goal of 20 graduates by the end of the 30 month program. Students are tested upon entering the program, then midway through the program and at the end of the program to see where their learning levels are. This past year 2 students received their GED while in the

program and 2 students received their High School Diploma. The other 5 students that graduated shown and increase grade level by 3 grades or more upon completion of the program and will hopefully continue with their education. Upon completion all students were placed in employment with construction companies within their communities and neighboring towns as well. Our first round was not easy, but was a successful start with this program.

Currently we have partnered with many agencies in the community. Campesinos Sin Fronteras was our Housing Partner when we started this program and we are currently working with Housing America, Inc. Lowe's Home Improvement Store has been a huge partner as well and has donated and cut cost of tools that have been needed for the youth to work on site with the housing partner. The Somerton School District has donated breakfast, lunch and snacks for the students to make sure they have balanced meals each day, Housing America has donated space for the program to have its GED classes, the Somerton Parks and Rec. have made showers available for the youth when they finish construction and need to go to class, AWC has partnered with the program for educational learning through the college and has modified the curriculum to fit the Youthbuild program. The existing PPEP programs have qualified a number of you for co-enrollment into other programs for a maximum of services that are not duplicated, and many others in the community are supporting this program.



HEP Participants – Somerton, AZ

This past year has been exciting in the fact that although we were a new program we met certain standards and applied to Youthbuild USA to become an Affiliated Partner so we would be eligible for other benefits to the program. This past year we were granted a Provisional Affiliate License with Youthbuild USA and after one year will become a Full Affiliate. This was remarkable since most programs do not qualify for this or have their programs up to speed within the first year of operation.

My thanks go out to Jesse Lopez, Jimmy Pruitt, Rigo Conde and Kevin Tansey. Kevin has been instrumental in this program with his counseling expertise. He has worked with many of the Youthbuild students that have had problems while in the program and has made a difference. He is very involved with staff meetings and is on top of everything. Jesse has been instrumental in getting this program up and going and working to get all of the partners on board and the students enrolled with this program. Jimmy has been instrumental in watching over the program and giving guidance to the new staff. He has also been instrumental in getting the GED program up and running for this group, as he also has the HEP program that he oversees as well. Rigo is our newest staff, but has built a relationship with all of the students and is a great mentor and is on top of his job and a great communicator with the youth. Overall we have a great staff and an exceptional program that is offering a second chance to youth in this community. Keep up the good work. Kari Hogan, Director of Employment & Youth Services Administration



A-Jobs Youth at Smithsonian Museum, Washington, D.C.

Annual Report PPEP Behavioral Health Services 2003-2004

The PPEP Behavioral Health Services (PPEP BHS) has continued to provide a wide range of counseling services through out Pima and Cochise Counties. PPEP BHS employs highly skilled, educated, and efficient staff to deliver our contracted scope of services. Though the delivery of services becomes more and more of a challenge every year, this department continues to survive. With the skills of the Behavioral health staff, the assistance of other PPEP departments and leadership support, the behavioral health department is able to deliver the scope and quality of services that we do.



Above: (left to right) Clinicians: Ramon Guerrero, Brenda Hanna, Harrell Goodman, Christine Valle, Laura Aranda, Liz Rios

PPEP BHS provides a very comprehensive package of services for children, adolescents, families and adults. The counseling department utilizes an outreach approach in order to deliver most of its counseling services which include:

- Employee assistance for 12 different employers in Tucson including Pima County, Desert Diamond, and Pascua Yaqui tribe;
- Substance abuse, DUI, and evaluation services for clients referred through Diversion, Parole, Probation, Supreme Court, Superior Court, and various other court systems;
- General Mental Health counseling including domestic violence, adult/civic responsibility, couples, family, parenting classes, and individual counseling where needed;

- Psychiatric, medication monitoring, and case management for our seriously mental ill clients within Ajo, Arizona;
- CPS coordination and counseling for individuals and families that have their children removed due to chronic problems with substance abuse, or other causes;
- Joint effort between the DD system and behavioral health to wrap services around individuals dually diagnosed and participating in PPEP's Encompass program;
- School-based services in Marana, Catalina, Flowing Wells, and Ajo, as well as our own 12 PPEP Tec High schools;
- Juvenile justice counseling services in assisting those adolescents who are having a difficult time complying with today's legal system;
- Motor Vehicle evaluations delivered by licensed Clinician who reviews with the client not only their substance use and treatment history but interprets two Screening instruments, to ascertain if they should be granted the privilege of their driver's license.



Behavioral Health Administrative Staff: (left to right) Roxanna Gonzalez, Clinical Director, Elise Arnold, CAO, Margo Borowiec, Program Manager, Carlyn Hacker, Director

In efforts to accommodate more clients who may work a traditional work schedule of 8 to 5, PPEP BHS has made a strong attempt to expand our hours. Beyond our traditional evening counseling groups PPEP now offers evening Intake appointments, answers phones through the lunch hour, and offers Saturday substance abuse appointment, groups, evaluations, and assessment appointments.



Behavioral Health/PPEP Tec Clinicians: Harvey Encinas, Tim Bridges

In addition to our extended office hours, PPEP BHS continues to maintain its satellite office locations at:

Catalina Resource Center
3414 E. Golder Ranch
Catalina, AZ 85739

11851 W. Trico Marana Rd., #A
Marana, AZ 85653

111 La Mina #5
Ajo, AZ 85321

116150 W. Ajo Way
Three Points, AZ 85736



Behavioral Offices – Ribbon Cutting

PPEP BHS also incorporates the delivery of behavioral health within the school-based setting. These locations not only provide the child with a safe environment to express their problems and concerns, but also provide a location within the area the residential area of the client and family.

The PPEP BHS department continues its never-ending goal of quality services in a ever- changing system. In the past 4 years, our clients have reported an overall program satisfaction level of 91%. This is a remarkable achievement considering 85% of our adult clientele are court-referred.

As challenges presented to PPEP in its delivery of behavioral health services in rural Arizona continue on a weekly basis, this department is determined to persevere at the highest possible level of quality, user-friendly care. We will continue to upgrade our electronic capability of documenting, monitoring, and tracking services, creating avenues of easy access, and further expanding our available scope of services based upon our departmental expertise.

Thank you to all of the individuals who will help us exceed this goal.



Mexico Freeze Food Drive

Community Action Department
Dannie G. Dyas, Director

The Community Action Department continues to increase programs, and services for the betterment of rural residents, such as, Senior Dental Health Service, Dislocated Workers, and the Senior Rural Adult.

Here is a brief description of the services that is provided by these Programs, and the funding sources.

- The Senior Dental Health Program assist Low-income 60 years and older residents with Nutrition, Transportation, and Dental services Fund by Community Foundation.
- Dislocated Worker Program provides services in three areas. This program is funded by Pima County (WIA) for employment & training (Pima County only)
 - (a) Rural Residents
 - (b) Older Worker
 - (c) Single Parents
- Senior Work (Pima County only) Funded by United Way
 - (a) Senior Outreach Specialist will present workshop series
 - (b) Create support Groups
 - (c) Facilitate Job Development for Senior in Rural and Urban
 - (d) Computer Training for Seniors
 - (e) Behavioral Health Counseling will be provided for related to retirement

We continue to provide direct services in Pima County such as listed below

- Hot Nutrition Meals in Marana, Arizona (Yoem Pueblo)
- Emergency and Disaster assistance
- Crisis intervention Counseling
- Emergency Utility services
- Services to the Elderly
- Planning and Economic Development
- Outreach and Community Organization
- Referrals to other Agency

Other related Community Projects

- (a) Private Industry Councils
- (b) Welfare to Work Case Management (TANF Recipients)
- (c) Case Management STCS / CSA Services
- (d) Arizona Rural Human Services Network Inc.
- (e) Patagonia Youths Activity Council
- (f) Arivaca Community Gardens



Dave Berns, DES Director and PPEP, Inc Staff

INTRODUCTION

In 2003-04, PPEP, under the auspices of the federal Workforce Investment Act (WIA) administered by Pima County Community Services and the local Workforce Investment Board (WIB), provided comprehensive employment services to *rural Pima County residents*, including those residing in the communities of Amado, Catalina, Green Valley, Marana, Oro Valley, Sahuarita, Three Points, Tortolita, Vail, and other unincorporated areas. PPEP also added two target populations to serve: *Single Parents* (rural and urban); and *Older Workers* (rural and urban job-seekers ages fifty and up).

PPEP's WIA programs serve eligible unemployed and underemployed Adults and Dislocated Workers (adults who have been laid-off from a "declining industry").

SERVICES PROVIDED

The employment services provided under the program include: Case Management; community referrals; Employability Skills training; résumé assistance and workshops; referrals to behavioral counseling; transportation assistance; emergency housing or utility assistance; post-secondary education; interviewing workshops; Job Development; On-the-Job Training (OJT); job placement; tools and equipment; follow-up; and other supportive services.

Through this program, valuable services are also provided to Pima County employers, such as applicant pre-screening; candidate matching and job placement assistance; On-the-Job Training reimbursement contracts; tools and equipment for new hires; and federal tax credit application assistance.

PROGRAM SUCCESS

In 2003-04, over 75 *rural* job-seekers were served. Of these, 54 were enrolled in intensive services, and 34 rejoined the rolls of the gainfully employed, at an average wage of \$11.75 hourly.

In all, 48 *Single Parents* were served. Of these, 37 were enrolled, and 31 were placed in employment at an average wage of \$10.20 hourly.

Finally, over 90 *Older Workers* were served. Of the 50 that were enrolled, 36 were placed in employment at an average wage of \$11.99 per hour.

WHAT'S AHEAD

PPEP looks forward to serving these, and hopefully some new groups in 2005, while remaining a constant in the effort to improve rural life in Pima County.

ARIVACA GARDEN

The Arivaca Community Garden is entering a second year of expanded programs. It has been a very busy and educational year for our staff. As we end our 2004 summer growing season we look forward to an even more bountiful and successful season in 2005.

The garden continues to be supported by grants from the Department of Economic Security and the Office of Community Services. These two grants have allowed us to continue with our present staff of three production staff, one community developer, and one manager. The staff has been committed, creative, and energetic in their work and has done great things with the variety and quality of produce coming from the garden.

These grants also allow us to continue to run a youth intern program, which employs five local teenagers. These youths have participated in many of the different programs of the garden and have been a great deal of fun and help as we work in the community.

The ACG has completed its first season with a Community Supported Agriculture member program. This activity was a high light of the summer growing season. In addition to creating an active and involved group of members the garden distributed food with a weekly farmer's market in Arivaca. This activity was a great deal of fun and was very rewarding in terms of the activity and interaction of friends and neighbors with healthy fresh food tying it all together.

The CSA members also participated in food preservation workshops and canning cooperatives, education and nutrition activities with children, as well as gardening, and marketing activities.

In addition to these programs the garden has continued to support our community partners with donations of fresh certified organic produce. We continue to work closely with the Amado Community Food Bank, the

Arivaca Human Resource Office, and the Green Valley Community Food Bank. This year we also partnered with the University of Arizona Cooperative Extension to hold a series of food preservation classes.

Production staff continues to be creative with the expanded size of the garden. We have had a number of new successes in the functioning of the garden and there are always the mistakes, accidents, and acts of nature to be learned from and overcome. The production staff continues to develop ambitious plans to increase the quantity, variety, and quality of the food the garden produces.

This next year our anticipated programs include the formation of garden plots at the Arivaca Community Center for use by people in the community, another year of CSA, community mapping and activities focused on community sustainability with our youth interns, and an expansion of CSA shares targeted at the senior citizens in Arivaca.

We look forward to another year of involvement with and service to Arivaca and our neighbors.



Arivaca Garden Staff

MISSION

To improve the quality of life in Arizona with emphasis on aiding low income seasonal and migrant farmworkers through a variety of advocacy initiatives and supportive services, which promotes their increase independence and self-sufficiency.

SERVICES PROVIDED

We assist residents in crisis facing rental eviction and/or utility disconnect to meet their short-term obligations and develop longer-term solutions through the program. During the 12 month period, clients then go through this process up to four times to insure movement. PPEP also has a case plan for clients' goals in mind that will show initiative in the matrix assessment that is personalized for each client. To maintain stability to the families, PPEP then refers households to a variety of service agencies and resources throughout the community to aid in a more wide range of services.

