

PPEP, Inc. & Affiliates 46TH Anniversary Annual Report October 2013

Mission: “Dedicated to improving Quality of rural life.”



Tucson/Mexico Trade Mission, Cd. Obregon, Mexico

**2012 – 2013 Theme
“Thinking Rural & Global Self-sufficiency.”**

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

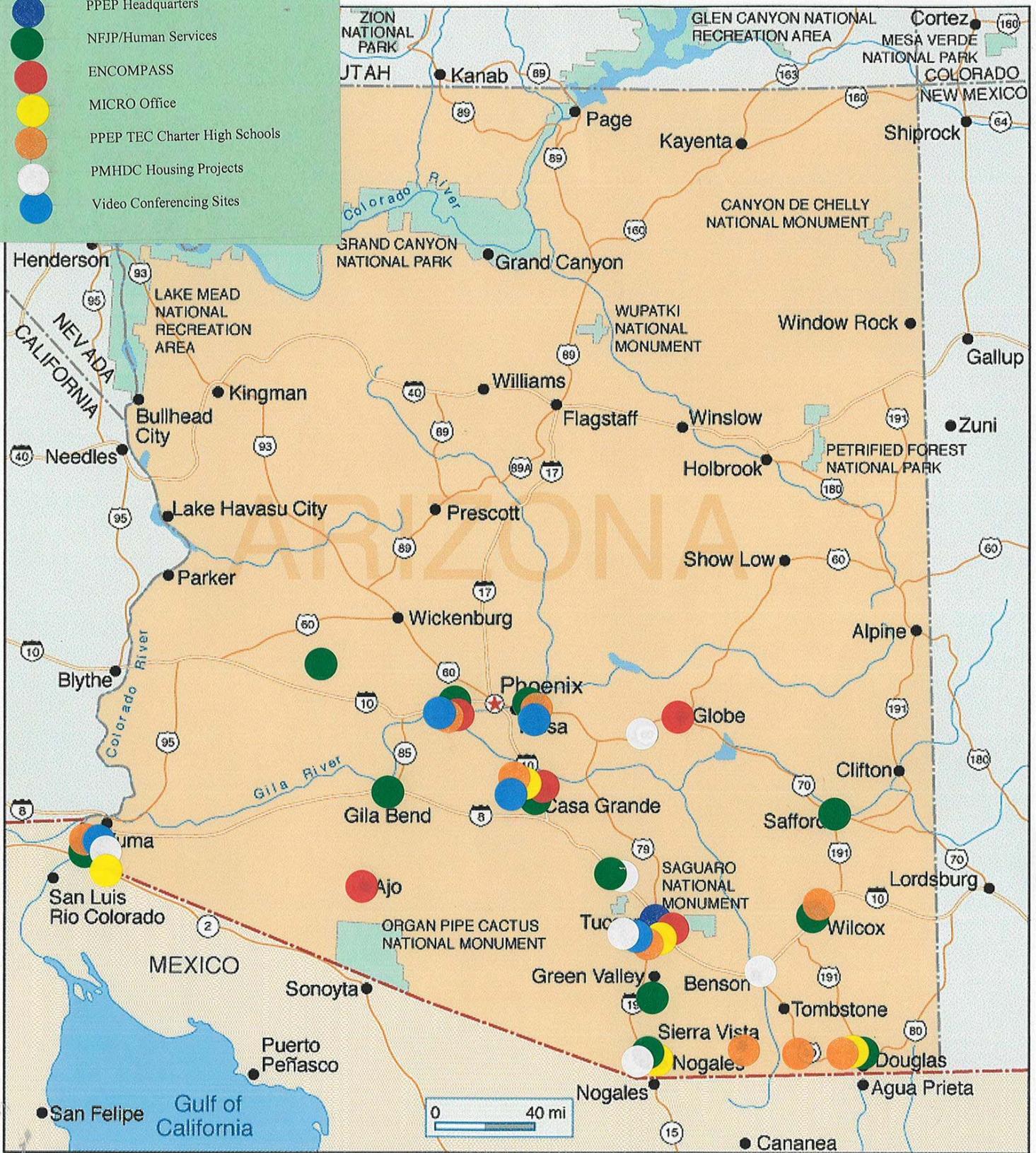
Gertha Brown-Hurd
President PPEP

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Si Se Pudo 1967

KEY

- PPEP Headquarters
- NFJP/Human Services
- ENCOMPASS
- MICRO Office
- PPEP TEC Charter High Schools
- PMHDC Housing Projects
- Video Conferencing Sites



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PPEP in Arizona

TABLE OF CONTENTS

PPEP and Affiliates Board of Directors.....	5
PPEP and Affiliates Committees.....	6
Letter from the Chief Executive Officer.....	7
PPEP TEC High School.....	11
Human Services	18
Department of Labor Workforce Investment Act	19
Department of Labor (DOL).....	22
PPEP HEP.....	31
Arivaca Community Garden	36
Youth Build.....	38
PPEP Microbusiness.....	43
Housing Division.....	50
Behavioral Health & Counseling.....	54
John David Arnold Outreach Division.....	57
ENCOMPASS Program.....	59
Finance Department.....	71

Human Resources Department.....	74
Property and Insurance.....	78
Information Technology Department.....	80
Arivaca Action Center.....	83
CEO Quarterly Reports.....	86
News Articles.....	100

MOTTO:
 "Si Se Puede" "Si Se Pudo"

2012 THEME: 2013
 "Thinking Rural and Global Self-sufficiency"



Senator Mike Enzi receiving recognition from Dr. John David Arnold, Clarence Boykins, PPEP Board Member and Kari Hogan, CAO at the AFOP Annual Conference – Washington, DC

PPEP & AFFILIATES BOARDS OF DIRECTORS

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

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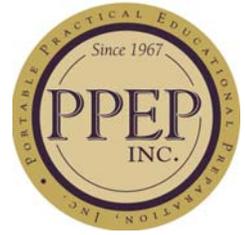
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Edgar Granillo
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John David Arnold, Ph.D.
Chief Executive Officer & Founder

Gertha Brown-Hurd
President

“Si Se Pudo”

OCTOBER 2013 ANNUAL REPORT

“Thinking Rural and Global Self-Sufficiency”

Estimados PPEP and Affiliates Board, Staff, Family and Friends:

This past fiscal year has had given us several reasons to be gratified both at home and abroad. There is good evidence we have met both our programmatic objectives and financial viability goals.

I. Financial

PPEP, Inc. is fortunate to have a variety of funding sources; public, private, faith based, foundations, and social investors.

In these difficult financial times this aspect of PPEP has seen us through. Whereas, Encompass, PMHDC, suffered some losses both PPEP TECH High School and PPEP Behavioral Health Division fared well offsetting losses incurred elsewhere. The bottom line financially was one of our best on record.

II. Performances

PPEP TEC High School campuses were mostly full and meeting their ADM requirements. PPEP Behavioral Health Services also service level was high generating more revenue.

PPEP TEC High Schools not only met its ADM, but performed very well on its AIMS testing scores. Cochise County PPEP TEC High School campuses exceeded expectations and became academically known as the Basis school of the region. Other PPEP projects such as HEP have continued to outperform its counter parts nationwide in farmworker adult education.

The PPEP Youth Build Projects in lower Yuma County also received recognition nationally for its achievements building affordable housing units with at-risk youth. Their achievements did not go unnoticed as USDOL awarded PPEP \$1,000,000 to replicate the Youth Build model in Pima County. HEP was refunded with the highest grant awarded nationally as well. Encompass received an outstanding rating of its group homes for the developmentally disabled.

III. Trademarks and Intellectual Property

As PPEP, Inc. has grown in importance its trade name and intellectual property has become valuable. This past year PPEP, Inc. was named the 99th largest employer in the region by the Star 200 Series of Employers. There have been a number of instances that the PPEP trade name, logo, and intellectual property have been copied and used without authorization. This prompted us to seek legal assistance to apply for trademarks and copyrights. To date all of the PPEP and affiliates trade names, logos have been trademarked. At present we are negotiating with PPEP California for the use of our trademark and logo. In the near future we will begin copyrighting our intellectual property.

IV. International

Our international work continues to grow. The West Africa Rural Empowerment Society (WARES) received its 501 (c) (3) charitable organization. Trips were conducted to Ethiopia and twice to Ghana. In Ethiopia, we conducted a National Cure of Diabetes Seminar/Sustainable Organic was conducted with Dr. Gabriel Cousens from the Tree of Life and myself. The seminars were conducted both in Addis, Abba, and Axum. Lalihela and Gondar sited were also visited. The dedication of the Holeta Senior Nutrition Center was conducted.

In Ghana, the Omaboyo Festival, 14K Marathon to “save the last tree” took place. Environment issues such as illegal tree cutting were center stage. A confrontation with illegal tree cutters that were devastating the forest around Old Baika ended up attracting national television coverage as well as drastic changes how the government grants tree cutting concessions and enforces its conservations laws. A complete accounting of the illegal tree cutting encounter can be found online and in the website. Summer art, video, and physical education classes were held in Accra-Art Center, the Sogakope Orphanage, and New and Old Baika. Movie Time Cinema drew almost 1000 children to see Avatar and the Life of Pi. A laptop was devoted to the Street School at the Art Center in Accra serving at-risk children. Also at the Art Center we assisted the Solid Rock cultural dance group with stage lighting and technical assistance. They were recently invited to go to Russia to perform during cultural dances from Ghana.

In Accra, an NGO was formed to preserve the cultural, traditions, music, and dance of Ghana. Many of its customs are being lost due to modernization and introduction of Western and European ways.

In Old Baika we established a relationship with the regional clinic we donated a refrigerator for the medication and 50 doses of malaria medicine. Hon. Daniel Ashiamah, who is the new National Parliamentarian for the area has also taken an interest in the renovation of the clinic. When he visits PPEP in the Fall, we will introduce him to World Care to access additional medical equipment. In Old Baika, there are plans to start beekeeping/honey production activity with bee hives to be set late this year. A honey bee consortium from Ireland will provide the training of the locals. It will take the hives approximately two (2) years to become productive. The

consortium will buy all the honey produced locally to be sold throughout Ghana and abroad. The eco and humanitarian tourism is now underway in Old Baika. Eighteen young visitors from the United Kingdom were welcomed with a traditional dinner at the Eagles Nest. Later the villagers and the United Kingdom visitors exchanged experiences and danced cultural dances together.

Orphanages in Sogakope and Hohoe were visited and interaction with the orphans with art and video took place. A trip up to Volta River to one of its islands inhabited by traditional villages was made. In Accra, I met with one of the two scholarship recipients and her family. We entered to continue both scholarships next school year. In total there are others receiving scholarships in Cameroon and Ghana (total seven).

The orphanage in Imuris is progressing well and the renovations are now complete. A girls dormitory, green house, and sprout house compliment the organic feeding program. In Sonora, two more used handicapped vans were donated. Magdalena City and the Hermosillo Fire Department were recipients.

V. PPEP TEC HIGH SCHOOL - EDUCATION

PPEP TEC High School had a good year with enrollments and AIMS test scores up. Over 120 new graduates for PPEP TEC High School bringing its total to 3,000 plus. Both HEP and Youth Build also had graduations. The HEP number is now 1350.

I attended the Arizona Virtual Academy graduation in Glendale where there were 50 high school graduates. This year K-12, Inc. added the Insight High School that mirrors their operations in California. PPEP California also had a great year with 800 students enrolled. PPEP Arizona acquired the rights to the California Alliance for Online Learning (CAOL) School in the North Bay area.