STATISTICS

In 2003, 43 families participated in case management, 418 referrals and follow-ups were provided. This includes Pima, Cochise, Maricopa and Santa Cruz counties.

OUR OFFICES

CHANDLER
95 W Boston Street
Chandler, AZ. 85224
(408) 821-1488

MARANA
11851A Marana Rd
Marana, AZ. 85653
(520) 616-0236

NOGALES
1860 N State Drive
Nogales, AZ. 85621
(520) 287-7447

DOUGLAS
530 12th Street
Douglas AZ. 85607
(520) 805-1985

WILLCOX
265 S Haskell
Willcox, AZ. 85643
(520) 384-2077



FONAES Signing - Tucson, AZ

PPEP Microbusiness and Housing Development Corporation

Frank Ballesteros
Chief Administrative Officer

Loan Funds Report for the period ending June 2004

PPEP Microbusiness and Housing Development Loan Funds outstanding portfolio for June 30, 2004 ending was **\$4,761,397 against notes payable of \$5,015,830**. The PMHDC Loan Funds is comprised of 23 different investment sources. These are then grouped into 12 sections. A brief description is provided for each section.

Small Business Administration MICRO Loan Funds

The Small Business Administration/MICRO Loan Fund is made up of three separate loans made to PMHDC. The outstanding balance to SBA on these three loans is **\$1,370,727**. The outstanding portfolio on these three loans is **\$995,537 and** is made up of 143 accounts with an average loan of \$6,975. Of the principal outstanding, \$354,557 (33%) is in arrears. PMHDC is aggressively looking into all of the accounts that are past due more than 30 days and corrective action is being taken by staff as well as management.

Social Program Related Investment Fund (SPRIF)

This fund is made up of five social investments, which include the Tides Foundation, Sisters of Charity, Sisters of Our Sorrowful Mother, Sisters of Saint Francis of Philadelphia, and Sisters of Mercy, Burlingame. This fund is capitalized at **\$240,000** the portfolio balance for this fund is **\$68,157**, which is comprised of four active loans. PMHDC is utilizing these funds at an average cost of funds of 3.5% per annum or \$6,271.

Rural Development

This Loan fund was established for the three border areas of Douglas, Nogales and San Luis. The **\$165,000** RD grant was made to PMHDC in May of 1996. Under the grant guidelines, these funds can only be used in these three border communities. As of June 30, 2004, the outstanding portfolio was **\$101,459** with 27 active accounts with an average loan of \$3758. There is **\$37,922** available to lend from this fund.

United States Department of Agriculture Intermediary Relending Program

The Intermediary Relending Program (IRP) is a program of Rural Development. PMHDC was awarded two \$750,000 (**\$1,500,000**) 30 - year loans and loan # 3 for \$346,250 and IRP # 4 for \$750,000 and it's uses include pre and site development housing opportunities for low-to-moderate income families as well as create sustainable small businesses with loans of up to \$150,000. Under these four separate funds, there are 18 loans utilizing IRP funds with a principal outstanding of **\$1,755,229** as of June 30, 2004. Total notes payable to Rural Development is **\$2,031,421**



Hector Barretto United States SBA Administrator with PMHDC

Economic Development Administration (EDA) Bridge Fund

This federal funded bridge fund pro-actively develops new jobs for low-income persons and minorities by nurturing the start-up and sustains ability of microenterprises as they expand and enter their new stage of development and full-time job creation by providing bridge loans. EDA approved a \$300,000 investment for the CDFI. As of June 30, 2004 there were 11 loans outstanding under this funding source for **\$361,570**. At the end of June 30, 2004, five loans with two loans paying off had been sold to the secondary market, Community Reinvestment Fund (CRF). This principal balance is **\$149,177 and is not part of the overall outstanding portfolio for PMHDC**. PMHDC is only servicing these loans.

Calvert Foundation Fund (CFF)

The Calvert Foundation Fund is a social responsible fund created from the Calvert Community Investments. This loan is structured at 4.0% interest only and is payable in a one balloon payment on January 15, 2006 this loan is capitalized at **\$250,000**. At the end of June 30, 2004, there were 9 active accounts with a portfolio balance of **\$183,660**.

National Bank of Arizona formally Pacific Century Bank Fund (PCBF)

This is capitalized with one individual investment for \$250,000 investment at 3%, for a total capitalization of **\$250,000**. As of June 30, 2004 there were eight accounts for a total principal outstanding of **\$229,402** at an average interest rate of 8%. These funds are being utilized for both small business and for housing projects.

PMHDC EQUITY Fund (CDFI)

For the fiscal year end of June 30, 2004, equity investments made by the U.S. Treasury (\$250,000) and a \$650,000 investment made by Wells Fargo Bank totaled **\$850,000**. There are seven investments in this portfolio with a balance of **\$259,907** and a PPEP Charter School investment of **\$219,270**, which was used for the down payment of the PPEP Charter School. This portfolio generated **\$19,732** in revenue during the past 12 months. Cost of funds to Wells Fargo was \$7,000.

Rural Housing and Economic Development (RHED I) (HUD)

The grant funds of \$450,000 are made available to PMHDC to infuse into construction loan funds to help self-help borrowers and non-profit builders proposing to develop affordable housing in rural Arizona. The

objective of this funding source is to finance 40 homes over the next five years under the self-help program of USDA in rural Arizona. Currently there five loans outstanding totaling **\$317,532**. There is \$153,278 available for lending under this funding source.

Rural Housing and Economic Development (RHED II) (HUD)

RHED funds are being used to provide economic development assistance to retain and expand existing small businesses and micro enterprises in need of developing or enhancing their technological and communication capabilities, helping them to bridge the digital divide. Businesses served through this initiative are located in the “Colonias” areas of Arizona along the US-Mexico border, also known as the Arizona Border Region Enterprise Community, which includes Douglas, Nogales and San Luis. Grant dollars for this initiative is \$282,700. At the end of June 30, 2003, PMHDC has principal outstanding of **\$43,524**. Available funds from HUD are **\$231,700**.

Rural Housing and Economic Development (RHED III) (HUD)

These federal funds were received in late 2002 for the acquisition, development, construction or renovation of housing serving elderly, developmentally disabled adults, farm workers and other special populations residing along the US-Mexico border known as the Arizona Border Region Enterprise Community which includes Douglas, Nogales and San Luis, Arizona. This fund is capitalized at **\$203,872** with **\$134,000** in loan commitments.

HOUSING BLEND LOANS (CDFI Fund /WELLS FARGO)

This product provides low-income families with financing for their new home in cooperation with Rural Development’s 502 Program. The financing is secured with a \$1,000,000 loan with Wells Fargo Bank and was matched with an additional \$1,000,000 loan from the CFDI Fund. As a result of high interest rates, PMHDC paid off the United States Treasury’s CDFI Fund matching loan of \$400,000 leaving a Wells Fargo Blend Loan balance of \$600,000 as of June 30, 2004. The portfolio outstanding with this loan product was **\$277,123** with nine families receiving this blend financing. Previously PMHDC had financed 18 single family loans under this project. These were initially sold to Community Reinvest Fund (CRF) cost of funds for this fund is 4% and the return on investment is 3 points above that. This portfolio generated \$1,294 in income during the last 12 months.

PORTFOLIO PERFORMANCE AND NARRATIVE

Portfolio Value: \$4,761,397

Number of first-time loans made to micro businesses during the year (July 2003 through June 30, 2004): 29

Total number of loans, which includes cash advances, made this 12-month period: 79

Total amount loaned out in this year: \$2,048,759

Number of active accounts as of June 30, 2004: 263

WOMEN-OWNED ENTERPRISES

At the end of June 30, 2004, there were 103 women-owned enterprises that had an investment with PMHDC. This represents 53 percent of all loan holders.

PRINCIPAL PAYMENTS

In the fiscal year that ended in June 30, 2004, PMHDC collected \$1,403,886 in principal payments from its loan recipients. This is a decrease of 11 percent of what was collected during the same period ending June 2003.

PAID IN FULL ACCOUNTS

During the reporting period of July 2003 through June 2004, **zero** accounts were paid to a zero balance.

LOAN FUND REVENUES

The following are the revenues PMHDC collected during the fiscal year end 2004 with a comparison of the revenues from the previous fiscal year ending June 2003.

PERIOD ENDING	Fiscal Year End 2004	Fiscal Year End 2003
PORTFOLIO	\$4,758,226	\$4,338,286
INTEREST	\$268,489	\$341,278
FEES PAID/IMPOUNDS	\$37,396	\$43,070
LATE FEES	\$19,582	\$21,938
INVESTMENTS	\$5,783	\$0
TOTAL REVENUE	\$331,250	\$406,284

TECHNICAL ASSISTANCE

The Community Development Officers (CDO) and CDFI Loan Officers provided extensive technical assistance to our current and delinquent borrowers. During the 12 months ending with June 30, 2004 the CDOs provided 6,610 hours of technical assistance.

The following report breaks down the assistance hours by specific tasks. Staff continued to provide 116 presentations, which attracted 654 persons to these presentations. Most of these presentations were provided to civic, business and social groups like Chambers of Commerce, Lions and Rotarians and some financial institutions.

Customers of PMHDC were provided 25 small business seminars/workshops during the 12-month period. These workshops attracted 75 micro businesses to the seminars/workshops.

During the 12-month period that ended with June 30, 2004, 642 (double count) customers received 6610 hours of technical assistance from the Community Development Officers and other staff. These customers received an average of 10 hours of technical assistance.

In this 12-month period, 29 first-time loan recipients were provided with technical assistance and \$192,400 in loan funds. During this period of time there were three micro businesses linked with other financial institutions.

The technical assistance provided to the CDFI customers in the 12-month period ending June 30, 2004 is broken down by the following categories:

- ❖ Peer Group Training Hours: 77
- ❖ Classroom Training Hours: 49
- ❖ Business Plan Development: 563
- ❖ Site Visit Hours: 2,125
- ❖ One-On-One Counseling: 1,236
- ❖ Loan Documentation Prep Hours: 745
- ❖ Collection Hours: 1,769
- ❖ Technology Assistance Hours: 46

Total technical assistance hours provided in the twelve-month period ending with June 30, 2004: 6,610 or an average of 10 hours per customer.

**HISTORICAL INFORMATION
PMHDC LOAN FUNDS
A CERTIFIED COMMUNITY DEVELOPMENT FINANCIAL
INSTITUTION AND A COMMUNITY DEVELOPMENT ENTITY
PROGRAM-TO-DATE STATISTICS**

January 1987 through June 2004

AMOUNT INVESTED: \$15,793,687

AVERAGE INVESTMENT: \$5,020

AVERAGE TERM OF INVESTMENT: 18 MONTHS

TOTAL NUMBER OF FIRST-TIME LOANS: 1,367

TOTAL NUMBER OF ALL INVESTMENTS: 3,146

**PERCENTAGE OF WOMEN-OWNED ENTERPRISES IN CURRENT
PORTFOLIO: 53%**

HISTORICAL LOSSES: \$1,249,595 PERCENT OF LOSSES: 7.9%

RECOVERY PROGRAM-TO-DATE: \$112,185

PMHDC CAPITALIZATION: \$5,015,830

PMHDC LOAN PORTFOLIO: \$4,761,397

PMHDC LOAN LOSS RESERVES: \$377,630 or 7.9% of portfolio

Portfolio Analysis and Social Impact

In accordance with our PPEP Microbusiness and Housing Development Corporation's *Guidelines and Procedures Operating Manual 2000*, the following summary is provided on the portfolio status of 147 micro and small business loans with a balance as of December 30, 2003. This report is a compilation of semi-annual reviews of 143 accounts in the small business portfolio. At the beginning of every January and again in

July of each year, PMHDC's Community Development Officers and Loan Officers are required to perform a rigid business analysis on each loan in their portfolio. The purpose of the analysis is to ascertain the condition of the business, the identification and condition of the collateral that is pledged for the loan, report on the previous six month sales, the amount of taxes paid and the number of jobs the business is supporting and finally, to evaluate how the business is performing by reviewing its payment history in the last six months. After the analysis has been completed, the business is given a grade from one to five. This grade is both objective and subjective. The entire portfolio is then graded and compared with the grade of the last 12-month period. This information is then used to rate the portfolio for risk. This loan rating is explained in detail under section(s) 12.5 of the ***Guidelines and Procedures Operational Manual 2000***. As a result of this vigorous evaluation and utilizing this loan risk rating system, the following analysis is provided.