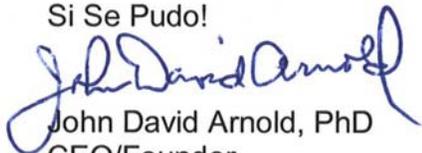
The rights to Association Performance Based Accreditation (APBA) were also acquired so that in the future PPEP can operate a charter school accreditation operation. I was recently appointed to my seventh term as the LULAC National Education Co-Chair. Myself and Dr. Celestino Fernandez continue to serve on both the PPEP California and CAOL Board of Directors. PPEP Non-Profit Housing Development Corporation (PNHDC) has been reactivated for educational and social economic development purposes. Its 501 (c) (3) charitable designations by the IRS has been applied for. The CAOL Corporation, which closed its school with Insight this year is a prime candidate to reconstitute itself under a new charter, under PPEP's umbrella sometime in the near future with a new curriculum provider.

VI. Other notables

1. The PPEP Profit Sharing Plan has grown to \$1.5 million.
2. The PPEP Foundation has been reactivated with new board members and fundraising activities.
3. PMHDC Housing project for seniors in Benson passed HUD inspection with 98% rating.

4. Don Frew Apartments in Marana has under extensive renovations and would like to add nine (9) more units.
5. Shop negotiations still ongoing with HUD.
6. Both PPEP and PMHDC June 30, 2013 ending balances were positive.
7. PPEP PMHDC audits were clean with no disallowed costs (2012-2013).

Si Se Pudo!


John David Arnold, PhD
CEO/Founder



Dr. John David Arnold, Maria Chavez, PPEP Board Member, Gina Judy, CAO,
and Carlyn Hacker at the 2013 AIFC Annual Conference



2012-2013 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 (PTHS) 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 14-21, in grades 9-12. Our primary focus is on high academic standards, Arizona Instrument to Measure Standards (AIMS) preparation, and career and technology exploration. We are designed to meet the needs of alternative students such as at-risk students, working students, high school drop-outs, and sons and daughters of migrant and seasonal farm workers.

Our teachers are Arizona highly qualified, the classes are small, and the students get a lot of individual attention. Our curriculum is aligned with the Arizona Academic Standards, and all students must meet or exceed the standards on the AIMS test in order to receive a high school diploma.

Students at PTHS are required to attend at least 20 hours per week, but our hours are flexible with some locations offering night or afternoon school and some locations providing transportation. We offer intensive Arizona State Standards based instruction and opportunities for students to participate in Accelerated Learning Opportunities in which students are able to move rapidly through the curriculum material. This approach allows students to finish in a much shorter time than expected in a traditional high school format.

Since its inception in 1995, PTHS has played a leading role in educating Arizona's youth. We have graduated over 3500 students throughout our seven sites. Our enrollment this past year was approximately 900 students, and we try to maintain a student teacher ratio of 15:1.

For the 2012-2013 SY, PTHS had two learning centers in the Tucson area, and one center each in Casa Grande, Douglas, San Luis, Sierra Vista, and Somerton.

2012-2013 Highlights

AIMS

For the 2012-2013 SY, PTHS saw an increase, in some cases dramatic increases, in AIMS Reading and Math scores. For example, the Raul Castro Center saw its AIMS Math scores jump from a 60% passing rate to 81%, a 21% increase while the Colin Powell Center saw a 14% increase in their AIMS Reading scores. In Pinal County, the Alice Paul Center saw a 39% increase in AIMS Reading and a 17% increase in Math. The Celestino Fernandez Center saw a 20% increase in Reading scores while the Cesar Chavez Center saw a 15% increase in Math scores.

ADE State Report Cards

Every year, the Arizona Department of Education gives schools an “A-F Letter Grade” based on AIMS scores and student academic growth. For the 2012-2013 SY, both the Raul Castro and Colin Powell Centers earned a letter grade of A-ALT. B-ALT letter grades were earned by both the Cesar Chavez and Jose Yopez Centers.

Prom

In April of 2013, five of our campuses (The Celestino Fernandez, Alice Paul, Victor Soltero, Raul Castro, and Colin Powell Learning Centers), took part in our fifth annual prom. The theme was “Masquerade”. Over 110 students participated and each site had a Prom King and Queen. The event was held at the Doubletree by Hilton in Tucson and was once again a rousing success!



Sports

For the 2012-2013 SY, PPEP TEC High School fielded both an indoor soccer team and a basketball team. Both teams were coached by Abdul Arzani.



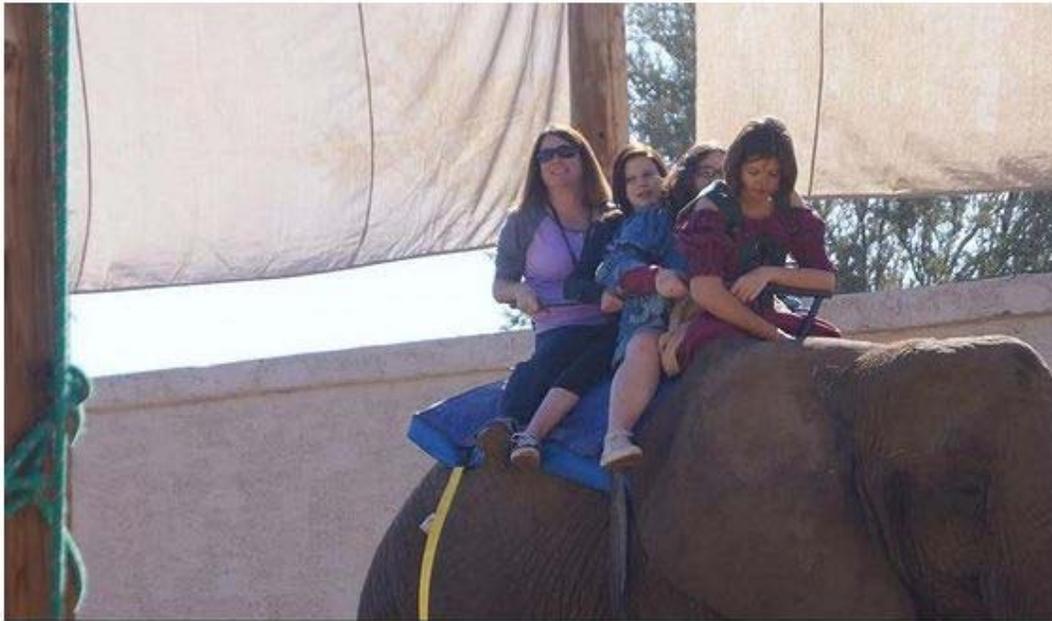
College Visits

In 2012-2013, PTHS arranged college visits to the U of A, ASU, Carrington College, Pima Community College, Arizona Western College, Central Arizona College, and other institutions.



Field Trips

During the 2012-2013 SY, PTHS students from all over the state participated in field trips where they combined education with a little fun as well. The Science Club at the Jose Yopez Learning Center in Somerton, under the direction of Science Teacher, Martha Molina, visited Biosphere II and the Tucson Zoo. Also Science Teacher Carol Ann Howenshell arranged for a group of students to participate in the Ventana Medical Systems Annual Young Scientists Day.



Additional PTHS Information

- PTHS provided services to 126 English Language Learners.
- PTHS provided services to 179 students with disabilities under IDEA and Section 504.
- PTHS continued partnering with PPEP Behavioral Health Services to provide counseling services to all of our schools on regular schedule of at least once a week.
- PTHS buses provided transportation for the campus in Douglas last year. In addition, PTHS provided bus service for our students who attended school from the Robles Junction area. 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. Since transportation is often a challenge for our students, we do all we can to accommodate their needs.
- PTHS sites throughout the state have participated in and supported a variety of community services, including the Red Cross Blood Drive, the American Cancer Society, Toys for Tots, donations to local food and clothing banks, and diaper drives in addition to being drop-off points for disaster relief efforts.

Recognitions and Updates

- One Hundred and Fifty Seven and (157) outstanding students graduated from PPEP TEC High School in 2012-2013. Congratulations on a job well done!
- The PTHS administrative staff for 2012-2013 was a team comprised of the following outstanding team players: Randy Kempton, Superintendent; Shelly Johnson, Director of Business Operations and Grants; Karol Basel, Special Education Director; Debra Deininger Director of Curriculum, Data, and educational Programs; Stephanie Montes, Student Records Manager; Josephina Moreno, ELL and Highly Qualified Coordinator; Linda Garcia, Student Retention Coordinator; Abdul Arzani, Student Outreach Specialist/Team Coach; and Alma Colmenero, Executive Assistant.

Accolades

- Thank you to our Chief Executive Officer and Founder, Dr. John David Arnold, for his continued vision of what can be done for our youth.
- Many thanks to the students of PTHS 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!
- We are especially grateful to Barbara Coronado and the Finance Department for their assistance in all aspects of our budget and accounting needs.
- Much gratitude goes to Susan Marsett and the Human Resources Department whom we consult with on almost a daily basis.
- Many thanks to Gary Kleopfer, Greg Saxman, and the entire Property Management Department for their constant support of the needs of PTHS. No matter what time of the day or night, they help without complaint!
- Thank you, to Rob Riggs, Ryan Wild, and Jay Twyman from the IT Department for keeping our computers up and running! They'll always drop what they're doing to help in an emergency, and they're never too busy to help troubleshoot a problem.
- My personal appreciation to the PTHS Management Team for all that they do for us at PTHS and the support they have extended to me.
- Special thanks to our Governing Board for their support of our high school program.
- Finally, we extend our gratitude to the entire PPEP, Inc. family for their efforts on our behalf.



PPEP & Affiliates
Human Services/Community Action Department
Annual Report 2011 - 2012

The Human Services/Community Action department continues with emergency assistance to rural residents in need of services, such as rental assistance, utility assistance, food, clothing, transportation, day care and employment. These services are provided by either direct service to the clients or by way of information and referral. Services under this department are spread far and wide to serve low income and/or farmworker rural families across the county in the communities that we live and serve.

In the Yuma County area, the Human Services Department provided over \$13,000 in emergency and employment services under CSBG (Community Service Block Grant) and CSA (Community Services Admin.-Case Management) grants to low income individuals and farmworkers that provided stabilization for employment opportunities area. Under the CSBG, the grant also provided for over \$18,000 in pass through funding for the local community food banks in Yuma and Avondale to provide for addition food assistance to low income individuals across the state. This provided a total of 16,567 food boxes to low income households.

In Pima County the Human Services developed a new partnership with Arizona Youth Partnership in the Marana and northwest region, where we are now co-located and have been able to set up a computer lab for participants for do job search, as well as receive services in that area. Although we have been in the Marana area for some time, this new partnership has allowed us to expand our services and to add other programs that give greater access to rural residents. Across rural Pima County there was a total of \$45,600 under the ESN grants (rent and utilities) that served 58 families with an average of \$773 per family on emergency services. This included rent, mortgage, and utilities.

Under the State CSA (Case Management Administration) we are able to help and serve individuals across a 9 county area throughout the state, in which we work and have offices or partnerships. Under this contract through the State of Arizona, PPEP is able to advocate on behalf of low income and/or farmworkers through the Arizona Community Action Agency, in which PPEP is involved, and on the board of directors. Because we are a part of the state agency that advocates for low income and rural poor, we are on the cutting edge to do the necessary work to ensure that Arizona residents are given their fair share to alleviate hunger and reduce poverty and continue to advocate for those without a voice for needed assistance.

The Human Services/Community Action Department continues to serve rural residents that are low income and/or farmworkers. We continue to see many first time customers in the program that never thought that they would need this type of service. We continue to try and serve as many people as possible and leverage all of our funding for a comprehensive service delivery system. All of our programs continue to work together and collaborate with past partners and continue to develop new partnerships for a well-rounded service system.