(A) Total Small Business Accounts: 143 Total Accounts Reviewed: 143

The annual reviews were started in the first week of April and were completed by June 3, 2004 and were completed in 45 days. PMHDC staff received Loan Ledgers for each customer, which included payment information through December 31, 2003. Using this information, our staff proceeded to conduct a site visit and review each account. Our Management Information System (MIS) compiled this information into our database. The following summary is derived from this database.

(B) Combined Business Sales Down by 15% From previous 12-month period

The sales of the 143 businesses reviewed generated \$5,343,958 in gross sales during the 12-month period that ended on December 31, 2003, When compared to the previous 12- month period sales \$9,638,945 (January through December 31, 2001), these 143 businesses had fifteen percent drop in business sales from the previous 12- month period.

10% of Businesses No Longer in Business at the end of 2004

Of the 143 businesses surveyed, 39 businesses (17%) reported increase in sales, only 31 businesses (20 percent) reported increased sales of 25 percent or more from the previous 12-month period, 58 businesses (25%) reported a deep decrease in business sales, 25 businesses (11%) were too new to rate, 14 (10%) businesses were no longer in business at the end of December 31, 2003.

(C) Risk Analysis

Risk is defined as “the potential for loss, either directly through loss of earnings or capital or indirectly through the imposition of constraints on an organization’s ability to meet its business objective.”

In performing rigorous risk assessments of the 143 accounts in the portfolio, staff rated each business in accordance to how well the business performed (in gross sales), how the business repaid its loan debt, the condition and location of the collateral and the quality of its business practices and marketing plan. Staff also reviewed the next six-month work plan with the owner.

Using our risk factor of 1 to 5, the loan rating system utilized by PMHDC is based on a process of risk analysis. Each loan was given a rating based on risk at the time of the visit.

PMHDC’s Loan Risk Analysis is a combination of both objective and subjective evaluations. It covers the following questions:

- (1)What is your opinion of the borrowers ability to successfully complete and manage the business,
- (2)In general is the business operating successfully? Are there any significant problems that need to be addressed?
- (3)What has the repayment history on the loan been?
- (4)What are the basic financials indicators like?
- (5)Is the business owner open to discussions regarding business practices and growth potential?
- (6)Where is the collateral located? In what condition is our collateral? Does it still exist?

The numerical rating system for loan risk assessment is the following:

- (1)Low Risk Loan

- (2) Moderate Risk
- (3) Average risk
- (4) Substantial Risk
- (5) High Risk

The annual reviews revealed the following risk ratings:

80 (55%) businesses received a risk rating of 1
17 (12%) businesses received a risk rating of 2
8 (5%) businesses received a risk rating of 3
16 (11%) businesses received a risk rating of 4
22 (15%) businesses received a risk rating of 5 of which 14 (10%) were no longer operating under the activity that they were provided the loan.

The risk factor given to each business indicates an overall risk factor 2.18 for the 143 businesses that were rated as of December 31, 2003. This compares to 2.42 risk factor for the period ending December 31, 2002.

The 2.18 rating indicates moderate risk where 80 (55%) businesses are current and paying as agreed. Seventeen (12%) of these businesses have been assessed two to four late charges in the last six months. Ninety-seven (68%) of the businesses surveyed have implemented and maintained good to excellent bookkeeping practices, loan collateral is still in good to excellent condition.

The majority of the businesses are following their business plan. Very few businesses don't know what a marketing plan is and fewer yet did not have a working marketing plan during the annual review process. This is a major concern for PMHDC in that this could be one reason why delinquencies are rising at an alarming rate. This could also be a reason why more and more businesses are dropping into the 90- day plus accounts.

The fact that these risks do occur should not lead to negative conclusions regarding program performance. It is the measure of the level of risk being taken versus the organizational capacity to bear that risk that is the critical relationship.

PMHDC's risk assessment model is predicated on three major categories: risk identification, risk analysis and risk mitigation. These areas are often interrelated and generally interdependent. That is, upon

identifying inordinate risk, PMHDC seeks to provide detailed analysis as a basis for intervention or mitigation strategy.

Not having an essential tool like a business or a marketing plan will not make a business successful, but it can help to develop the business to where at least the business owner knows what is working and what is not working. Knowing this, the owner can make better decisions and make those adjustments to take the business to a higher level of profitability.

(D) Delinquency

PMHDC's Loan fund was in the following condition at the end of June 30, 2004:

Total Active Accounts: 143

DAYS DELINQUENT	31-60	61-90	91-120	120+
PORTFOLIO @ RISK	\$27,175	\$29,382	\$23,974	\$257,477
% OF PORTFOLIO	2.8%	3.0%	2.5%	26.9%
# OF ACCOUNTS	5	4	3	21
% OF ALL ACCOUNTS	3.4%	2.7%	2.0%	14.6%

(E) Portfolio at Risk

The total delinquent amount for June 30, 2004 ending was \$338,008 which represents 35 percent of the total outstanding portfolio. The reason why the portfolio at risk is high is because the sluggish economy. Although PMHDC is a secured lender we have to go through the process of getting the bankruptcy court to rule on stay relief motions on six large loans where PMHDC is secured with inventory, equipment and property. Most of these accounts are located in the Nogales area.

Staff dedicated 58% of their time in 2004 to do site visits and collection efforts to decrease their delinquent accounts. Although there are seven

major accounts with major principal balances, these accounts are being pursued aggressively with our attorneys as they have filed for bankruptcy protection and PMHDC believes that these funds are recoverable.

(F) Default

PMHDC processed \$345,876 as losses by the end of June 30, 2004. These 29 accounts referred for charge off by the Internal Loan Review Committee were reviewed and were approved as bad debt. All collateral associated with these accounts as well as the promissory notes and all other legal documents have been collected and readied for appropriate legal action. All of the charged-off accounts have been referred to our attorney for legal processing and all of the accounts have been reported to three major credit bureaus.

(G) Recovery

During the fiscal year, which ended on June 30, 2004, PMHDC recovered **\$12,958** from previous charged -off accounts.

(H) Legal Status Report

The legal status of the 29 defaulted (charge-off) accounts is the following: (1) 18 accounts have been referred to our law firm that is representing PMHDC in legal matters, (2) of the 18 accounts, none have filed for bankruptcy protection, three are in Justice Court litigation, and 10 of these accounts were referred to a Tucson collection agency, (3) these 18 accounts were reported to all three credit-reporting bureaus. (4) Of the 18 accounts, there are two accounts that are paying monthly payments through our law firms. Through these efforts, PMHDC recovered **\$12,958** in the last twelve months from these charged-off and other accounts.

(I) Social Impact

These 143 business owners were responsible for supporting an additional 195 FTE jobs. In comparison to figures from the last reporting period, this is a net increase of 44 full-time jobs. In the next report, (December 31, 2004) PMHDC will report on the hourly wages that these jobs are paying. This will be an indicator on the impact that PMHDC is having in our rural areas.



FONAES Agreement – Mexico City, October 17, 2004

(J) Taxes

For the second time ever, PMHDC is reporting on the amount of taxes that our SBA/MICRO businesses are paying to local, state and federal Internal Revenue Service. This indicator provides impact data on how important our micro businesses are to their local economies.

During the 12-month period ending December 30, 2003, 21 micro-enterprises reported paying \$8,934 in city taxes, 40 businesses paid \$82,471 in state taxes and 37 businesses paid \$97,437 in 2003 federal taxes. Seventy-five businesses reporting paying some kind of tax in the 12-month period. This is the second attempt of PMHDC to collect this sensitive information from our customers. Our customers know that this information is critical and must be collected to insure the sustain-ability of PMHDC in order to continue to receive federal funds to provide technical assistance at no cost to our customer.

**Respectfully submitted,
Frank Ballesteros
MICRO Executive Director**



PMHDC HOUSING ANNUAL REPORT



Self-help homeownership housing

TECHNICAL ASSISTANCE SERVICES

PMHDC's Housing Division provides technical assistance and capacity building services through contracts with:

- US Department of Housing and Urban Development:
 - For Community Housing Development Organizations
 - Through Rural Housing and Economic Development grants
- US Department of Labor:
 - For Temporary and Emergency Housing serving Migrant and Seasonal Farmworkers
 - For the development of permanent housing serving Migrant and Seasonal Farmworkers
- US Department of Agriculture:
 - For the development of rental housing serving Migrant, Seasonal and Year-Round Farmworkers

The following is a compilation of the organizations provided technical assistance, with a compilation of housing development activities and funding leveraged to finance housing projects.

ORGANIZATION ASSISTED	ACTIVITY	SERVICE	# OF UNITS COMPLETED	# OF UNITS IN DEVELOPMENT	PMHDC LOANS PROVIDED	OTHER FUNDS LEVERAGED
Campeños Sin Fronteras	CHDO-TA	TA	14 owner-occupied	1 unit of homeownership	\$81,800	PPEP Youthbuild CHDO-TA \$7,996
	FLH-TA	TA	Under development	32 rental units for farmworkers	\$150,000	\$2,794,000
Phoenix Revitalization Corporation	CHDO-TA	TA	4 owner-occupied	4 owner-occupied home repair		CHDO-TA \$8,525

TMM Family Services	DOL-Disc And FLH-TA	TA	Under development	40 rental units for farmworkers		\$4,006,681
	CHDO-TA		31 units of homeownership	40 low income rental units 14 units of homeownership		\$34,000 \$320,000 \$300,000
Tucson Indian Center	CHDO-TA	TA	Under development	2 units of homeownership		\$61,000
						CHDO-TA \$9,286
Old Pueblo Community Foundation	CHDO-TA	TA	Under development	10 owner-occupied home repair (in Marana Vista) 16 units of homeownership		\$15,000 \$270,000 \$320,000
	SHOP		Under development	15 units of self-help housing		\$225,000
Wenden-Salome Flood Recovery	DOL-SGA	TA	Under development	80 beds for M/S farmworkers		\$1,001,257
	DOL-SGA	TA	Under development	Temporary shower facilities for M/S farmworkers		\$30,000
	CHDO-TA	TA	Under development	Homeownership and land development assistance		CHDO-TA \$13,256

Elfrida Citizen's Alliance	DOL-DISCR	TA	Under development	Rental and homeownership opportunities for farmworkers		
	RHED #4	TA	Under development	Owner-occupied home repair		\$150,000
				Economic Development: Façade Improvement Program		
Miami Revitalization Committee	RHED #4	TA	Under development	Owner-occupied home repair		
				Economic Development		
				Community Development		
Patagonia Area Business Association	RHED #4	TA	Under development	Economic Development		
Community Development Corporation of Arizona	RHED #4	Network development	Under development	Community Development		\$7,000

LEAD AGENCY ACTIVITIES

PMHDC's Housing Division has established an extensive network of agencies that collaborate together for the provision of funding for housing projects and technical assistance through contracts with:

- US Department of Housing and Urban Development Self-Help Homeownership Opportunity Program
- US Department of Labor Migrant and Seasonal Farmworker Housing Program
- US Department of Agriculture Farm Labor Technical Assistance Program

The following is a compilation of the organizations that participate with PMHDC's Housing Division in providing these services, with a compilation of housing development activities and funding leveraged to provide these services.