Kari Hogan, Chief Administrative Officer
With Sandy Adams, State Director

PPEP, Inc
Pima County One Stop/Workforce Investment Act (WIA)
Adult & DW Programs & YPIC Dislocated Workers

Kari Hogan – CAO

Annual Report 2012-13

PIMA COUNTY:

In 2012-13, PPEP continued to be one of the largest WIA grant sub-contractors in Pima County with workforce contracts and continues to be the sole contractor for all WIA On-The-Job Training contracts. PPEP’s Pima team continues to provide Pima County residents with career counseling; employment preparation; vocational, professional, or other job training; job placement services; and follow up and career advancement services. They serve Adult, Dislocated, Older Youth and Veterans throughout Pima County with an emphasis on rural areas of the County.

In 2012-13 our team consisted of:

- Mary Palma – OJT Coordinator
- Grace Askew – Workforce Development Specialist (DES)
- Maxine Alvarez – Workforce Specialist (Rural)
- David Rodriguez - Workforce Development Specialist (Rural)
- Oscar Romero – Workforce Development Specialist (One Stop)
- Jon Lotz – Program Support Specialist/Eligibility (One-Stop)
- Andrea Dorsey – Curriculum Specialist/Workshop Facilitator for Youth & 55+ (One Stop)
- Barbara Simcoe – State Director of Operations
- Kari Hogan – Chief Administrative Officer

Results: This past year, the team, once again, produced outstanding results. Due to the economic down-turn for the fifth year in a row, the staff found themselves extremely busy with new applicants and enrollments. There were 373 Carry-Overs and the four WFDS’ enrolled 307 new participants, for a grand total of 680, for 148% of their enrollment goal, a bit higher in all counts than last year. They placed 214 participants, which was 146% of the goal and their Placement/Closure Rate was 90% (meaning 82% were exited as employed). Ninety-six percent of the placements were within industries targeted by the WIB. They had an Average Wage at Placement that was 61cents above the goal of \$12.00/hour. The difference between the two wages below is mainly because the rural area serves more Dislocated Workers and the DES and Rio One-Stop serve mostly Adults with barriers to employment.

Carry-Overs = 373	Enrollments	Job Placement	# within WIB Target Industries	Average Wage*
DES & One Stop	194	122	114	\$11.96
Rural	113	92	91	\$13.26
Total	307	214	205	*12.61

*Note: *The Average Wage was taken from all monthly reports; it is not an average of the two areas.*

OJTs: Over 60 OJT contracts were also developed at 22 different employers, for a grand total of over \$136,000 in contracts and an average wage of \$11.13, overall, from a range of \$9.00 to \$14.18/hour.

Professional (Staff) Development: All WIA Staff attended the AFOP Conference in Boston, Massachusetts at the end of September, and Rocky Mt. HI, in Las Vegas, NV, in late January, to attend the certified Retention Training offered by Cygnet, facilitated by Jodi Sue Kelly.

After School and Summer Youth: This past year under Pima County, PPEP was awarded After School and Summer Youth program monies for Basic Education and Work Experience. In the Marana area this past year 30 youth were served at the Marana High School for credit recovery to ensure increased graduation rates. At the end of the school year, 28 of the 30 students completed this program, as it continues to be very successful. We have now provided this program for 3 years. PPEP also served a total of 60 Work Experience in the After School program to increase job readiness skills for youth that have excelled in academic work.

In the Summer Youth Program, PPEP served a total of 60 students with academic instruction and 90 youth with job readiness through Work Experience for a total of 150 youth served. This year's academic and Work experience programs had 98% and 100% retention and completion this year. The academic program allows youth who cannot afford summer school to recover credits over the summer and because we use highly qualified teachers from our PPEP Tec schools over the summer, students from schools all over Tucson are able to provide summer transcripts to their own schools for academic credit. This has been a very positive program and continues to promote education and graduation rates among our youth in the Tucson and Marana areas.

Older Workers Program: With the Pima County Senior Program, PPEP continues to work with seniors age 55 and older, on employment and training objectives. This program is very successful in helping older workers in today's job markets to brush up on their skills and help job-seekers prepare for new positions. This program was again managed by Andrea Dorsey, who made several modifications to the program to bring a broader range of services. This was her last year with us, as she has moved on and we will be seeking a new instructor for this program with additions to the program to incorporate the SCSEP program.

This year, 141 mature job-seekers were provided 16 workshops, under Core Services, with a total of 250.25 hours of instruction and 1971 attendance hours. Andrea also provided one Employability Workshops for 16 youth during the Summer Youth Program, with 7 hours of instruction, for 112 total attendance hours. And, she provided one two-hour Employability Skills Workshop for 12 Adults.

YUMA COUNTY/YPIC:

PPEP also serves dislocated workers in Yuma County area under WIA through a contract with YPIC. The Yuma County Dislocated Worker grant is relatively small, but extremely effective. It is full service, including Intensive, Training and Follow-up services. Due to the size of the grant, there is only one staff person; she is supported by other PPEP staff in the Yuma area. Erlinda Mollindo, our Workforce Development Specialist, serves all of South County and Yuma County as a whole. Our State Director, Barbara Simcoe, supervises this program.

Results: Under this contract, during the 2012-13 grant year, the caseload consisted of 11 Carry-Overs, plus 19 New Enrollments, meeting our enrollment goal of 30. 18 participants were placed and only one was exited without a placement, for a 96% Placement to Closure Rate. A 100% of the 12-13 PPEP placements received occupational training leading to a certificate. Those trainings included: CDL A (5), Certified Nurse's Assistant (5), Medical Assistant (4), Medical Billing & Coding (2); Medical Office Specialist (1) and one participant received his GED. So far, we have a 94% Entered Employment Rate for the first quarter post-exit on this group of placements, which exceeds the goal of 75%.

Last year's, 11-12 Placements, which we are still reporting on, are all exceeding the Performance Measure Goals for YPIC Dislocated Workers. They currently have an Entered Employment Rate of 80% (out of a goal of 75%), a 93% Retention Rate (out of a goal of 87.5%) and an Average Earnings of \$13,872 over six months (out of a goal of \$10,100); and 81% (out of a goal of 72%) of them received Occupational Certificates.

Looking to the future: We look forward to continually providing quality services to Pima County and Yuma County residents, with the same comprehensive employment and training services as in the past. We continue to outreach and recruit in very remote and rural areas, in order to give all residents an opportunity to achieve the "American dream". We look to new economic development trends within our state and counties that will hopefully bring new employment opportunities in each of them.

Se Se pudol!

Kari Hogan
Chief Administrative Officer

Barb Simcoe
State Director

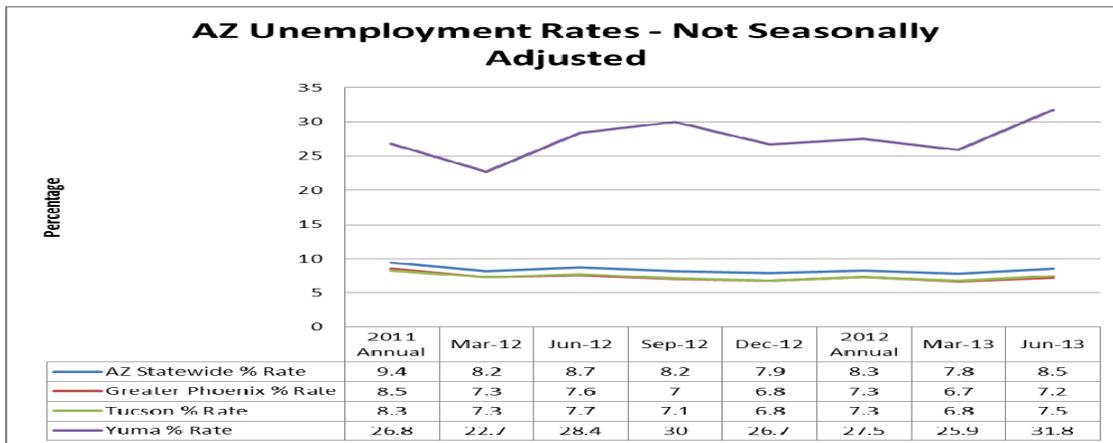
**Department of Labor, Workforce Investment Act, Section 167, National
Farm Worker Jobs Program (NFJP), for Migrant and Seasonal Farm
Workers**

2012-2013

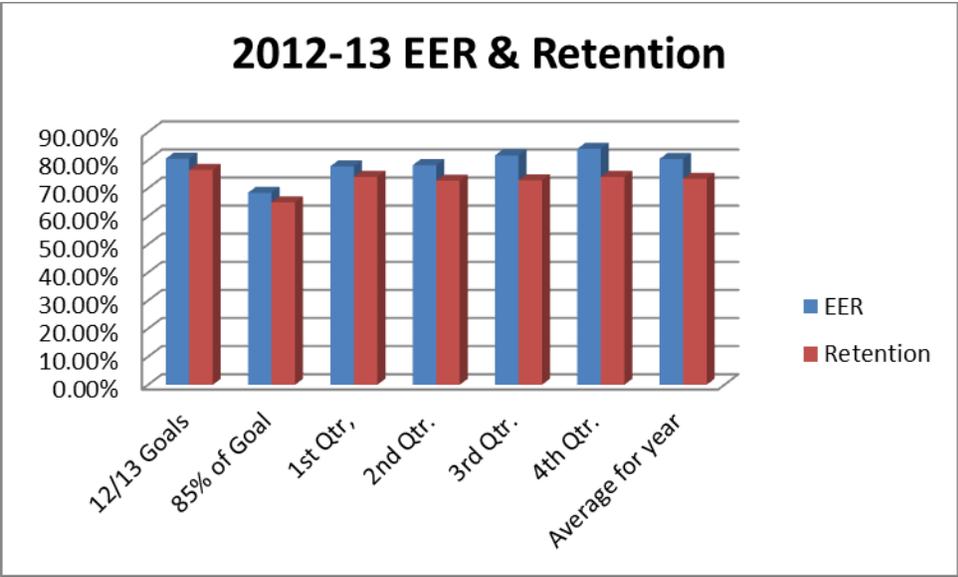
Kari Hogan, Chief Administrative Officer

(Written by Barbara Simcoe, State Director of Operations)

The WIA 167 Program continues to perform well despite the economic recession, high unemployment rates, and continuing job loss. This past year, the continued dedication and hard work done by staff serving Migrant and Seasonal Farmworkers and their families, produced great programmatic results that are continuously improving.



PPEP NFJP produced the best qualitative results, in the past six years, in the national Common Measures, set for the WIA programs! The Entered Employment Rate was an Average of 80.43% EER (out of a goal of 80.5%). Retention continues to show a dramatic and steady increase this year, rising nearly 6%, with an average of 73.38%, which was just below the goal of 76.5% set by DOL. The charts below show this year’s quarters and our performance relative to the 85% goal of on each of these two measures.



PPEP NFJP's 12-13 Goal for Average Earnings (over a six month period) was \$10,049 (or \$9.67/Hour). It increased by \$537 over last year's, with \$9240 being attained this year, compared to \$8703 being attained last year. Both year's results were above the 85% goal set by DOL (see chart below). The Average Wage at Placement was \$9.53/Hour, which is slightly below the Average Earnings Goal of \$9.67/Hour, which must be reached by the second and third quarter post-exit, so staff must continue to enroll participants into training in occupations that pay a higher wage.



Overall, the farm-worker program did very well in obtaining projected Quantitative Goals. Staff enrolled 448 New Enrollees for 109% of their enrollment goal. This was added to 188 Carry-Overs for

a caseload of **636 participants**, which was above the Planned Total. Placements were higher than last year, with **244 participants placed**, out of a goal of 252, for **97%** of the goal.

Yuma County: Once again, the staff in Yuma County did an outstanding job, despite the high unemployment of almost 30% in Yuma County. The staff there include the following: Area Coordinator, Cesar Fandino; Workforce Development Specialists – Leticia Beltran, Aracely Escalante, Adriana Felix, Cinthia Jacobo, Elsa Madrid, Alma Rojas and Erika Sanchez; ESL Instructor, Adriana Valladares, and Norma Franco, who teaches the Plaza Comunitaria classes.

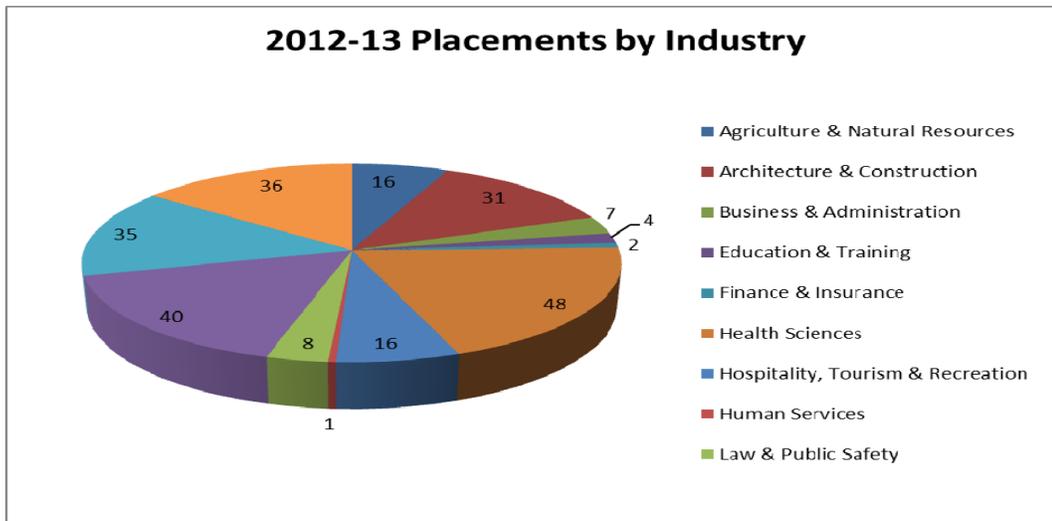
Yuma staff enrolled a total of 352 new participants, which was more than last year. This represented 80% of the statewide enrollments. As for placements, they found 220 jobs for farm workers and their dependents, representing 91% of the total statewide placements.

Highlight: The readers of the *Bajo el Sol* Newspaper voted PPEP as one of South (Yuma) County’s Best Social Services Agencies for 2012 and CAO Kari Hogan, along with PPEP NFJP staff accepted the award on behalf of all the PPEP programs operating in Somerton and San Luis (NFJP & NFJP Housing, YouthBuild, HEP, PPEP Tec, PMHDC, Counseling and CSA Emergency Services). The banner announcing the award hangs in the San Luis Office for all to see.



“Pima Plus” Counties (Maricopa, Pima, Pinal, Santa Cruz, Cochise, Graham, Greenlee): Staff for this part of the state include: Area Coordinator, Margaret Larez; Workforce Development Specialists: Rosa Garcia, who covers Pima and Santa Cruz, Yesenia Cantu, in Maricopa County, Ana Martinez in Wilcox (Cochise), Pablot Escalante in Douglas and newly (re)hired Linda Martinez in Pinal County. Pima Plus staff enrolled 96 participants, which was nearly double last year’s enrollment total and placed 24 participants into jobs. A joint outreach effort, between Rosa Garcia and Ramona Garcia, of HDS Truck Driving School, to produce companies in Santa Cruz County, lead to increased enrollments towards the end of the year.

Placement in High Demand/High Growth Industries: Five industries in Arizona provide the most opportunities for NFJP job-seekers, in this order: Health Sciences (48 placements); Manufacturing (40); Transportation & Distribution (36); Retail, Wholesale Sales & Service (35); and Architecture & Construction (31). The chart below shows placements over the past grant year and shows that Arizona NFJP participants are being placed in high growth/high demand occupations with opportunities for growth. Some of the occupations with the most placements included: Manufacturing Production Laborers (33); Construction Laborers (27); Truck Drivers (23); Retail Customer Service Reps (19); Certified Nurses Assistants (16); Home Health Aides (12) and Medical Assistants (10).



Employer Contacts: The program exceeded expectations in expanding the network of employers both Ag and non-Ag. Over **270 employers were contacted – 232 new non-Agricultural employers, plus 39 Ag employers. Of those 152 were new non-ag employers and 17 were new ag employers. This gives the program a new base of nearly 1090 employers, a total of which are 193 Ag Employers.**

EMPLOYER SPOTLIGHT: Every year the National Association of AFOP asks grantees to submit compelling stories of participant and employer achievement. The following story was submitted to AFOP to be considered for the Non-Ag Employer Award, but was not selected unfortunately.

“Northwestern Industries is a privately held company, founded in 1975 in Seattle, WA. They provide cutting, beveling, custom drilling & shaping, insulating, silk-screening & tempering of large-scale window glass, used primarily in office buildings, by architects & contractors. Northwestern now employs over 500 workers. They opened a 100,000 square foot branch manufacturing plant in Yuma, Arizona in 2005, which employs close to 100 workers. John Butler, the Plant Manager there, has been with Northwestern since before that opening and has over 30 years’ experience in the glass business. Their company culture, he is proud of saying, is “based on providing the highest quality products and services at the most affordable prices.”

Northwestern’ s website section on Leadership & Responsibility talks about the principles of good corporate citizenship, which includes developing and promoting talent from within, thus the company offers a good place to learn and grow. This is very evident from the history Mr. Butler has established since he began working with Cesar Fandino, PPEP NFJP Yuma Area Coordinator, several years ago. He recruits almost exclusively through PPEP NFJP and has hired well over 25 employees from NFJP;

17 in the last year alone. Most workers start out as Production Workers, making an average wage of \$8.80/hour. John then provides coaching, training and positive reinforcement to the new employees, who receive raises and promotions, if they are willing to work hard and learn. A survey of past participants placed there shows that over 70% who start with Northwestern Industries are still there several years later and their average wage is now close to \$11.00/hour. John encourages and empowers his workers and recognizes their accomplishments through raises and recognition, including Employee of the Year Awards, which several of our past participants have earned.

Watching Cesar and John together recently it was apparent that theirs is a mutual admiration, filled with humor and respect. That’s good business when both sides are so clearly winners. PPEP would like to recognize John Butler and Northwestern Industries for their loyalty to NFJP and their admirable business ethics.”



Partner Contacts: NFJP staff made contact with over **100 Partner Agencies this year for referral services, of which over half were new, including one new Training-Provider.** One of our strongest partners, serving the same target market, is the DES MSFW Outreach Program, which provide employment Services to Farmworkers. This year, we began tracking referrals back and forth and DES invited PPEP NFJP staff to attend Orientations for the Long-Term Unemployed, being offered in San Luis, so they could recruit new participants.

The chart below shows the statistics reported to DES MSFW Outreach program for the fourth quarter’s outreach efforts, including a year-end grand total. The last column is not reported, but gives NFJP staff an indicator of how many farmworkers must be seen in order to obtain one enrollment into the program.

4th Quarter

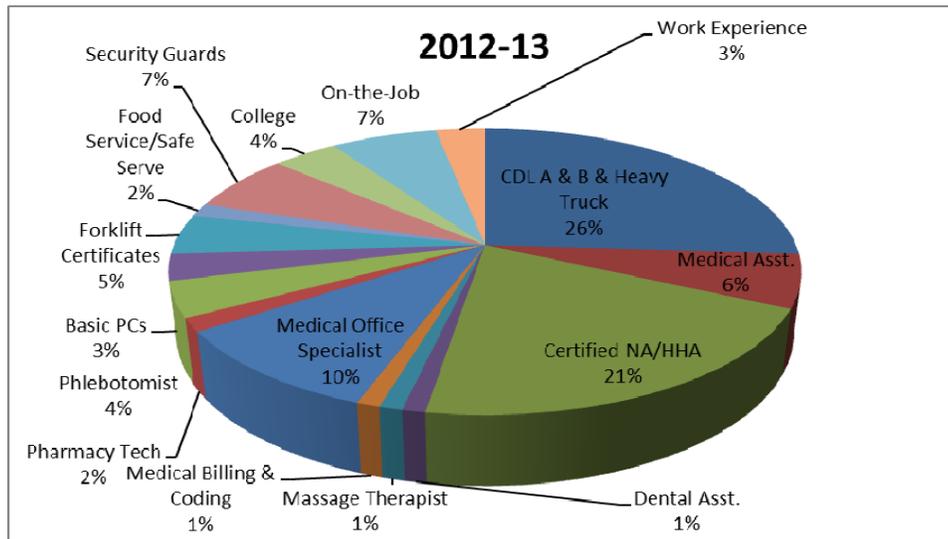
Area	# Seen	Hrs. spent	Enrollments	#Seen/Enrollments
Cochise	42	39	9	4
Maricopa	103	42	3	34
Pima, Pinal, SC	295	220	17	17
Yuma	597	282	97	6
TOTALS	1037	583	126	8
YTD GRAND TOTALS	4371	2295	411	10

One-Stop Partnerships:

Staff continues to cross-refer to other PPEP programs, in order to leverage DOL funds, and to refer to the DES Job Services and the America's Job Centers (the One-Stops). NFJP staff are encouraged to refer every job-seeking participant (at the very least) to their local One-Stops and as a result **262 referrals were made**. Of those, **78** were referred with a suggestion that the participant be co-enrolled into WIA Title 1. The majority of the One-Stop referrals were made to Core Services, including Resume Assistance, Job Search Assistance and Job Club sessions. **Of the 78 referred for co-enrollment into WIA Title 1, only two were co-enrolled, for 3%**. Of those two WIA co-enrollments, one had her Medical Assistant training costs split between PPEP NFJP and YPIC; the other was a referral from the One-Stop in Douglas, who was then trained as a Truck Driver by PPEP NFJP. Also, 31 participants were referred to DES for a variety of services, including: Job Search Assistance (13); Employment Prep Workshops (6); Bonding (4); Food Stamps (5); AHCCS (2) and Child Care Assistance (1).

Occupational Trainings:

In total, 200 participants completed occupational training (other than post-placement training), which was the highest number in the last seven years! Medical Support occupations took the lead this year, with 50% of the trainings. The second highest percentage (nearly 25%) was in CDL A, which used to always take the lead. The majority of the trainings were provided in the following occupations: CDL A & B & Heavy Truck Drivers (52); Certified Nurses' Assistant//Home Health Aide (41); Medical Office Specialist (20); Medical Assistants (12); Security Guards (13); Forklift Operators (9); and Phlebotomist (8). There were also 13 On-the-Job Trainings and six Work Experiences. (See chart below for details.)



PARTICIPANT SUCCESS STORY: This story was also submitted to AFOP for the Seasonal Farmworker Award and although he did not win, his story was included in the AFOP Excellence Awards Booklet, sold at the 2013 AFOP Conference, held in September.

Thomas Grijalva – “How to Make Yourself Indispensable”



Thomas Grijalva was 23 years old and was bilingual, with a high school diploma when he enrolled into the PPEP NFJP program in Yuma, AZ in early December of 2011. His only work experience was in agriculture, which was his sole source of income. However, it wasn't providing him much – he had only made \$2561 in the six month eligibility period, before enrolling, and none in the six months prior. Thomas had hoped to go to college, but his girlfriend got pregnant and his main priority was to support his three year old son. To that end, he worked the lettuce season, travelling between Yuma and Salinas, CA each year. He was tired of traveling, though, because it took him away from his family, which negatively affected his son, who needed his Dad.