COLLABORATING ORGANIZATION	PROGRAM	SERVICE	# OF UNITS	POPULATION SERVED	FUNDS LEVERAGED	SOURCE
COMITE DE BIENESTAR	SHOP	Self-Help Homeownership	18	Very low income families	\$180,000	PMHDC-SHOP
					\$250,000	PMHDC-IRP
					\$1,581,228	Other
CHICANOS POR LA CAUSA	SHOP	Self-Help Homeownership	18	Very low income families	\$180,000	PMHDC-SHOP
					\$2,100,240	Other
TOWN OF GUADALUPE	SHOP	Self-Help Homeownership	18	Very low income families	\$180,000	PMHDC-SHOP
					\$1,827,000	Other

OLD PUEBLO COMMUNITY FOUNDATION	SHOP	Self-Help Homeownership	10	Very low income families	\$10,000	Section 523
					\$5,000	RHED #4
					\$2,000	RHED #4
CASA OF OREGON	FLH-TA	TA to develop MSFW housing	2 projects in Oregon	Very very low income M/S farmworkers	\$74,680	PMHDC- FLH-TA
CENTRO DE LA FAMILIA	DOL-SGA	Emergency Housing for farmworkers		Very very low income M/S farmworkers	\$5,000	PMHDC
COLORADO RURAL HOUSING DEVELOPMENT CORPORATION	DOL-SGA	Temporary Housing	30	Very very low income M/S farmworkers	\$94,000	PMHDC
		Emergency Housing	4	Very very low income M/S farmworkers		
	DOL-DISCR	Self-help homeownership	6	Very very low income M/S farmworkers	\$100,600	PMHDC
					\$2,300,000	Other
		Housing counseling	40		\$100,000	Other
		Lots under development	53		\$1,900,000	Other
Lease-purchase opportunities	25	\$1,500,000	Other			

		Farmworker rental units	30		\$4,282,000	Other
		Farmworker rental units	38		\$4,387,000	Other
	SHOP	Self-help homeownership	51	Very low income families	\$510,000	PMHDC-SHOP
	FLH-TA	TA to develop MSFW housing	2 projects: Colorado & Utah	Very very low income M/S farmworkers	\$76,280	PMHDC-FLH-TA
NORTHWEST REGIONAL FACILITATORS	FLH-TA	TA to develop MSFW housing	1 project in Idaho	Very very low income M/S farmworkers	\$38,790	PMHDC-FLH-TA
IDAHO MIGRANT COUNCIL	DOL-SGA	Temporary Housing	5 (in development)	Very very low income M/S farmworkers	\$71,500	PMHDC
		Emergency Housing	5 (in development)		\$94,000	Other
	DOL-DISCR	Farmworker rental units	24	Very very low income M/S farmworkers	\$97,700	Other
		Farmworker rental units	24		\$340,000	Other
		Farmworker rental units	40		\$3,000,000	Other
		Farmworker rental units	33		\$325,000	Other
NOWCAP	DOL-SGA	Temporary Housing	20	Very very low	\$3,500	PMHDC

		Emergency Housing	34	income M/S farmworkers		
OFFICE OF RURAL & FARMWORKER HOUSING	FLH-TA	TA to develop MSFW housing	2 projects in Washington	Very very low income M/S farmworkers	\$74,680	PMHDC-FLH-TA
RURAL COMMUNITY ASSISTANCE CORPORATION	FLH-TA	TA to develop MSFW housing	2 projects: California & Arizona	Very very low income M/S farmworkers	\$76,280	PMHDC-FLH-TA
RURAL EMPLOYMENT OPPORTUNITIES (MONTANA)	DOL-SGA	Temporary Housing	7	Very very low income M/S farmworkers	\$10,000	PMHDC
		Emergency Housing	9			
TIERRA DEL SOL HOUSING CORPORATION	DOL-SGA			Very very low income M/S farmworkers	\$94,000	PMHDC
	DOL-DISCR	Owner-occupied home repair	21	Very very low income M/S farmworkers	\$125,000	PMHDC
					\$585,000	Other
		Self-Help Homeownership	15		\$2,170,000	Other
		Housing Counseling	10		\$120,000	Other
		Down Payment Assistance	10		\$96,800	Other
		Farmworker rental housing	56		\$4,618,717	Other
	28	\$2,378,000	Other			

			52		\$3,744,000	Other
			34		\$3,069,000	Other
			72		\$233,000	Other
			49		\$4,265,000	Other
	SHOP			Very low income families	\$510,000	PMHDC-SHOP
					\$3,164,295	Other
	FLH-TA	TA to develop MSFW housing	2 projects in New Mexico	Very very low income M/S farmworkers	\$74,980	PMHDC-FLH-TA
SELF-HELP HOUSING CORPORATION OF HAWAII						
	SHOP	Self-help homeownership	15	Very low income families	\$150,000	PMHDC-SHOP
					\$2,299,140	Other



Farmworker housing developed by Colorado Rural Housing Corporation



Future site of self-help homeownership housing in Colorado financed by SHOP funds from PMHDC

DEVELOPMENT ACTIVITIES

PMHDC’s Housing Division undertakes development of housing projects to meet the need and demand, particularly if there are no other organizations serving the area to provide these services.

LOCATION	PROGRAM	SERVICE	# OF UNITS	POPULATION SERVED	FUNDS LEVERAGED	SOURCE
DOUGLAS, AZ	SHOP	Self-Help Homeownership	10	Very low income families	\$100,000	SHOP
					\$250,000	RHED #1

					\$150,000	FHLB-AHP
					\$156,000	State Housing Fund
					\$604,000	Borrower mortgages
PATAGONIA, TUMACACORI & CARMEN, AZ	Owner-occupied home repair	Rehabilitation of substandard housing	11	Very low income special populations	\$270,000	State Housing Fund
					\$64,450	USDA Rural Development
CALIFORNIA & HAWAII	Farm Labor Housing	TA	2 projects	Very very low income M/S farmworkers	\$146,210	USDA Rural Development
WILLCOX, AZ	Land development	Self-Help Homeownership	15	Very low income families	\$150,000	SHOP
		Low Income Rental Housing	40		\$46,000	RHED #1

One of the homes in Patagonia that will undergo renovation

PY 2004 PMHDC HOUSING

LENDING ACTIVITIES

In PY 2004, the total Loan Portfolio serviced by the Housing Division was \$1,665,708.74

PMHDC's Housing Division provides low interest loan funds to facilitate the development of housing projects being undertaken by its nonprofit partners and other organizations. The following is a description of Housing Loan Funds

HUD's Rural Housing and Economic Development Program

These revolving loan funds provide

RHED #1) \$450,000 to finance construction of Self-Help and single family homeownership housing being built by non-profit organizations in rural and colonia areas of Arizona,

RHED #3) \$333,000 to finance predevelopment and other costs for housing projects that serve special populations within AZ Border Region Enterprise Communities, colonias within 150 miles of the border and small rural communities with populations <2,500, and

RHED #4) \$147,000 to build the capacity of local governments or nonprofits through technical assistance and loan funds to develop and finance housing and economic development projects in AZ Border Region Enterprise Communities, colonias within 150 miles of the border and small rural communities with populations <2,500.

Currently, six RHED loans are being serviced by the Housing Division and two loan applications are being processed. RHED funds are grants to PMHDC; therefore, no interest costs are incurred by PMHDC with the use of these funds.

Outstanding RHED Loan Portfolio: \$499,097.27 with an average Interest Rate of 5.125%

Wells Fargo Blend Loan Program

This product provides low-income families with financing for their new home in cooperation with Rural Development's 502 Program. The funding is only for use in rural areas throughout the state of AZ. The financing is secured with a \$1,000,000 loan from Wells Fargo Bank.

Currently, nine (9) loans are being serviced by the Housing Division. Three loan applications are being processed.

In total, over 27 families have received blend loans. PMHDC sold eighteen (18) loans to the Community Reinvestment Fund (CRF). Cost of funds for this fund is 4% and the return on investment is 3%.

Outstanding Wells Fargo Blend Loan Portfolio: \$277,356.31 *Loan terms are 30 year fixed interest at 5%.*

USDA Intermediary Relending Program

Through the Intermediary Relending Program, USDA Rural Development has provided a total of \$2,846,500 through four loans to PMHDC, as the Intermediary, to finance loans to Ultimate Recipients. PMHDC received its fourth loan of \$750,000 in PY 2004. The funds are loaned to PMHDC at 1% with a 30 year amortization.

Use of funds includes pre and site development costs, funds to acquire business equipment, purchase property and to make business loans to support the creation and retention of employment opportunities in rural areas.

The Housing Division has six active loans that it is servicing and one loan application is being processed.

Outstanding Loan Portfolio: \$592,749.25 with an average Interest Rate of 7.4%

National Bank of Arizona formerly Pacific Century Bank Fund

This is capitalized with two individual investments, one is for \$50,000 at no interest for five years and the second is a \$250,000 investment at 3%, for a total capitalization of **\$300,000**.

There are five loans being serviced by the Housing Division.

Outstanding National Bank of Arizona Fund Loan Portfolio: \$204,199.43, with an average Interest Rate of 6%

Calvert Foundation Fund

The Calvert Foundation Fund is a socially responsible fund created from the Calvert Community Investments and makes **loans** to community development organizations that focus on affordable housing, small business, microcredit and other community development. This loan is structured at 4.5% interest only payments with the principal balance due on January 15, 2006. This loan is capitalized at **\$200,000**.

The Housing Division is currently servicing two loans.

Outstanding Calvert Foundation Loan Portfolio: \$65,806.48

PMHDC EQUITY Fund (CDFI)

For the fiscal year end of June 30, 2002, equity investments made by the U.S. Treasury and Wells Fargo Bank totaled **\$500,000**. There are 24 investments in this portfolio with a balance of **\$622,437** and does not include an investment of \$219,270 which was used for the down payment of the Charter School. Because these funds were a grant to PMHDC, there is no actual cost to the fund.

The Housing division is servicing one loan.

Outstanding PMHDC EQUITY Fund (CDFI) Loan Portfolio: \$26,500.00



**In PY 2004, PMHDC's Housing Division Originated 12
New Loans Totaling \$1,067,000**

Borrower	Commitment	Funding Source	Interest Rate/Terms
Comite de Bienestar	\$250,000.00	IRP 4/IRP	5%; 24 mos
DreamHome	\$150,000.00	IRP 4	5.5%; 24 mos
DreamHome	\$100,000.00	RHED 3	5.5%; 24 mos
Susan Hanson	\$100,000.00	RHED 3	6%; 240 mos
Susan Hanson	\$61,000.00	RHED 3/PCB	5%; 84 mos
Olson (Blend loan)	\$39,700.00	Blend	5%; 360 mos
Bernal (Blend loan)	\$15,000.00	Blend	5%; 360 mos
Gonzalez (Blend loan)	\$13,000.00	Blend	5%; 360 mos
ENCOMPASS	\$40,000.00	PCB	6%; 36 mos
ENCOMPASS	\$7,800.00	RHED 3	6%; 36 mos
ENCOMPASS	\$40,500.00	RHED 3	6%; 36 mos
Airstone Enter	\$250,000.00	IRP 4/IRP	6-7.5%; 180 mos
Totals: 12 loans	\$1,067,000.00		

ENCOMPASS

A Division of PPEP, Inc.

ENhanced COMmunity Participation And Support Services Community Supports for Individuals with Developmental Disabilities

The Project PPEP, Inc. ENCOMPASS program's mission is to provide individuals with developmental disabilities support services which enable them to successfully live within their communities.

A Letter from the Chief Administrative Officer, Gina K. Judy

Recently while visiting one of the ENCOMPASS residential programs I had the opportunity to visit with Jonathan. Since it was not in Jonathan's regular routine for me to be present at his home when he arrived from school, he was eager to show me everything about his home. I noticed quickly that he modeled my behavior as we visited. Even when we were done visiting and I had moved on to review the supply needs of the home, I noticed Jonathan watching the staff and modeling the staff's behaviors. Observing Jonathan is a good reminder for all of us how important it is to exhibit appropriate behaviors. Not only because our program participants often model our behaviors, but also because staff model our behaviors. How critical it is for leaders in the organization to always follow policy and exhibit behaviors that are above reproach. I believe it was George Van Valkenburg who said, "Leadership is doing what is right when no one is watching." Mr. Van Valkenburg's words are certainly true in providing human services and supports.

These words and my visit with Jonathan are also a very good reminder to me of why we have spend such long hours reorganizing ENCOMPASS and shifting greater energies on the creation and development of Team Leaders throughout our programs. A leader is an example, whether he intends to be or not.

The shift from an institutional to a community focus has required a drastic reconfiguration of staffing patterns and staff training over the past several years. Regardless of the type of human service needed, services are increasingly being delivered by a cadre of community support workers. These individuals require training in an array of new skills in order to implement the profound changes that are shaping the

way we think about services for vulnerable citizens. We have all witness a greater focus on the participant and on participant empowerment. We have also witnessed a shift to person centered planning processes to help participants achieve more desirable futures. These changes and shifts have made it necessary for ENCOMPASS to develop integrated approaches in service delivery that stresses collaboration and develop flexible use of resources and funding mechanisms.