Thomas decided to look for help to become a Certified Nurses' Assistant, a first step towards his long term goal of a becoming a Registered Nurse. He went to the local One-Stop Career Center, but their training funds were depleted and he was referred to PPEP NFJP. Once enrolled, his Workforce Development Specialist, Jovanna Covarrubias, helped him conduct a thorough exploration of medical careers and the demand in the local labor market. Together, they decided that his passion for health and helping others made him a great candidate for the Certified Nurse Assistant Training. He was approved for the training at Regional Center for Border Health. He turned out to be one of their best students, helping the instructor with her classes. Thomas is a great motivator, has good communication and developed great technical skills. After Thomas successfully completed the training, he was nominated to be the class speaker at graduation; proof that the other students saw him as their leader.

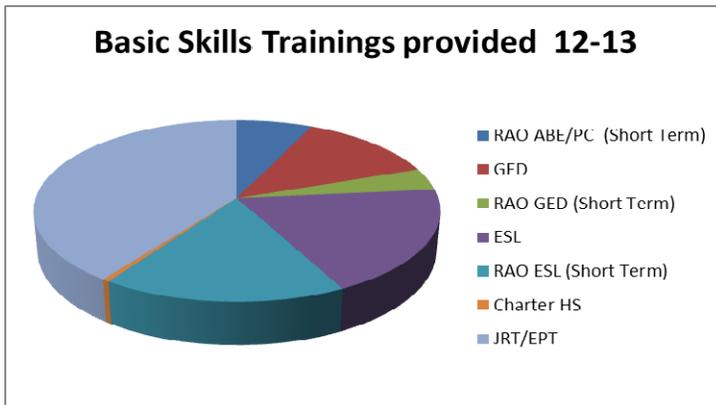
After graduation Jovanna provided job search assistance, including approaching Regional Center for Border Health about a possible On-the-Job Training contract. They were not hiring. However, after reviewing Thomas' skills and getting nothing but good feedback from his former instructors, who really appreciated his help in class, they realized it would be a good idea to hire another facilitator/Instructor Assistant for the CNA class. An interview was set up with the HR VP. Meanwhile, Thomas was coached on interview techniques and did mock interviews. Needless to say, Thomas impressed the HR VP and got the job! A few weeks after the completion of his training Thomas was working as a CNA Instructor at his alma mater.

Thomas is now financially self-sufficient. He is working, year round, making \$11.00/hour, at a job he really loves. His employer provides benefits, such as health insurance, paid vacation & holidays, retirement and the opportunity to attend trainings at no cost. He is currently taking Medical Billing and Coding classes, as well as cases in Nursing and is a certified CPR and First Aide Instructor.

Thomas is now an inspiration for other students. At the last CNA graduation, the class speakers thanked Thomas for being helpful, dedicated and committed to the students and their education.

He is a great father and is proud to set as an example for his son, with whom he now lives year-round & spends quality time. He takes his son to Softball games, which he coaches. He feels proud of his many accomplishments and continues to set his goals high.

In **Basic Skills Training** during 2012-13, the total number of participants receiving Basic Skills training was 205. The breakdown and pie chart are shown below. After Job Readiness Training, the largest percentage were in English as a Second Language classes, provide both in-house and by outside providers.



The PPEP NFJP Plaza Comunitarias program in San Luis allows Spanish-speakers to complete their primary and secondary classes with curriculum provided by the Mexican Dept. of Education, INEA, and the Mexican Consulate. It also allows them to build their first language foundation skills, so that they can move into ESL more easily and make better progress when they do. Norma Franco, who also teaches GED classes to the YouthBuild students, teaches the Plaza Comunitaria classes in San Luis. The classes have been averaging about 4-6 students, mostly in the upper reaches of elementary school; two graduated from middle school (7-9th grade).

PPEP NFJP also provides ESL classes in San Luis, where Adriana Valladares, teaches 3-5 classes per week, at varying levels. She is utilizing Ventures system for the curriculum and does pre and post testing using the TABE-E tests. Each quarter, there were approximately 10 Adult students taking ESL, as well as all the YouthBuild students.

Staff Professional Development:

All Staff Conference: The Annual All NFJP Staff Conference was held in Yuma in mid-July. Topics covered included: Performance Measures – Quiz, Team Competition – “You do the Math”; “Build a PPEP NFJP Float (team-building exercise after lunch); and Job Clubs – presentation & Mock Job Club with follow-up session on case management of participants on the first day. On the second day: “New Collaborative Efforts between DES MSFW Outreach Program and PPEP NFJP; Information & Referral; OJTs vs. WEPS; Awards Luncheon; and “Ethics & Integrity”. Staff Satisfaction was ranked at 9.5/10 for the conference this year!

AFOP Conference: In mid-September a very large contingent (24) of NFJP (and 5 WIA) staff attended the AFOP Conference and 40th Anniversary Celebration in Boston, Massachusetts. Nearly all NFJP and Youth Build staff, plus most of the Pima County WIA staff were in attendance, due to their completing and graduating from the Job Development Training being offered by Career TEAM & AFOP and beginning the Retention Training offered by Jodi Sue Kelly of Cygnet.

Wafa: In late October, PPEP NFJP Managers attended the Wafa Conference in Sacramento, CA. In early November, an All Staff Meeting was held in Phoenix. Topics included: “Policy Changes & Process

Reminders”, a Guest Speaker, Scott Schultz, from Maricopa Community Colleges and a group exercise on “Overcoming Challenges”. In mid-December, PPEP NFJP Managers—Sandy Adams, Barb Simcoe, Maricela Alvarado, Cesar Fandino and Margaret Larez—met in Tucson to brainstorm ways to change CERTSS processes to save time for the Area Coordinators.

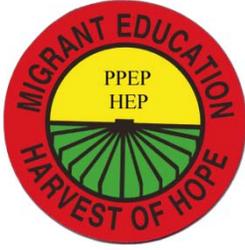
Rocky Mountain HI held their annual Conference in Las Vegas, NV, in January and most of the staff attended in order to continue the Retention Training. The Management Team attended an AFOP Mini-Conference in Washington, DC mid-February, and Barb Simcoe presented on what we at PPEP NFJP had done in order to increase our Retention Rate.

PPEP NFJP hosted a four-day DOL Monitoring Visit, conducted by Krister Engdahl, FPO, at the end of February. Barb Simcoe took him to Yuma, where he visited with PPEP partners, including YPIC, DES, HDS Truck Driving School and Regional Center for Border Health, at YPIC and a manufacturing employer, Allside Windows, and an Agricultural employer, Oseguera Harvesting, who collaborates with PPEP NFJP on Ag Upgrades. He also met with local staff and toured the San Luis office, meeting the PPEP program partners, including YouthBuild, PMHDC and CSA. He attended an ESL graduation ceremony, which was very moving, and met with the PPEP NFJP Housing Department, visiting several homes that were in the process of being renovated in preparation for the move in of the new farmworker owners. He was very impressed and the only finding related to NFJP’s employment and training program was to develop a plan, in order to assure that the Retention Rate and Salary Average would continue to rise.

The NFJP Management team attended a DOL Region 6 Meeting in San Francisco in mid-May. At the end of May, the entire Management Team went to Prescott for a Management Retreat, in which plans were made for the upcoming year.

Kari Hogan, Chief Administrative Officer

I would personally like to thank all of the NFJP staff for a job well done this past year. There have been challenges and changes, but through continued dedication, training, and personal development staff have accomplished great work. I would especially like to thank my State Directors, Sandy Adams, and Barb Simcoe for their invaluable service and keeping it all on track. As a program and a staff we are dedicated to the vision and mission of PPEP and to give opportunity, options, and a pathway out of poverty to all that we serve.....



Portable Practical Educational Preparation, Inc. High School Equivalency Program (HEP)

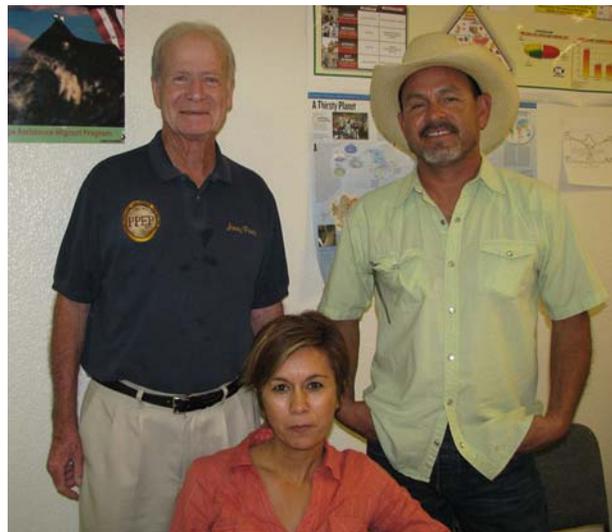
201 N. Bingham Ave. Suite 6
P.O. Box 499
Somerton, AZ 85350

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

“Si Se Pudo”

Jimmy Pruitt
PPEP-HEP Director

Annual Report F.Y. 2012-2013



*Jimmy Pruitt, PPEP-HEP Director,
and GED Graduates (Jose Bojorquez and Celia Rios)*

PPEP-HEP is now in its 14th year. PPEP-HEP’s goal is to improve the quality of life for migrant and seasonal farmworkers in rural areas through an educational program, which allows them to obtain a GED and to gain academic and vocational skills. These skills, which they develop, will allow them to have more access to jobs outside agriculture, or to be able to have job enhancements within agriculture.

In southern Yuma County (San Luis and Somerton areas), migrant and seasonal farmworkers are characterized by low levels of education, few job skills, and low incomes. The typical farmworker feels resigned to a life of working in the fields and packinghouses with little, if any, hope of ever escaping from working in agriculture. Working in the fields and in cold salad plants, many farmworkers develop arthritis in their hands and knees. Others, due to poor diets, develop diabetes. PPEP-HEP has coordinated with other agencies, Campesinos Sin Fronteras, Border Health Foundation, and Regional Center for Border Health, Inc., to have their representatives do presentations to our HEP students in order to

inform them of services which are available to them. In addition to these agencies, Arizona Western College provides instruction in a college orientation presentation for our HEP students. At the present time, PPEP-HEP students have access to computer use at PPEP-TEC Charter High Schools in both San Luis and Somerton, where they can practice gaining computer skills. Our PPEP-National Farmworker Jobs Program (NFJP) assists HEP students to enroll in vocational training programs upon completion of the HEP program.

PPEP-HEP has two fulltime recruiters, and a coordinator, who assist students in properly filling out job applications, making appointments, and doing the required paperwork for job interviews. Students, who gain employment, have access to receive help from other PPEP agencies.

PPEP-HEP has three cohorts per year, with each cohort lasting 14 weeks. Students attend classes from Monday- Thursday and have the option to attend classes from 8:00 a.m. to 12:00 p.m. in Somerton at the HEP office or to attend from 6:00 p.m. to 10:00 p.m. at either of the PPEP-TEC Charter High Schools in Somerton or San Luis. For students, who are going to continue to work in agriculture, classes are available on prevention of pesticide poisoning and commercial driver's license preparation. These classes are taught by PPEP's NFJP staff, which has successfully placed many HEP graduates who went through the Commercial Drivers License (CDL) program.

As one might imagine, many of the PPEP-HEP students are married and have families. Working, studying, and sharing time with families, all can contribute to a great deal of stress on family members. Our PPEP Behavioral Health and Counseling Division has services available to HEP students to help them to develop abilities to resolve personal and every day problems.

Southern Yuma County has approximately 47,000 migrant and seasonal farmworkers, and the HEP program offers hope to a previously underserved agricultural community. Both Somerton and San Luis are growing at rapid rates and community resources are stretched thin. To maximize our HEP resources, we have collaborated with other local agencies to better serve our agriculture community.



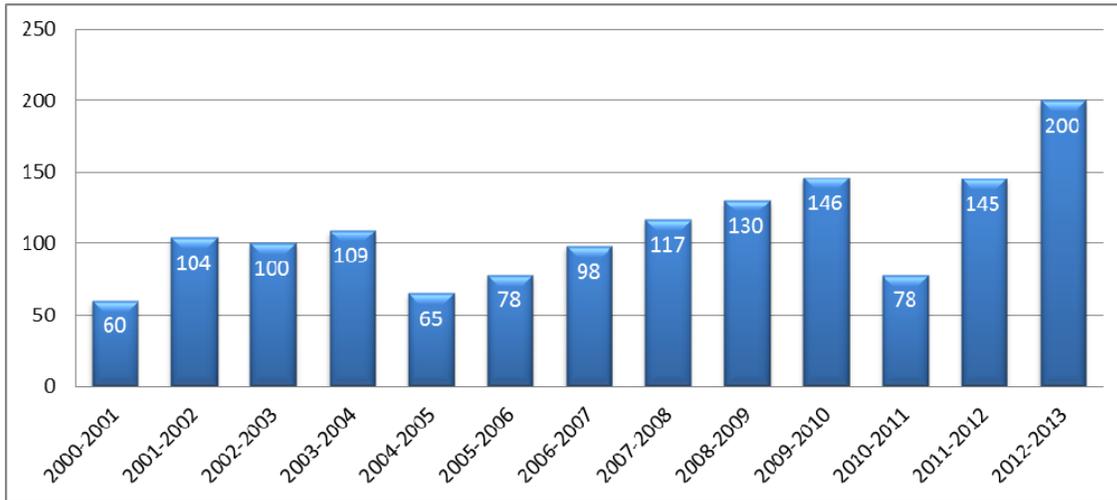
For FY 2012-2013, PPEP-HEP served 238 students (158% of number to be served). Of the 238 served, 223 completed the program and tested. Of the 223 who tested, 200 (90%) passed the GED examination. Ninety five of the graduates (48%) have applied for financial aid and for admission to Arizona Western College. Thirty five (18%) have received job enhancements.

In the first twelve years PPEP-HEP has served 2,451 students, 1,430 have successfully completed the program and received their GED, and 703 have gone on to an institution of higher education .

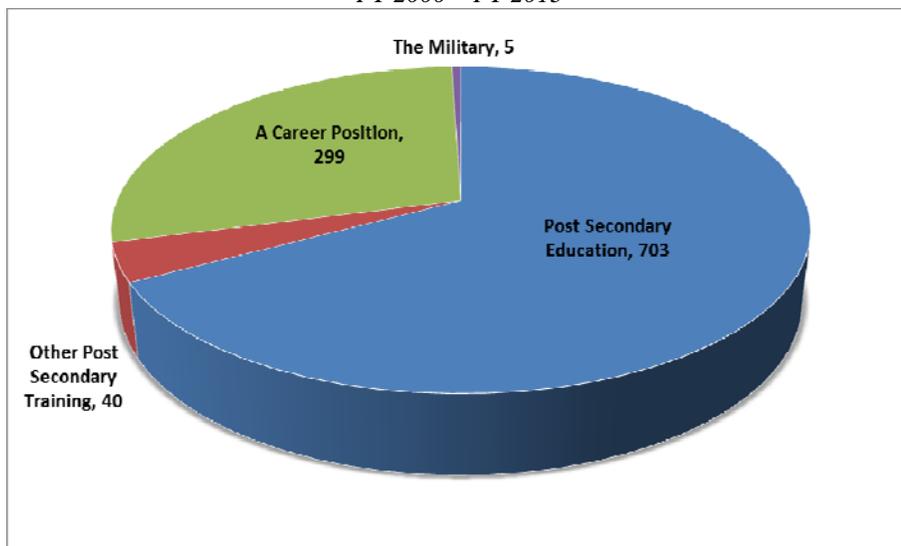
PPEP - High School Equivalency Program											
FY 2000 - FY 2013											
Fiscal Year	Students To be Served	Students Served	Students Completed all Course Work	Students who Earned a GED Certificate	Percentage of Students who Completed all Course Work and Received a GED Certificate	Number of HEP GED Recipients Who Were Placed in:					Percentage of Placements over Graduates
						Post Secondary Education	Other Post Secondary Training	A Career Position	The Military	Total Placements	
2000-2001	150	153	120	60	50%	25	10	5	0	40	67%
2001-2002	150	214	184	104	57%	41	13	25	2	81	78%
2002-2003	150	181	151	100	66%	49	2	31	1	83	83%
2003-2004	150	211	161	109	68%	64	10	23	2	99	91%
2004-2005	150	155	119	65	55%	51	4	6	0	61	94%
2005-2006	160	168	132	78	59%	28	0	22	0	50	64%
2006-2007	160	161	131	98	75%	73	1	22	0	96	98%
2007-2008	160	185	154	117	76%	85	N/A	17	0	102	87%
2008-2009	160	210	197	130	66%	46	N/A	23	0	69	53%
2009-2010	160	187	178	146	82%	55	N/A	47	0	102	70%
2010-2011	150	171	111	78	70%	37	N/A	17	0	54	69%
2011-2012	150	217	199	145	73%	54	N/A	26	0	80	55%
2012-2013	150	238	223	200	90%	95	N/A	35	0	130	65%
Totals	2000	2451	2060	1430	69%	703	40	299	5	1047	73%

Complete Program Data

FY 2000 – FY 2013



Students who earned a GED Certificate
FY 2000 – FY 2013



Placements
FY 2000 – FY 2013

During FY 2012-2013, PPEP-HEP made a concerted effort to serve as many students as we could, since a new computer based GED examination will be introduced in FY 2013-2014. The “2014 examination” will be more difficult, and it will require the student to develop more critical thinking skills and will require the student to write short answer sentences rather than multiple choice answers. The essay for the writing will be done on the computer, so the student will need to develop typing skills as well as basic computer skills.

PPEP HEP’s dedicated staff is prepared to help its students develop the necessary skills to be able to pass the examination. These required skills will make our graduates better prepared for the job market and college/university education.

PPEP-HEP is fortunate to be able to offer the services of the other PPEP agencies to its students. PPEP has its NFJP program, Housing and Microbusiness Division, and the Behavioral Health and the Human Resource Division. In essence, PPEP-HEP is a multiagency approach to help our farmworkers to get their GED's and to continue their education afterwards.

In conclusion, the HEP program is having a positive effect on our farmworker community by helping them to be better educated and better informed on pertinent issues, which hopefully, will give them the self-esteem and desire to become involved within their communities.



PPEP-HEP

PPEP, INC
ARIVACACOMMUNITYGARDEN

Annual Report 2009-2010

Produce from Arivaca Community Garden



The Arivaca Community Garden is approaching its fifteenth year of operation and continues to produce a variety of different produce for the community. The focus of the program is to provide fresh produce to low income individuals through farmers markets in low income communities and by donating fresh produce to the local community food bank. Each month fresh produce donated give opportunity for fresh vegetables to be put in the food boxes.

This program continues to move in a direction with amazing foresight and increased crop production. Garden Manager Bill Stern and garden staff David Keller and Joe Kleinholz, along with Carlotta Wray and community volunteers continue to come up with new innovative ways to increase production and get more fresh food communities in need.

The Arivaca Community Garden is just a little over four acres, producing organic vegetables. The garden has grown into a very well equipped operation, with three greenhouses, an extensive irrigation system, all the tools needed to produce high quality, certified organic vegetables, and a bath and wash house for visitors and volunteers from abroad.

We continue to host the WOOFER program that brings volunteers from around the world that work in the community garden and bring their knowledge as well.

Over the past year, garden staffs have attended new training that has given new knowledge in producing techniques. Farming is always a learning experience and this last year was no different. It provided many lessons and opportunities to improve what we do at the garden. Staffs wealth of knowledge continues to enhance the Arivaca garden project and bring new and innovative ideas to the table. It also helps us to increase our yield and provide for low income communities. This past year the garden produced over 15,000 pounds of fresh vegetables and 40% of that yield (6,000 pounds) was donated to the Green Valley community food bank. The rest was sold at market to low income individuals that were able to use their WIC and Snap benefits to purchase local fresh produce for their families.

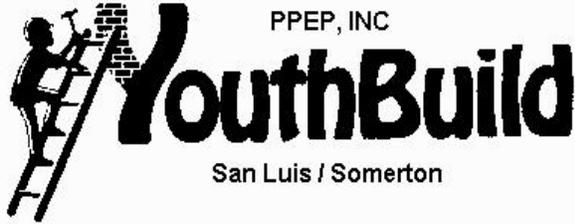
In the pictures below you can see the increase in our harvests and the quality of the produce that is being produced from the garden project. This year the only thing that set us back was an early freeze. When this happens it cuts into our harvest, as our mature plants are the ones that produce the most in the months of September and October. Therefore, we continue to look at other ways to grow and to protect our corps to get the best yields.



This is truly a great project and we look forward to many more harvests and providing healthy foods to low income communities across southern Arizona.

Kari Hogan

Chief Administrative Officer



**Kari Hogan,
Chief Administrative Officer**

“If your actions inspire others to dream more, learn more, do more, and become more, you are a leader, for the very essence of leadership is that you have a vision”



Pictured above is our Eleventh group of YouthBuild graduates. Over the past year, the PPEP Youthbuild program graduated two more youth groups, with this group graduating in Sept. 2012 and May of 2013, for a total of 158 opportunity youth to date. Each year, on average, the YouthBuild Students, along with PPEP Construction Supervisors, build three – six affordable homes. These homes go to lower income families, who otherwise may not be able to afford a home. In the past ten years the Youthbuild program in conjunction with Comite de Bienstar and Yuma County Housing Authority, and many other partners, have completed and built a total 30 homes and finished over 120 rehab projects.



Last year, students participated in many community projects. One of the projects included Global Youth Service Day, in conjunction with the City of San Luis and community volunteers. Here the YouthBuild program adopted a section of Juan Sanchez Blvd. in San Luis and each year get the community together for a huge community clean-up project. In partnership with the City of San Luis and Mayor Sanchez, students work together with community members to show the importance of working together for a common goal and show pride in their community. Pictured above are students, community members, family members, the Vice Mayor and many others showing their support.



This past year YouthBuild completed their second year in the AmeriCorps Program, where 24 of 24 students completed their National Service Learning requirements for college scholarship. Their time amounted to about \$1,500 for each student, upon completing their 450 hours of service that included GED and Construction and other community service projects like the one above.

This past year also brought with it recognition of our Ambassadors of Excellence where each month Youthbuild students were recognized by the local school district for their achievements in education. Picture below are two Youthbuild students being recognized for their achievements in education.



Community Service is such a large part of the Youthbuild program. We have touched the lives of so many families and young people with positive contributions through this program. Throughout the last year, leadership development continues to be an integral part of the program where students become a part of the Youthbuild family and from there it expands. Pictured below are youth with students from a local orphanage. Each year students spend the day with younger youth to play games, provide a picnic and give them each a basket of goodies that includes school supplies and other needed things that students have collected through fundraisers. Because of leadership and creating a sense of pride, student's completion levels continue to increase in achieving their GED prior to program completion. The last youthbuild class garnered 100% education award attainment for completing required AmeriCorps hours and an 80% GED attainment and we continue to work with those that

struggled to obtain their GED as well.