In our continual goal to accommodate this shift, we have worked diligently over the past year to make the ENCOMPASS organizational structure flatter with a de-emphasis on hierarchy. We have developed a new organizational structure that we believe will encourage staff participation, teamwork and a communication system that flows up and down the chain of command and across all functions. The division continues to strive to integrate work as a whole job rather than discrete tasks and provide supervision and supports that emphasize coaching rather than discipline.

It is my belief that this reorganization will encourage partnership building and teamwork throughout the division and provide the structure necessary for creative problem solving. The most critical component of the ENCOMPASS reorganization has been the creation of a new job position, Team Leader. Team Leaders will work under the direct supervision of a member of ENCOMPASS management and will provide a team leadership role to ensure quality of life for program participants and residents. The new position will assist in mentoring, training, and supporting direct care staff members. In addition, this position will be involved in observing client attitudes and actions and communicate with parents, guardians, case-managers and other professionals regarding those observations. Team Leaders will encourage a collaborative team effort among members of the direct support team for the facility and will lead by their example.

Tucson Area

Under the direction of Regional Director, Joy Weiermann, services in the Tucson area continue to expand to meet the needs of the growing waiting list. In addition to several individualized living arrangements that are supported, ENCOMPASS operates 9 community residential facilities. Las Casitas, Our Place, Lloyd Rich, Robin, Eli, Rosewood, Sierra, Poza, and Castille all offer a home environment in a supportive

neighborhood for individuals requiring 24 hour assistance. Due to the complex personal and medical care needs of each of the residents, the ENCOMPASS developmental trainers within these programs receive additional instruction to develop skills in areas such as hearing impairments, visual impairments, Parkinson's Disease, G-tube care, Diabetes, Alzheimer's Dementia, seizure disorders, Epilepsy, Cerebral Palsy, Autism, total personal care, behavior building, and much more.

In addition to residential services, Day Treatment and Training Services and Employment Related services are provided throughout the Tucson area. ENCOMPASS also offers a joint work program and day program atmosphere to those individuals who may have some unique challenges to overcome but would benefit from learning appropriate work ethics and reaping the rewards of working.

Casa Grande Area

ENCOMPASS provides residential, transportation, day treatment and training supports throughout the Casa Grande area. Under the direction of Maria Davis, these programs continue to provide quality care and excellent supports for individuals throughout the area.

Globe Area

The Globe ENCOMPASS programs include four community residential programs, individualized living supports, and day treatment supports. Area Director, Bonnie Hayes, takes a team approach in the provision of all services. Staff members and program participants work together to create program plans as well as implement the plans. This method of providing services ensures that all of the Globe ENCOMPASS services are more than just client centered, they are client driven.

Avondale DTA and Transportation Programs

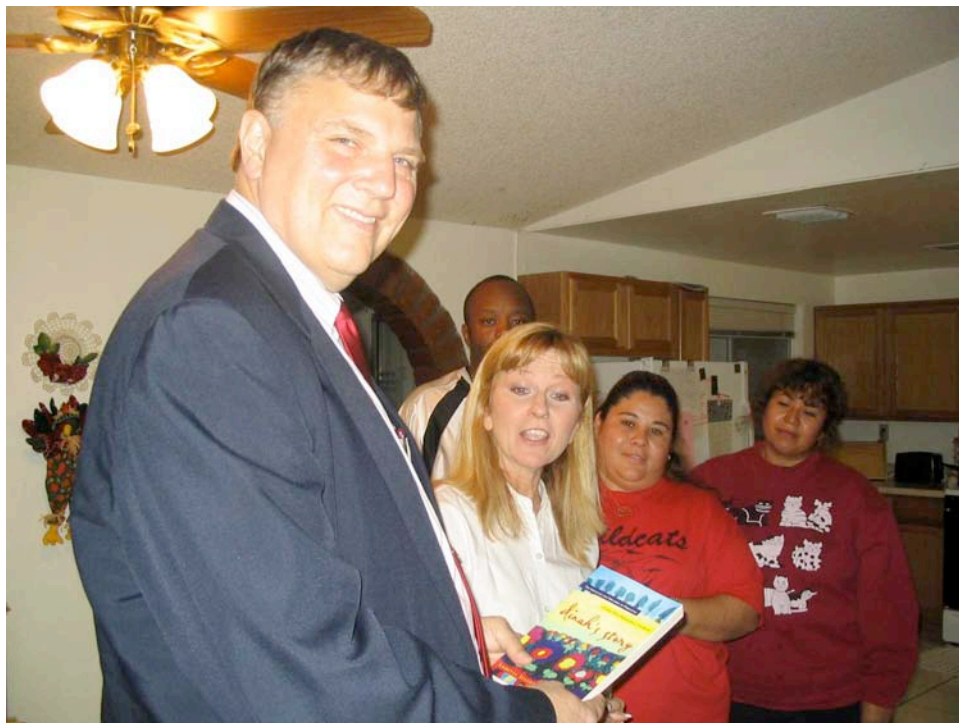
The ENCOMPASS Avondale programs provide Day Treatment and Training services as well as Transportation services for individuals in the Avondale, Western Phoenix, Litchfield and Goodyear areas. Jackie Shirkey manages these very successful supports with the assistance of a dedicated team of staff members. Extensive community activities are provided for program participants Monday through Friday. Whether it is going to a movie, bowling, having a dance, or creating some very special art project, the program participants are very involved in designing the activity options for the program. Family and community members are also highly involved in this community centered program.

Ajo and Sells Areas

The Project PPEP, Inc. ENCOMPASS programs in the Ajo and Sells area include Day Treatment and Training, Individualized Habilitation, Transportation, and Individualized DTA Supports. The program began in the Ajo community in 1996 and has expanded since that time to Meneger's Dam, Santa Rosa, and Sells. Coordination of services with the Tohono O'Odham Nation has resulted in much needed services in and off the reservation for individuals who are members of the Nation. There continues to be additional individuals who need services on the Nation and providing transportation under the existing Department of Developmental Disabilities rate structure is a problem. PPEP, Inc. ENCOMPASS continues to work with the Department and the Nation to overcome these types of barriers.

Gina K. Judy

Chief Administrative Officer



David Berns, DES Director, Gina Judy, CAO, and Staff



Property and Insurance

Gary Kleopfer, CAO

The Property and Insurance Department continues to support all PPEP departments and staff in an outstanding manner. The department maintains and supports 75 owned and rental properties, along with a vehicle fleet of 101 trucks, cars and vans.

During the past year the department has completed a major remodel to the PPEP administrative offices at 802 E. 46th street. The



Farmworker Hall of Fame was expanded and a full kitchen was added. We now have room for larger meetings and we have an area to serve food. Since the project was completed several meetings have been held in this first class facility.

Farmworker Hall of

The Encompass program continues to expand and we have added 3 new group homes, two in Tucson and one in Casa Grande. All the new homes required some degree of renovations and modification for wheel chair accessibility. Each was completed on time.

New Group Homes in Tucson



The Beehive Group Home

A few of our other projects include:

- Completed minor renovation and general repairs and added new carpet in the Alice S. Paul Learning Center in Casa Grande.
- Completed general repairs and added new carpet in the Colin L. Powell Learning Center in Sierra Vista.
- Installed customer service counters in both the Coy "Lito" Pena Learning Center in Avondale and the Coy Payne Learning Center in Chandler.
- Completed a major kitchen remodel the Cottonwood Group Home in Globe.

Cottonwood Group Home



Before



After

- Moved the following departments into new facilities:
 - ◆ Behavioral Health
 - ◆ PMHDC
 - ◆ Housing
 - ◆ IT
 - ◆ Human Resources
 - ◆ Finance

- We have installed several miles of telephone and network cabling in various PPEP facilities savings thousands of dollars in outside contract work.
- In addition we have responded to over 1,500 service requests.

None of the above would have been possible without the dedication and hard work of the following:

Cher Gislason	Property and Insurance Coordinator
Greg Saxman	Lead Maintenance Technician
Art Benge	Maintenance Technician and Lock Smith
James Sams (JD)	Maintenance Technician
John Gummer	Phone & Network Cable Installer
Robert Sweat	Sanitation Engineer at 802 E. 46th Street



Cesar Chavez Hall of Fame
During Construction



students and staff together without travel expenses.

Human Resources Department

Mission: “To service all employees within PPEP & Affiliates with the utmost customer service in all aspects of Human Resources.”

Department Staffing:

The Human Resources Department is staffed by a Human Resources Representative, a Compensation and Benefits Specialist, an Administrative Assistant, and one Receptionist.

Human Resources Representative

Susan Marsett

December 2001 - Current

Compensation and Benefits Specialist

Susan Condos-Mills

July 2001 – Current

Administrative Assistant

Alfonso Valle

July 2004- Current

Receptionist

Mayra Miranda

July 2000 - Current

Responsibilities:

Human Resources delivers a wide range of employee services. These services are, but not limited to:

➤ **Benefits**

Responsible for the enrollment process for all benefits as employees become eligible under the guidelines established by PPEP Policies and Procedures. Human Resources educates

eligible employees as to the benefits available to them, processes the enrollment forms and resolves any benefit related issues.

➤ Recruitment and Retention

Responsible for providing recruitment support to all departments/programs within PPEP & Affiliates. This includes preparing and posting internal job announcements and outside advertising media, reviewing/screening all applications, conducting pre-employment screening (i.e. MVR, reference checks). We also develop and implement strategies designed to enhance employee retention.

➤ Employee Relations

Responsible for resolving any labor related issues among the staff of PPEP & Affiliates. Investigates employee complaints and facilitates objectively fair and impartial resolutions. Ensures compliance with all federal, state and local employment-related laws.

➤ Policies and Procedures

Responsible for ensuring that all employees follow appropriate guidelines established within the PPEP Policies and Procedures. Monitors the disciplinary process to ensure fair and equitable treatment among all employees. Develops new policy or modifies existing policy to reflect current law and best protect the interests of PPEP.

➤ Employee Evaluation and Professional Development

Responsible for facilitation of the performance evaluation process for all employees at PPEP & Affiliates. Prepares evaluation forms. Notifies departments when evaluations are due and forwards evaluation materials to appropriate supervisory staff. Maintains completed evaluations in employee personnel files.

➤ Employee File Management

Responsible for maintaining accurate employee files. These files contain information regarding employment history, benefits and performance evaluations. Responsible for processing all employment-related paperwork for newly hired employees, employee status changes, performance evaluations, training, certifications/clearances, disciplinary issues and benefits. Enters

this information, as required, into the Human Resources MIS system.

➤ Safety

Responsible for reporting and processing all work-related injuries. Submits this information to the Worker's Compensation Insurance carrier. Maintains OSHA logs.

Company Staffing:

At the end of the fiscal year, PPEP & Affiliates had employed a total of 489 employees. This figure represents no change from the previous fiscal year's figures.

<u>Employee Type</u>	<u># of Employees</u>
Regular, Full-Time	317
Regular, Part-Time	23
On Call	85
Work Experience (WEP)	28
Special Certificate (DD)	31
Temporary	5

Employee Benefits:

During this fiscal year, the following benefits were offered to our employees:

- ◆ Health Insurance – PPEP offered health insurance coverage to all benefits-eligible employees throughout the fiscal year. PPEP selected Aetna to provide coverage to all employees. PPEP contributes approximately 87.5% of the cost of employee only coverage.
- ◆ Dental Insurance - PPEP offered dental coverage to all benefits-eligible employees on a voluntary participation basis only. Premiums were paid 100% by the employee. PPEP selected MetLife Dental Services to provide a wide array of dental coverage to our employees.
- ◆ Vision Insurance- PPEP offered vision insurance to all benefits-eligible employees on a voluntary participation basis only. Premiums were paid 100% by the employee. PPEP selected Avesis to provide this service to our employees.