PPEP Youthbuild students are involved in their community. There are numerous opportunities for leadership activities in the youthbuild program, and because of staff efforts and the administrative leadership; PPEP Youthbuild was again able to secure funds from the City of San Luis in the amount of \$26,000, which was a 3,000 increase over the previous year.

Overall the Youthbuild Program continues to meet its goals. We continue to have dedicated staff that work this program and new staff that have joined us to ensure continued success, and to ensure a positive and safe environment for our youth that are ready for the next level. Because of the positive atmosphere and goal attainment, YouthBuild San Luis has been an exemplary model, therefore; providing an opportunity to apply for additional dollars to start another YouthBuild program in Tucson. We are proud of our program, staff and students. Thank you to all who have supported and participated in the Youthbuild program.

Kari Hogan

Chief Administrative Officer



PPEP Microbusiness & Housing Development Corporation Quarterly Report April – June 2013

This is our quarterly PMHDC Board Meeting.

OUR MISSION: Protecting, Supporting & Encouraging Small Businesses

HISTORICAL PERSPECTIVE; PHDC split off from PPEP, Inc. in 1975, at the request of the Rural Housing Assistance Council our grantor at the time. The rationale was that PPEP's mission was education, human services, and PHDC would focus on making affordable housing to rural families.

At that time we were located at 338 N. Granada and when we split PMHDC moved next door to 450 N. Granada and set up their housing services.

The first President of PHDC was Walter "Doc" Holiday and the Housing Director was Ann Ball. It was not until 1985 that the name was changed to add "microbusiness" to the name, thus becoming PPEP Microbusiness and Housing Development Corporation (PMHDC). Frank Ballesteros along with Arturo Magana became the first leaders of the micro credit program funded by the Ford Foundation. In those days we were affiliated with ACCION International as our technical assistance provider. In 1999, PMHDC was honored at the White House and received by President Bill Clinton, Hilary, and Secretary of Treasury Ruben. They honored PMHDC and its client Maria Jesus Gaxiola, 'program and client of the year.' Later that year PMHDC became the first CDFI or Community Development Finance Institution certified by the US Treasury as a 'poor people's bank.'

Over the years, hundreds of self-help housing units have been built for farmworkers and rural poor. Including the farm labor housing units in the Santa Cruz Valley. The 18 unit multi-family project known as Don Frew was built in Marana. Shortly after that a 31 unit project was built in Benson for semi-independent seniors named La Ramona Morales. Over the years 25,000,000 in micro loans have been made in the border region alone. Also in 2008, PMHDC provided T/TA for micro credit programs in West Africa including Cameroon, Nigeria, Ghana, and Ethiopia. Most recently we assisted a microbusiness incubator for seamstress with Diabetes in Limbe, Cameroon, known as the High Tec Tailoring Shop. See www.ghanaoldbaika.org.

PMHDC in the United States this past year has seen considerable consolidation and restructuring to adapt to the border region economic crisis, now in its fourth year. PMHDC

along with banks and other lenders have sustained considerable losses due to closures of business and failure to pay on their loans due to the very bad economic conditions.

The other main obstacle for PMHDC of late has been to resolve the ongoing HUD-SHOP inquiry on a PMHDC Consortium member. Thistle a rural housing development corporation in Colorado had incurred some disallowed costs. Subsequent, to the HUD inquiry PMHDC, as the consortium leader was required to pay back \$86,000 for the Thistle disallowances. Plus there was a huge expense in consultants and lawyers that had to reconstruct the HUD inquiry that was several years old and none of the original staff was still around.

It is anticipated that PMHDC will recuperate most of the money from Thistle including their share of the consultant and lawyers' fees. As for the aforementioned large write-offs from the past; these loans from the border region have been for the most part taken care of. Last year we also re-activated PPEP Nonprofit Housing Development Corporation (PNHDC) California that had been dormant since 1985, when we incorporated in Brawley, California, for possible ventures in Southern California. Once the board was appointed, they held one of their initial meetings in Tucson.

This year, we are off to a good start with new and more conservative loans and emphasis on recovery and offering in depth business training. We have a grant writer on board to assist us in mobilizing new funding sources. A repayment structure to PPEP for their support is in place to cover unmet costs during the border economic crisis. Finally, the morale is high among the staff and clients and we are optimistic about the future.

Sincerely,
John David Arnold, PhD
PMHDC CEO/Founder



PPEP hosts meeting at Jack's Original BBQ owned by Sylvia & James Williams, PMHDC loan clients

PMHDC has a small but very dedicated and highly efficient seasoned staff. PMHDC not only features lending but also business technical assistance.

As the economy grown so will our program. We are optimist towards both outcomes.

PMHDC Staff:

Dr. John David Arnold, PMHDC CEO & Founder

Miguel J. Zazueta, Community Development Officer

Ana P. Mendoza, Loan Compliance Officer

Damaris V. Gonzalez, Business Training Coordinator

Sandy Hernandez, Business Counselor (Yuma County)

Jacob Herrington, Housing Coordinator

Robert Milianta, Farm Labor Housing Program Director

Martha Combs, Farmworker Housing Case Manager

Elizabeth Murrieta, Resident Manager at El Memorial Don Frew Apartments

John Smith, Routine Maintenance Technician at El Memorial Don Frew Apartments

Imelda Baldazo, Resident Manager at La Ramona Morales Apartments

Wayne LeFurgey, Maintenance Technician at La Ramona Morales Apartments

Additional Support: Barbara Coronado & Carol Dellacona

Consultants: Danita Rodriguez, Danita Rodriguez & Associates



PMHDC Loan Review Committee

Mr. Edgar Granillo

Mr. Clarence Boykins

Mr. Scott Nasca

Clients had the opportunity to attend many business training opportunities this past year:

Many workshops were provided for our clients of Pima & Yuma County during this quarter, which included:

Business Recordkeeping

Using a Computer for Business

Business Communications

Marketing Your Small Business

Operations Management

Finance Management

Access to Capital

Technical Assistance/Training in Yuma County



The owners of The UPS Store in San Luis, Arizona were assisted by their counselor with their QuickBooks accounting. The owners were using a POS system which recorded sales and all transactions from the cash register and posted them to the appropriate accounts in the QuickBooks general journal. The owner also input some transactions and payroll transactions to QuickBooks. However, they found when they were trying to sell the store that the financial reports they were providing did not depict an accurate picture of operations. Counselor taught clients about balance sheets and profit and loss statements and assisted clients with the entry needed to provide comprehensive financial statements. These financial statements were then used to provide to the franchisor and potential buyers a true representation of the operations of the business and aided with the sale of the business. The business had financial crisis because of their inaccurate reporting which was corrected with the multiple individual counseling and training sessions spent with client.



Pau's Bakery owner, Paula Ramos, has been attending our business workshops to help her learn about various principles for running her business. Her high school-aged son, who has helped her with the baking over the years, has also been attending. It turns out he has a propensity for business, and looks forward to our workshops. He has been working on a marketing plan for the bakery which includes utilizing social media and has set up a bookkeeping system to help manage the bakery's finances. We opened his eyes to the world of business and may have opened the door for this up and coming entrepreneur. Client was assisted with financial management of banking account and reporting. Client had various bounced checks which made her pay excessive late fees and non-sufficient fund fees which were cutting into her profits and also losing credit accounts. Client had to pay cash on delivery from certain vendors because of the NSF incidents that were happening consistently. Our business counselor Sandy Hernandez assisted her with multiple individual and group trainings on financial reporting, online banking and created a daily track sheet. Since our crisis intervention, the client has been able to manage her cash flow better, business checks, and has recuperated some of the credit vendors who offer her a net 30-45 days.



A single mother, Dora Ritchie, raising her children on her own, knew that being a broker for the importation of heavy equipment sold and shipped to businesses in other countries, would

never provide more than a meager living for her family. As a broker, she knew the industry, knew the requirements, and the steps for exporting equipment, but did not have the capital to buy and sell equipment on her own. She knew that this is where she could increase her income to help assist her children with the support they needed as they neared college-age. She then applied for a loan with us and got to work. She bought and sold her first two equipment purchases within a couple of months and during that time attended our workshops. She found being a broker did not equip her with the skills necessary to run a successful business. She met with her counselor and learned how to set up an accounting system on her computer that she could track her finances with and also attended the workshops to learn about marketing her business online and creating documents and promotional materials. Continuing professional development is as important to her as a college education is to her children.



Insane Aquatics

Loans- During this quarter we were able to finance a star-up business called Insane Aquatics which is a home based business. Insane Aquatics is corral and reef farm that retails online to a large group of consumers in a growing market. This home based business has a low operating cost since it doesn't need a store front or employees to promote the products. The owner has extensive knowledge in the industry. Credit was not available

elsewhere under the same terms and conditions. The SBA loan was very instrumental in launching this business properly and allowed the business to initiate at a right level needed. Along with the loan was a business strategic training plan tailor to the business needs. Within the next 6 months, the client will be receiving training on industry research, competition analysis, accounting, marketing, branding, and much more. The training will take place on a one-on-one setting with loan officer and/or training coordinator.

I.) During this last quarter a great effort has been placed in strengthening and developing a strong strategic partnership with border area business and community organizations. The following are the organizations PMHDC has been diligently working with and collaborating to get loan referrals.

Yuma County:

- City of Somerton
- San Luis Chamber of Commerce
- Arizona Western College Small Business Development Center
- Accomplished through this alliance:
 - Meeting on a monthly basis since May to plan a joint marketing campaign in the Somerton/San Luis Area
 - Scheduled to co-sponsor business workshop in August

- Established a loan-interest referral process to PMHDC
- Goals:
 - To use the SBDC to provide more pre-ta during loan process and PMHDC will then focus on post ta after loan is funded.
 - To increase loans made in Yuma County.

Pima County:

- Established the MOU with SCORE Chapter in Tucson. Will continue to use this resource to provide pre-ta to would-be loan clients and in turn reduce the amount of pre-ta we are currently doing.

Cochise County:

- Cochise College Small Business Development Center
- South Eastern Arizona Governments Organization (SEAGO)
- Accomplished through this alliance:
 - Establish a referral process for those interested in loans
 - Participate in community events were we may present information on how to apply for a micro-loan.
- Goals:
 - To use the SBDC to provide more pre-ta during loan process and PMHDC will then focus on post ta after loan is funded.
 - To increase loans in Cochise County

Lohr Equipment



Training & T/A

Ruben & Rosa Araque Db

Lohr Equipment: This client applied for a subsequent loan to expand his business services from dry freight hauling to include refrigerated products through the loan he received from us to purchase a refrigerated box. The client saw the need of transporting produce from Arizona to California as an additional

source of revenue for when the exporting of equipment or transporting equipment season would be low, the produce transportation could help increase the sales. Client's wife Mrs. Rosa Araque administers the business by managing the accountability and reporting required. Mrs. Araque has been receiving training on how she can create and keep up to date the profit and loss statements since they were previously being outsourced to an accountant that cause an expense, but also they didn't fully understand their cash flow situation too well. Now since they create the profit and loss statement, they are receiving

training and technical assistance from PMHDC whenever needed. The clients understand their cash flow situation better, their service revenue has projected to have a significant increase, and the loan has cause to sustain two full-time jobs in this company.