- ◆ Flexible Spending Account- PPEP offers this account, which allows employees to pay for any un-reimbursed medical expenses or dependent day care using pre-tax dollars.
- ◆ Life Insurance - PPEP provided life insurance coverage to all benefits-eligible employees. PPEP contributed 100% of the cost of this benefit. UNUM was contracted with to provide employee, spouse and dependent coverage. Unum also offers voluntary life insurance coverage.
- ◆ Short and Long Term Disability – PPEP provided short and long-term disability insurance coverage to all our benefits-eligible employees. Once again, UNUM was contracted with to perform this service and the cost was paid for 100% by PPEP.
- ◆ 401(k) Plan - PPEP created a 401(k) to assist our employees with retirement planning. The plan is administered by Savage Investments, which offers our employees a wide range of plans from which to choose and advice to assist them in their choices.
- ◆ EAP – PPEP contracted with Unum and EAP Consultants, Inc. to provide behavioral health services and resource information to our employees in need.
- ◆ Group Banking Program – PPEP offers all employees a group banking discount through Bank One.

Goals For The 2004/2005 Fiscal Year:

1. **Job Description Upkeep:** Ensure all employees sign a current job description for upkeep and accuracy of employee files. Ensure all job descriptions are correct and placed into the new format.
2. **Benefit Packet Summary:** Develop a system to clarify the benefit options available to PPEP employees upon benefits eligibility.
3. **Human Resources Website FAQ's and Available Jobs:** Update and market the website and it's resources to company employee's monthly. This includes current job postings and FAQ's regarding benefits and combined leave.
4. **Cross Train:** Attend and deliver trainings within the Human Resources department to bilaterally train on each other's functions and daily tasks.

Quarterly CEO report

Activities through October 2004
Presented at October 25, 2004 Board Meeting

Dear PPEP Family:

These past three months have been most eventful for PPEP and affiliates.



Migrant Study Advisory Council

New Migrant Program: To begin with, we embarked upon a new adventure of rediscovering our client base among migrant workers. It seems that with the newest influence of migrants they are settling out in non traditional regions in the state. We first came suspect of these migrants to new areas when we saw a report from the Arizona Department of Health Services that indicated 26,000 new migrants between the counties of La Paz and Mohave. Rudy Salazar who has decades of experience working with migrants was given the task of going out and physically verifying these numbers and developing some demographics (see attached reports).

The main purpose of establishing numbers for migrant farmworkers is that in the past they have been victims of no counts therefore vulnerable to losing funding to serve their basic needs. For example in Yuma County DES eliminated \$200,000 (TANF) because the state could not justify the funding because of the low numbers of migrant farmworkers living in that region. Another example is the United States Census only recognizes 6,000 farmworkers in Arizona, but some state agencies recognize up to 135,000. In order to make the survey of migrants meaningful, we formed an advisory council with the assistance of board member Maria Chavez and the Arizona Interagency Farmworker Coalition, state agencies, and the Mexican Consulate in Phoenix.

The results of this survey will help establish an agency outreach pattern for the next decade or more as we address the needs of this “invisible population.”

International Free Trade and “Mini NAFTA” Efforts: Starting in 1998, we sponsored the first International Micro business Symposium in Cd. Obregon, Sonora, Mexico, with over 400 attending. From that symposium a plan came forth to create a “mini NAFTA” that would open up trade, technical assistance, and micro credit programs starting in the border region.

The first step was to create micro loan funds in towns on the Mexican side of the border. In order to create micro credit programs in Agua Prieta, Sonora, Nogales, Sonora, and San Luis Rio Colorado, Sonora, PPEP, Inc. donated \$5000.00 to each community. Subsequently, to that our Mexican partner *Fundacion Infantil* (FAI) received \$200,000 from the Mexican government to set up offices and micro credit programs to each of the three communities.

The next step was to form an agreement with Mexico SBA counterpart FONAES to open up an import/export agreement so that micro business products could penetrate the NAFTA “Berlin Wall” of commerce and trade. It was just recently in September 27, 2004 that an agreement was signed between FONAES and PMHDC. The signing of this historical agreement took place at a press conference in Phoenix, Tucson, and Mexico City (see attached articles).

The first installment of the agreement is that for the first time, a micro business from the United States was invited to the Mexican National Micro Business Expo in Mexico City, where 800 Mexican micro businesses are participating. Two micro businesses one from San Luis, Arizona and one from Douglas, Arizona traveled with me. Mexican officials are expected to ratify the bi-national final agreement in Mexico City at that time. Also, during the inaugural ceremony of the Expo, President Fox and I had a personal conversation, where he extended his appreciation of the FONAES and PMHDC agreement.

PMHDC: PMHDC received \$450,000 JOL Grant from the Health and Human Services Agency (HHS). This grant which will impact our border area micro business programs as well as the sewing incubator project. This HHS grant is a huge boost to the PMHDC Micro loan program that has seen drastically cut back from the federal level for its administration costs. As a result, the program has been running up large deficits. In order to combat that negative trend, PPEP has pursued strong efforts to mobilize grants. These efforts have paid off as the HHS \$450,000 grant

and the \$50,000 from the Wallace Foundation the SBA Prime Grant, should wipe out any deficits it might have incurred.

Housing: Housing has been very instrumental in order to get clearance for the incubator project in Douglas, Arizona. Jeanne Shaw and staff have been working with Rocky Mountain States to develop housing for seasonal farmworkers.

Youth: I am happy to report to you that four Arizona farmworker LULAC youth attended the National LULAC Youth Leadership Conference in Washington, D.C. October 6-9, 2004. They got to meet Congressmen Enzi (picture attached), Congressman Grijalva and many government leaders, and federal agencies.

I congratulate LULAC for this wonderful event for our future leaders! I also want to thank Mayra Miranda, State Vice President for Youth and Miguel Zazueta who is also our National Vice President for the Youth Far West Region, for all their dedicated efforts as chaperones for our farmworker participants. I also want to thank the rural LULAC council's for their sponsorship and encourage every adult council to sponsor a youth next year to the great event.

Fiscal Restraint: Due to the funding crisis non-profits are facing we have had to tighten our expenditures at PPEP, Inc. We have had to make some painful staff cuts saving over \$200,000 in salaries in order to improve our cash-flow. Also, we have asked our staff to cut back expenditures, and recycle (see attached letter). Also, I have instilled an in house suggestions on how to save money with cash awards for the best ideas. The budgetary process has been closely scrutinized for this fiscal year. Also, we have activated our agency Finance Committee which includes Kathy Ramirez and Johnny Torrez who are board members.

Encompass Expansion: Two group homes are in the works for the developmentally disabled as that program has constantly been not only a service to our developmentally disabled clients, but also has been key for generating revenues.

Property Management: First of all, we are so glad to have Gary back with us. There have been some positive things to report in this area:

1. Wilcox PPEP-TEC will get a new campus this next February. We recently closed on a loan with Bank One to buy a facility. This will save us considerably because of the high rental costs.
2. The Gilbert Mungaray building at 901 E. 46th Street got a face lift in its exterior appearance. Also, the building will get covered parking.
3. The NFJP job training program in San Luis, Arizona, moved into a new office next to PMHDC Micro. There will be plenty of parking spaces, plus will save us on the rent expense.
4. We are in the process of re-financing our Celestino Fernandez PPEP-TEC facility at 1840 E. Benson Highway.
5. As most of you noticed, the 802 and 806 William and Gertha Brown building has gotten a face lift including the beautiful Farmworker Hall of Fame hall.

CEO REPORT

JULY 26, 2004

Dear PPEP Family Members:

Since I last reported a lot has happened and a lot of miles traveled.



Acapulco, Mexico Micro Expo

I. Youth

In May, I attended as many PPEP/TEC graduations as possible. This year we graduated 156 from PPEP/TEC. PPEP, Inc participated in LULAC's scholarship program that matched our \$9,000 with .60 on the dollar. We are planning a scholarship awards ceremony in the near future.

In July, we took 17 rural and farmworkers youth from PPEP/TEC High School to San Antonio, Texas by bus to attend the LULAC's National Convention (July 6th – 11th), at that convention the youth and their sponsors attended session in job development and career path choices, met national leaders, business, government, colleges, and private foundations. Federal agencies such as USDA, USDOL, made

presentations in internships and career options. The theme was to stay in school, graduate, and go to college.

II. LULAC Awards

- i. At the State LULAC Convention in Phoenix the following awards were made to those connected with PPEP, Inc, and any rural communities.
 - a. Mayra Miranda – Youth of the Year 2004
 - b. Leticia Aragon – Woman of the Year 2004
 - c. Dr. John D. Arnold – Man of the Year 2004
 - d. Council of the year – Council 1091 San Luis, Arizona
- ii. National LULAC Convention Awardees
 - a. Diana Moreno – (A-Jobs) Youth Douglas – Sweetheart of the Year
 - b. Dr. John D. Arnold – Cesar Chavez Award of Leadership and Community Service Award
 - c. Maria Chavez, Board Member – Valle del Sol Award for Leadership

III. Other Trips – Mexican Service Efforts

As reported at the last Board meeting, both PPEP and PMHDC have major efforts underway with the Mexican Consulates in Arizona and the Mexican Government agencies.

- i. Mexican Consulate Mobile Consular services have been supported by PPEP, Inc. field offices especially in Pinal County. In Eloy, 300 Mexican nationals showed up for services including the Mexican Consulate issuing matriculas or ID's along with their many other services. This cooperation effort was recently cited in the LULAC National magazine.
- ii. I spent two days with Mexican Ambassador to the United States, Carlos Vizcasa, while he visited in Phoenix we discussed immigrant and border issues.
- iii. Frank Ballesteros, Rudy Salazar, and myself were guests of the Mexican government to attend (Jornadas) and special training sessions on educational, and economic programs which are offered to Mexicans living in the United States. The importance of the above contacts is that it provides PPEP resources to help Mexican farmworkers in the United States

with services which we cannot offer through our present funding because of foreign citizenship.

- iv. My trip to beautiful Acapulco was to attend the natural Mexican Micro Business Expo. I presented workshops, interviews in the printed media and even television. My main reason for attending was to identify potential micro products that could be imported into the United States. We want to obtain contracts with FONAES (Mexico's SBA) to import-export products and establish micro credit loans fund – thus a mini NAFTA. As for Acapulco, I will have to go back to enjoy it. 400 micros at the EXPO kept me pretty busy viewing and evaluating their products.
- v. Trip to Patzcuaro, Michoacan immediately followed the Acapulco trip as I traveled between cities by auto. At Patzcuaro, I caught up with Rudy Salazar that was also there to attend the Mexican adults and youth's education workshop under Plazas Communitarians. This program offers Mexican credential such as a diploma for K- post secondary education. At this time, we are working with the Mexican Department of Education to accredit PPEP/TEC and HEP curriculums so that diplomas from Mexico can be issued to our students.
- vi. I made trips through Arizona, besides making the rounds for the PPEP/TEC graduations I have made a number of trips including three to Guadalupe, Arizona. In Guadalupe, I have been working with a summer cultural education program for Yaqui youth. Also to recruit them to attend PPEP/TEC in Chandler, Arizona. Two recruiters have been hired to follow through with this effort.

IV. New Initiatives – “Migrants” “PPEP Future Clients”

- i. In cooperation with various state agencies, Mexican consulate, and AIFC are partnering in a “search and find” for new areas where migrants are settling in. Of special interest are the counties of La Paz and Mohave. According to ADHS there are some 26,000 migrants/farmworkers residing in the agricultural regions of those counties. In order for PPEP, Inc. to keep up with the new migration pattern in the state, we are initiating a “search and find” operation. Maria Chavez, President of AIFC (PPEP Board member) and representative from DES, USDA,

and the Mexican Consulate are setting up an advisory committee for this project. Rudy Salazar from our NFJP program with 30 years experience will be transferred to lead this initiative. For lack of data on farmworkers we have lost over 200,000 during the past two years in TANF funds alone. Rudy's tasks will be to locate, document needs of these "invisible" migrants and report back on his finding with recommendations.

- ii. The critical data we receive from the "search and find" efforts will allow us to document number and needs of migrants. Once armed with the new data we can mobilize resource to address their needs.

V. My new Executive Assistant Connie Martinez has taken the place of Anna Pedrego. Connie brings to PPEP a wealth of talent and experience. She formally worked for the City of Douglas Mayor and Council. As PPEP and affiliates has been growing so rapidly it is critical that I have the kind of talent Connie possesses to keep my office which is a high of communication and coordination effectiveness. Please take time to drop by and introduce yourself to Connie or you will meet her at the next Board meeting.

VI. New Grants

Among the newest major grant was an award for 250,000 from SBA for PMDC's micro program. PMHDC was awarded a similar amount for its regional SHOP housing efforts.

CEO REPORT
July 2, 2004

Dear Members of the PPEP family:

First of all let me say "Happy New (fiscal) Year" as you may know July 1st begins a new fiscal year for our PPEP and Affiliates.



Recent visit to Ruben Barralás Office / White House

In retrospect this has been a very good year for growth programmatically and strengthening our internal management capabilities.

The acquisition of new properties such as group homes and other facilities this year has been good for our bottom line of assets.

As you may be aware, for many years we just leased buildings and saw the rent disappear and we had no assets to show for it. About seven years ago we started purchasing properties and we have realized savings.

Also, this past fiscal year our property management division has done a superb job in maintaining and improving our properties. As a result, our next board meeting will be at our expanded farmworker Hall of Fame facility at the William and Gertha Brown Center at 802 E. 46th Street.

Internally the administration and corporate side of PPEP, Inc. has had extensive upgrading. This included updating our corporate documents such as the Articles of Incorporation and Bylaws.

Property inventory of all PPEP assets including computers, furniture, equipment etc is under way. We have streamlined down the Finance and Human Resources Departments and added new software. Also we increased our line of credit with the bank to cover the increased cash flow needs due to growth.

As CEO, I have made a point to be out in the field visiting and participating in the rural communities we serve. Thanks to the vehicle your have provided me I have put on 15,000 miles since December making those trips.

Our agency audit for this past year ending June 30th is underway. You should have the financial audited statements hopefully by Christmas if not sooner.

This new fiscal year appears to be just active. This week July 6th – 11th, I am traveling with 35 staff and farmworker youth to San Antonio, Texas to the LULAC National Annual Convention. While there, I will fly out for one day to Mexico City to sign our first ever contract with a foreign government to import microbusiness products into the U S. Also I will

have a chance to have lunch with Presidente Vicente Fox during that trip. Later in the month the Mexican Consulate is sending me Patzcuaro, Michoacan, Mexico for one week training on services that Mexico is offering farmworkers working in the U S. The first part of August 1st – 11th, I will be up in the Pacific Northwest vacationing but will visit a couple of our farmworker housing grantees while I am there. I have been asked to do workshops on microbusiness and charter schools.

Finally one of my goals this past year was to gain more of the presence for PPEP in Phoenix and the state capitol. I attended the NCLR national Conference last week and spent two days recruiting for PPEP TEC among the Yaqui Youth in Guadalupe. I was also invited to Phoenix two days to meet with the Mexican Ambassador to the U S Carlos Vzcasa.

Finally, I was honored by LULAC in Phoenix this past May as the “2004 Man of Year”. See the attached bio presented with that award.



Dr. John David Arnold, Carmona, US Surgeon
General and Mary Fimbres

Historical Notes

PPEP's First Office
2230 S. Campbell Ave.
Tucson, AZ
1967-1974



La Tortuga Bus PPEP's
Portable School
1969-1972



PPEP'S 2nd office 2555 N. Stone Ave.
Tucson, AZ



PPEP's 3 rd office
405 W Franklin St. 2nd floor
Tucson, AZ



PPEP's 3rd office on
Granada Street
Tucson, AZ



PPEP's 4th office, First Housing Office
Granada Street
Tucson, AZ



Present PPEP, Inc Building 2004
William Brown Building
802 E. 46th Street - Tucson, AZ



Present PPEP, Inc Building 2004
Gilberto Mungaray Building
901 E. 46th Street

Voices from the Past

A TESTIMONIAL TO JOHN DAVID ARNOLD 25 Years of Service to Arizona Farmworkers 1958-1983

THE MAN

The neighborhood is very quiet, There is only one light in sight, A lonely man is dressing, To leave in the middle of the night.

He tip toe out of the house, To keep from awaken his wife, To face a long day ahead of him, Because it is a lonely life.

His neighborhood don't understand, What this man is trying to do, He is carrying hope to the farmworker, Just like me and you.

He climbed into a contraption, Some people call a bus (La Tortuga), You couldn't read the writing on the sides, Because of the dents and rust.

As he started the engine, The neighbors would curse and weep, Because of the noise this bus made, Would awake them from their sleep.

He drove this bus down the road, To fields so far away, Looking for the poor farmworkers, That he could help this day.

The sun has just come up, To shine on the dry hot field, This man were parked and waiting, To give the people a meal.

He would talked with the farmworkers, He would tell them that he care, He would tell them about his program, Then offered them a prayer.

Everyone seem to know this man, Because he was never late, He was their only hope, Because this man was great.

He received no thanks for his work, When he was spreading good will, They knew that money were available, To help the, pay their bills.

The farmworkers toil all day, For life were very hard, But this person brought them peace, Was a man of God.

Most ministers work in big buildings, When they talk about God, But this great man holds his service, In Some farmer's yard.

He tells them about his program, Which is called Project PPEP, He tells them about the services, And where they can get help.

The morning is still young, The sun is in the sky, All the farmworkers are waiting, To see the bus pass by.

All of us would like to see, A program that is well done, To help make his dream come true, To get the farmworkers out of the sun.

The day has been long, The sun is going down, It has been fifteen hours, Since this man left town.

The president took office that day, He said he would make a change, He wanted to cut all the Social Services, And he called our program a game.

The people cried out in anger, They wore black buttons to show, How they felt about the cuts, And they wanted the President to know.

The man called a meeting, And every one heard him say, We will not give up the fight, For this will be our day.

Stand by this dear Lord, As he give these people help, Let him train all of us, Could be like John of Project PPEP,

Fifteen years have passed, Since this man started down that road, Driving that old school bus, Carrying a heavy load.

All of us had faith in John, When he called us that day, To tell us we were out of funds, And we would have to work without any pay.

He worked very hard every day, Making it seem like fun, Waiting for DOL to say, Project PPEP is the one.

By: Sam McCoy
PPEP Farmworker Office
Tolleson, Arizona 1983

Photo Album



Cruz Silva, Dr. Aranda,
Leticia Aragón
departure from
FONAES EXPO



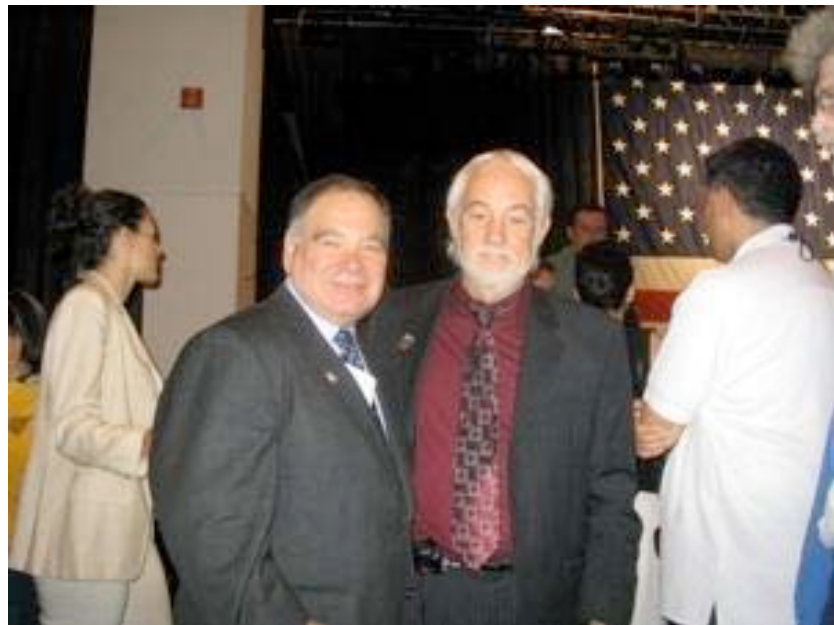
Meeting with
Pete Garcia,
Chicanos por La
Causa

Frank
Ballesteros,
Hector Flores,
and Dr. John
David Arnold





Dr. John David Arnold, Mexico Ambassador to the US
Carlos de Icaza, David Rodriguez, and
Hector Flores, LULAC President.



Raul Yzaguiere NCLR President and
Dr. John David Arnold

"The Russians are Coming" "The Russians are Coming"



Russian Educators visit PPEP-TEC



Russian Educators speak to PPEP-TEC students and teachers via teleconferencing

Blue/White Fashion Kidz Program 2004

This year PPEP, Inc. helped sponsor an inner city youth fashion and design program. Children ages 4 through college age design and model their own clothing under the tutorial of renowned artist Lydia D'Amico. The effort receives charitable donations and volunteerism.



Lydia with some of the younger models – Foothills Mall



Lydia with some of the older models – El Con Mall

"Mini" NAFTA Section



PPEP FONAES Signing "Mini" NAFTA Import/Export Agreement
Expo 2004



PPEP FONAES Signing "Mini" NAFTA Import/Export Agreement
Tucson, Arizona

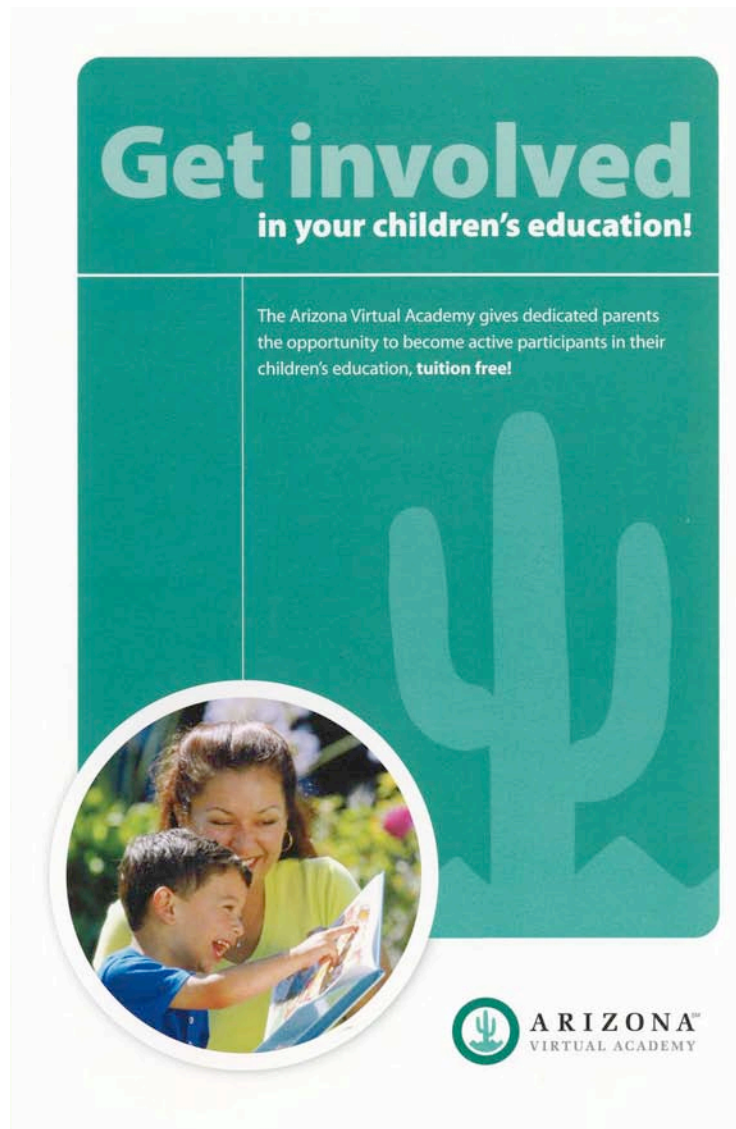


PPEP FONAES Signing "Mini" NAFTA Import/Export Agreement
Expo 2004





PPEP FONAES Signing "Mini" NAFTA
Import/Export Agreement
Phoenix, Arizona

Arizona Virtual Academy



Get involved
in your children's education!

The Arizona Virtual Academy gives dedicated parents the opportunity to become active participants in their children's education, **tuition free!**



ARIZONA[™]
VIRTUAL ACADEMY

ARIZONA VIRTUAL ACADEMY FACT SHEET

What is the Arizona Virtual Academy?

The Arizona Virtual Academy (AZVA) is a public school program approved by the State Board for Charter Schools and operated in partnership with PPEP TEC Charter Schools.

As a public school, AZVA must follow all state laws and regulations, including laws related to academic standards, testing, the use of public funds and attendance.

AZVA students receive the nationally-acclaimed K12 Curriculum, a computer, a printer, and a reimbursement for internet connectivity.

AZVA hires certified teachers who provide instruction and guidance to families, monitor student progress and attendance, proctor state tests, plan class outings, and review work samples.

Who Are Arizona Virtual Academy Students?

- AZVA students reside in 94 communities and in every county in Arizona
- More than one-third of AZVA’s students reside in rural communities
- Forty-three percent of AZVA’s students are middle school age and 57 percent are in grades K-5
- One-half of AZVA families have more than one student enrolled in the program
- Twenty-three percent of AZVA students are ethnic minorities
- Approximately 40 percent of AZVA students are eligible for the free and reduced portions of the National School Lunch Program

How do Arizona Virtual Academy Student Perform Academically?

- AZVA met the federal guidelines for Adequate Yearly Progress (AYP) in its first year of operation
- A majority of AZVA students met or exceeded the state academic standards as measured by the AIMS test in their first year attending the school

Percent of AZVA Students Meeting or Exceeding State Standards on the 2004 AIMS Test

	3 rd Grade	5 th Grade
Reading	70	60
Writing	59	79
Math	62	63

What do Arizona Virtual Academy Parents and Teachers Say About the School?

- 100 percent of the students and 96 percent of the parents rated the AZVA program, teaching and learning activities as excellent
- The number one and two reasons AZVA teachers joined the school are the flexibility of serving families from the home and the high quality of the curriculum.
- The most important aspects of the virtual teacher’s job, according to AZVA teachers, are:
 - Providing academic advice to families
 - Tracking the academic progress and instructional time for students
 - Individualizing the K12 Curriculum
- Over 60 percent of students report that their attitude toward learning is better after attending AZVA for one year
- 100 percent of AZVA teachers are satisfied with the quality of the school’s curriculum



Arizona Virtual Academy Staff

Rural Youth on the Move

Rural Youth on the Move



Youth Build/ Farmworker Youth
2004 LULAC National Convention
San Antonio, Texas



Youth Build/ Farmworker Youth
El Alamo
San Antonio, Texas
Federal Career Institute



Mexican Consul and Staff
Mexico Deep Crop Freeze Collection
2004



Youth Relief Workers
Mexico Deep Crop Freeze



Premio Nacional de Cesar Chávez 2004
Arizona LULAC “Man of the Year” Award 2004

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(Consulte el Web site en www.ppep.org)

Dr. John David Arnold nació el día 13 de Mayo de 1942 en el estado Pennsylvania. Su finado padre era un escritor e inventor, que escribió a primera guía turística de México para el triple AAA y para el Popular Mechanics Magazine en los años 50. Su madre es artista, escultora y dueña de una micro-empresa en Patagonia, Arizona. El Dr. Arnold tiene dos hermanas, Janie y Elaine. Dr. Arnold ha sido residente de Arizona por más de cuatro décadas y reside actualmente en Patagonia, Arizona, cerca de su madre de 95 años, Grayce Arnold.

Dr. Arnold es padre de tres hijas y un hijastro. Loree, 25, José 22, (nacido en Lima, Perú) Chaska, 10 y Tika, 7. Los cuales han atendido y han sobresalido en las escuelas públicas alternativas (Charter Schools). Dr. Arnold vivió en Guadalajara, México con su familia cuando él tenía 6 años de edad, y atendió la primaria en el Colegio Cervantes. Posteriormente él se trasladó a Nogales, Arizona después de vivir por seis años en Guadalajara. Después su familia se trasladó al sur de Tucson en el año 1958 donde él fue a la primaria en la escuela Wakefield y al preparatorio Pueblo High School. Subsecuentemente el Dr. Arnold se graduó de la Universidad de Arizona, con una licenciatura en español y sociología, dos Maestrías en administración y en educación y con un Doctorado (PH.D) en el mismo campo. Él empezó a ir a los campos agrícolas, con los Afro-Americanos y los Braceros agricultores emigrantes en un autobús de la iglesia a la edad de 12 años porque él hablaba español. A la edad de 16 años él condujo su propio autobús de la iglesia y estableció el Ministerio para emigrantes en Marana, Arizona. Después se ordeno como Pastor teniendo a su cargo la First Southern Baptist Church en Catalina, Arizona.

Su carrera de enseñanza y entrenador fueron en escuelas privadas, en donde organizó la Arizona Independent High School Athletic Association. Sus Equipos de baloncesto, football, y pista de béisbol ganaron todos los campeonatos estatales en el año 1966. Él también ha enseñado sociología rural en el colegio de Pima. Más adelante, mientras que trabajaba para el Head Start Program, Dr. Arnold escribió la primera propuesta para PPEP, dentro del programa Tucson War on Poverty Program, que fue iniciado por la administración de Kennedy/Johnson. Los Fondos de la Propuesta fueron de \$19,000.00 con los cuales él compró un autobús Chevrolet Modelo 1957 de 48 pasajeros, conocido como "La Tortuga". Dr. Arnold fue el conductor, el mecánico y el profesor de la escuela que impartía enseñanzas educativas prácticas para ayudar a los trabajadores agrícolas/braceros a prepararse para sobrevivir en nuestra sociedad. Habiendo vivido en México, él entendió de inmediato que significaba vivir en otra sociedad con diferente idioma y cultura.

Desde los inicios humildes de PPEP a bordo del la Tortuga hace 37 años, el Dr. Arnold, su Mesa Directiva y su personal han intentado realizar los sueños y mejorar la calidad de la vida de los trabajadores agrícolas/ Braceros, Nativo-Americanos y los Afro-Americanos que visitaron la Tortuga en esos años de educación. Su trabajo se ha citado como modelo nacional ocho veces en los expedientes del congreso Federal (U.S. Congressional Records), incluyendo Menciones Especiales de los miembros del Congreso Federal como Morris K. Udall, Jim Kolbe, Ed Pastor, y senadores como Dennis De Concini, Mike Enzi, Juan McCain y Jon Kyle.

Dr. Arnold ha sido honrado dos veces en la Casa Blanca, entre otros numerosos reconocimientos tanto Nacionales como Internacionales. El US Congresista, Ed Pastor escribió “Es Su visión y la energía que transformo ‘La Tortuga’ en un gran esfuerzo para mejorar la calidad de vida rural en Arizona y en todo el mundo” US senador, Mike Enzi escribió “tu eres la persona mas Motivadora que he conocido. Es fascinante conocer tus nuevos e interesantes avances y más escuchar que eres una fuerte voz para los Trabajadores Agrícolas migratorios y sus familias.

Dr. Arnold ha servido en el Tucson Metropolitan Education Council por 10 años (1990 a 2000). Él ha sido el instrumento para establecer 13 escuelas alternativas PPEP TEC (charter high schools) para los trabajadores agrícolas, rurales y zonas urbanas de Arizona, que han graduado más de 1500 estudiantes en riesgo con un diploma de High School. En el año 2003, PPEP organizó la academia virtual de Arizona, un programa educacional del kinder al grado 7 con más de 350 estudiantes (vea la página de Internet AZVA.org). Dr. Arnold ha sido un miembro de Arizona Performance Based Accreditation, que es un programa de acreditación reconocido por los charter schools, el ha abogado para establecer comités consultivos de las escuelas alternativas (charter schools) para el Arizona Department of Education y de la gobernadora Janet Napolitano.

En 1985, Dr. Arnold organizo uno de los primeros programas de la Microempresa en los US, con modelo proveniente de México, que hasta ahora a prestado mas de 19 millones de dólares a los microempresarios principalmente en la región fronteriza de los US y Mexico y noventa y nueve por ciento de los que han solicitado prestamos son descendentes Mexicanos. Dr. Arnold ha sido responsable en organizar un programa similar de préstamos a la Microempresa del estado de Sonora. Dr. Arnold también ha estado en el Nacional Farmworker Advisory Council para el U.S. Department of Labor dando consultorías. Recientemente, él ha estado muy activo con el Gobierno Mexicano y en particular con el Instituto de los Mexicanos en el Exterior como representante de LULAC Nacional y como asistente del consulado mexicano local en Arizona.

La herencia del autobús “La Tortuga” vive a través de los 550 empleados en 35 oficinas de campo y entrenamiento para el trabajo a lo largo y ancho del estado. PPEP Inc. es el 99th empleador más grande en el Sur de Arizona. PPEP recibe fondos para los trabajadores agrícolas en ayuda de asistencia a la vivienda en el area de Rocky Mountain Status y Hawaii.

El programa más grande de PPEP que tiene un lugar especial en el corazón de el Dr. Arnold está con los deshabilitados y discapacitados. PPEP ha establecido 18 casa/hogares para los mismos. En el periódico Arizona Daily Star un editorial dijo que el “Dr. Arnold es un mago para estirar el dinero del gobierno y fuentes privadas para obtener lo mejor de estos fondos y poder ayudar a la comunidad rural necesitadas así como llevarles dignidad a sus vidas.”

Dr. Arnold ha servido como Jefe Ejecutivo (CEO) de PPEP Inc. y afiliados desde Agosto de 1967.

El US Department of Education concedió a PPEP el programa de equivalencia de la High School (HEP), bajo un contrato de cinco años para asistir a los agricultores emigrantes adultos para obtener su certificado de GED. Éste es el primer programa HEP conectado a un programa de charter school en la nación. Hasta la fecha, mas de 400 trabajadores agrícolas y padres se han graduado del el programa de HEP en el condado de Yuma solamente. El programa financiado HUD de YouthBuild ha servido 30 salidas con las habilidades y los trabajos de la construcción que construían otros hogares en Somerton, Arizona del agricultor. El periódico Tucson Citizen comento “el Dr. Arnold es un genio al estirar el dinero gobernada y de fondos privados para sacar lo mas de ellos, y ayudar a los necesitados a lo que el dinero pueda comprar.

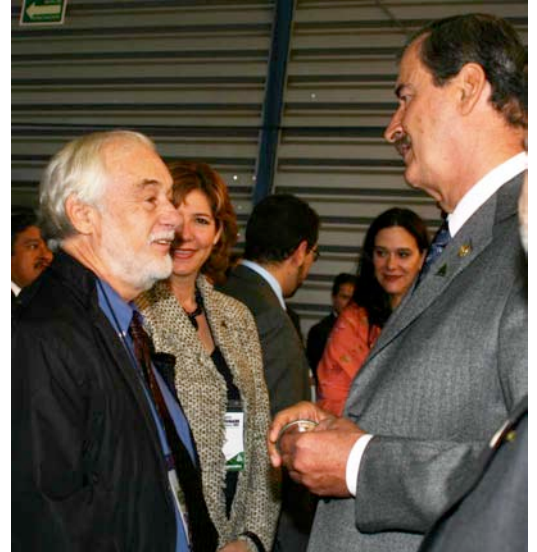
Dr. Arnold sirve en la junta directiva de la sociedad de la comunidad de Arizona meridional que representa SEABHS. Como periodista Dr. Arnold ha sido editor de deportes y asuntos comunidades para dos periódicos Sin Fronteras y El Monitor Hispano.

Él ha organizado un concilio de agricultores LULAC # 1088, el concilio más grande de adultos de la nación (500 miembros). Este último año Dr. Arnold organizó 11 concilios de la

juventud LULAC (400 miembros), 1 LULAC KIDZ y 7 concilios de adultos LULAC, sobre todo entre el agricultor de Arizona y regiones rurales. Dr. Arnold es el capellán del estado de LULAC y ha sido un miembro del comité nacional para las resoluciones de LULAC, también como la co-silla de la comisión exploratoria de LULAC sobre ampliar la organización sobre el nivel internacional. En la convención estatal de Arizona de LULAC el Dr. John Arnold fue nombrado Hombre del año 2004 para LULAC. Después en este año, al Dr. Arnold se le otorgo con el prestigioso premio Cesar Chávez por su liderazgo y servicio en la comunidad durante la convención nacional de LULAC.



Dr. Arnold con el prestigioso premio Cesar Chávez por su liderazgo y servicio en la comunidad durante la convención nacional de LULAC con sus hijas Chaska, Tika, Sra. Maria Chavez, Pres. AIFC



Dr. Arnold consulta con Presidente Vicente Fox Quesada sobre el Convenio Bi-Nacional MicroempresarioMini TLC