G'S BARBERSHOP, LLC

Paul Brown Db a G's Barbershop, LLC: Mr. Brown applied for a loan to upgrade his current barber chairs and business supplies. Since the loan, the business has decided to relocate to a university area since their main emphasis and targeted market is college/university students. The business has a sports look with a couple of flat screens television showing games and different sports and the shop colors are those of the University of Arizona of which they are near to. The client has been helped identify what their core services and prices are so that the minute a new client walks in they know what

the services available and cost will be. We have helped out the business with sales and promotions ideas with flyer creation and distribution to other educational institutes in the area. Client will also be taking an accounting training course one-on-one with one of our staff so that they can fully understand their cash flow situation and have documentation prepared for their tax season. Client is very excited for the number of new clients that have walked in their shop due to the summer and sales promotion idea we helped them developed. Client's business is doing well and if it wasn't for the loan, the business wouldn't be able to provide an opportunity for seven other barbers to have a prime location where to conduct business. This client has been receiving continual technical assistance like most of our clients with marketing, sales/promotions, accounting, managing, business planning, service expansion or replacement, and many other training topics we offer to our SBA clients.

PMHDC Pictures



Farmworker Hall of Fame awardee meets with John Torrez, PMHDC Board Member

PPEP Microbusiness and Housing Development Corporation (PMHDC)



PMHDC/PSHC Housing Portfolio and Migrants and Seasonal Farmworkers (MSFW) Program

PMHDC continues to be proactive in outreach and establishing partners for our housing programs - USDA – Rural Development's (RD) residential and multifamily programs, Arizona Department of Housing and the US Department of Housing & Urban Development.

We have acquired 10 homes in the Yuma, Somerton and San Luis, Arizona area for the MSFW program and these properties are in different stages of rehabilitation with the cooperation of YouthBuild and Comite de Bien Estar of San Luis, Arizona.

We are also seeking partners and conducting due diligence on two new potential projects for the PMHDC housing portfolio - very low-, low- and moderate income residential housing and subsidized apartments in Willcox and a market-rate project in downtown Marana.

We are hopeful (contingent upon funding) to initiate construction on Phase II of El Memorial de Don Frew Apartments - 9 new one & two story, garden-style units with the financial assistance from PMHDC and a USDA – RD, Section 515, Multifamily Housing loan (MFH) at the property located in Marana, Arizona.

El Memorial de Don Frew Apartments are in the final stages of a substantial rehabilitation financed by a USDA – Rural Development (MPR) loan and grant. Financing includes a grant of \$71,154 and a subsidized loan in the amount of \$384,801.00 amortized for 50 years at one percent interest. The rehabilitation includes new HVAC units, new water heaters, new doors, new bath tubs, new energy efficient windows, new signage and a repaved parking lot for the project.



We are in our final stages of rehabilitation and construction will be completed four months ahead of schedule. We plan to hold a Re-Grand opening at the property in November.

We have installed the new parking lot and irrigation system in this area.



Earlier this year PSHC upgraded and improved many small areas of La Ramona Morales Apartments, in Benson, Arizona. These new items consist of new sidewalks to the garden area, parking lot repairs, new awning and shade sails, a new frontage sign and a community garden. The residents have benefited from these improvements.

Our rental occupancy has been very high - 98% - this last fiscal year and revenues have increased.



We have installed a brand new lighted frontage sign.

PPEP Behavioral Health and Counseling

Promoting Personal Responsibility and Individual Value

A Spirit of Exploration! by Gina Judy, CAO



A Spirit of Exploration! This phrase guides the Executive Director, Carlyn Hacker, and the Behavioral Health team in the provision of superior behavioral health and counseling services.

PPEP's Behavioral Health and Counseling services.

Our counselors and behavioral health professionals promote personal responsibility and help individuals work through personal challenges.

Individuals dealing with issues such as depression, stress, addiction, relationship problems, parenting, or aging sometimes require the services of an expert to guide them through self-examination and self-improvement.

The PPEP Behavioral Health and Counseling Department recognizes that every client is unique and every client is on a journey of self-exploration. As a result, a single approach or technique does not fit all.

Our clients are all individuals with unique stories that are both compelling and dynamic.

It is through dialogue and personal exploration that individuals learn and grow. It is the constant change, activity, and progress of their own story that fuels personal development.

We tailor our supports and services with this in mind. Such a client-centered philosophy provides an environment rich in personal growth and development.

Each individual possesses the answers to his or her own questions.

In the behavioral health and counseling department, our skilled team assists in making those answers more obvious.

We understand our job is to help the individuals solve their own problems by helping them to identify and utilize their own resources.

Behavioral Health Department

*By Carlyn Hacker, MS, LISAC, CDVC III
Executive Director*

When writing this annual report, I think about my 10th grade son who frequently has writers block when it comes to his journal for English class. I keep harping on him to, “just get it done” to which he replies, “I don’t know what to write since nothing really has changed since my last journal entry and what does the teacher want to read about”. This is where I am stuck (like mother like son or vice versa).

You see this is my 21st year working for PPEP in the Behavioral Health Department and writing this annual report for the last 15 years. I cannot believe it has been that long since I know I am not that old (Ha! Ha!) and I cannot believe another full year has passed since writing the last report (I almost cringe getting Connie’s reminder emails about doing this). So, what to write that you all would want to read that might be different from any of the previous years (especially for those six employees that have been with PPEP even longer than I have (i.e. John, Patti, Kari, Bonnie, Sandy, Gina,)). I could tell you how PPEP Behavioral Health Services (PPEP BHS) provides a very comprehensive package of counseling services such as:

- Coordinating services with CPS to provide counseling for individuals and families that have their children removed due to chronic problems such as substance abuse, domestic violence and a myriad of additional related issues;
- School-based counseling services in all the PPEP Tec High Schools, the Altar Valley School District, and Ajo;
- General Mental Health counseling groups including parenting, health relationships, domestic violence, adult/civic responsibility, couples, family, and individual therapy where needed;
- Gender specific services;
- Substance abuse, DUI, and evaluation services referred through various court systems;
- Psychiatric, medication monitoring, and case management for our seriously mental ill clients within Ajo, Arizona;
- Motor Vehicle evaluations delivered by a 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.

- And more, much, much, more.....

Often times our referral sources and clients ask for things the bigger agencies won't do since they have layers of bureaucracy to trudge through in order to incorporate new ideas or changes. This is in effect is what PPEP BHS can and has been doing. At times, I feel like Kevin Costner in the movie *Field of Dreams* "If you build it they will come". Considering these requests and where possible creating them has afforded our clients the opportunity to participating in Health Relationships group, Counseling services in Somerton (I swear, the hottest place on earth), Couples, Family therapy, and Eye Movement Desensitization Reprocessing(EMDR) treatment (sounds cool doesn't it). This has encouraged therapists to make suggestions and try new ideas such as an Adult Art Therapy Domestic Violence group. This idea sprouted not only from the clinician's (Brenda Hanna) own passion for art but out of observing the many doodles from our clients (some obscene, some not) on clip boards we use for written assignments in group.

Similar to John David Arnold's philosophy of thinking out of the box when he started driving the green bus to the fields and incorporating rural services, we have found the PPEP BHS staff enjoy functioning outside of the box as well. It is this level of thinking that keeps PPEP Inc. alive and our clients happy at a time when no one else wants to serve in the same way because "it's too hard, time consuming, costs too much in fuel, or just plain old inconvenient." It seems when systems change as they frequently do, barriers arise, and other agencies attempt to mimic what we do best, especially in some of those rural areas, their level of consistency eventually falters over time and it is always PPEP who is there to pick up the pieces always with the well-being of the clients in mind.

If you have not figured out the theme to my annual report so far, I will simplify it for you (or more formally); In conclusion, PPEP BHS not only strives to continue delivering quality services but has provided them consistently for years. This department has been fortunate enough to maintain longevity in 80% of its personnel from our CAO, Gina Judy (22 years), who happens to be a fantastic supervisor), through most of our clinicians', Thomas Richeson (11 years), both Harrell Goodman and Laura Thompson (10 years) and support staff Christine Valle (20 years). I have been fortunate to have such a great group of people to work with and sometimes each day just seems like a vacation (No, I am not using my combined leave). PPEP BHS hires employees that are not only devoted to what they do (Tammy Zuniga, Clinical Director and myself are not slave drivers) but find value in delivering these services to the clients in a manner that supports their moral convictions in conjunction to PPEP's overall mission.

PPEP John David Arnold Outreach Division

Refugee and Veterans Assistance

A Spirit of Service! by Gina Judy, CAO



A Spirit of Service! It's the driving force and motto of the new PPEP Outreach Division led by Zeke Gebrekidane.

This new division of the agency fully explores and addresses a variety of aspects of outreach and service.

The Outreach Division looks at serving the individual living next door to us in our communities as well as service actions that have global impact. Whether it is helping an individual develop new skills or assisting a veteran locate the supports to explore a career path, the Outreach Division at PPEP makes a difference.

Even though the Division has started out with one key employee, the efforts of this one individual have already been tremendous. Even after only a few short months of operation, the division has supported hundreds in gaining the types of supports needed to integrate successfully in their communities.

Everyone deserves his or her basic human rights: food, shelter, and health.

Everyone deserves the opportunity to have a chance to make something of their lives.

Assistance to obtain a basic education, a job to support themselves, food to feed a family, or locating a place to live are some of the examples of the many ways that the Outreach Division has already made a positive impact in our communities.

We at PPEP believe it is important to have programs to help others become active participants in our communities.

PPEP JDA Outreach

By Zeke Gebrekidane

The John David Arnold refugee and veteran outreach have been active since mid-June 2013. The program responsibilities are divided into two where the outreach of employment recruiting for job placement & enrolling individual with various training opportunities within the Pima County One-Stop program. The program has been running successful in assisting the local refugee population as they transition in Tucson.

Further, there were collaboration work being done to determine what the needs were for these refugee populations with other local refugee agencies such as International Rescue Committee (IRC), Catholic Social Services, TIARC and Lutheran Social Service. During the collaboration work, we determined what the vital needs were for the refugee community in Tucson. The needs are finding fit employment, interpreter for language bearer and enroll individuals into the job training. As more and more people became aware of the service we provide with job placement, working with Pima County One-Stop to enroll students for Commercial Driver License (CDL) School & Training schools; individuals immediately began to set up an appointments for office visit with the case manager where they can get help with the service request.

The services provided range from job placement, gave away free government telephone through LULAC, free three different languages interpreter at any give time, DES advocacy for unemployment filing & nutrition assistant, two days employability skill training at One-Stop, enrolling students with HDS Trucking Company for CDL and use the Arizona HEAT program to send individuals to accredited institution. In the last three month & half we have directly served well over 65 individual clients. Every day, we are here to meet the need base of our clients.



ENCOMPASS Preschool

Excellence in Early Education

A Spirit of Learning! by Gina Judy, CAO



Let me introduce you to a new program that was created this year, The ENCOMPASS Preschool. Led by Preschool Director, Kristina Ramirez, the preschool is an example of the ENCOMPASS Spirit of Learning!

This phrase provides the foundation and the guide for the ENCOMPASS preschool.

The ENCOMPASS Preschool is located in Somerton, Arizona and is designed to serve children from the ages of 3 to 5.

The students work on increasing age-appropriate interactions within the home and school environments.

Family members are involved in the educational process and working relationships within the community are promoted.

The program provides an environment where children can explore and discover the world around them where they learn respect and are respected as individuals.

The program integrates elements from early childhood development and active play.

There is a strong emphasis on language acquisition and development.

The following goals have been established for all children who participate in the program.

- To provide experiences throughout the school day to enhance communication skills.
- To provide opportunities for developing fine and gross motor skills.
- To encourage an accepting and caring attitude towards others.
- To provide opportunities and encourage development of a positive self-concept.
- To provide opportunities for development of appropriate interactive skills between peers.
- To provide guidance and support in the development of self-control and independence.
- To provide opportunities for creative expression.
- To provide a safe and positive preschool experience.
- To provide needed support and assistance to parents.
- To provide opportunities for making choices, develop problem-solving skills and growing intellectually.

During the preschool day, children participate in a rich variety of activities in which they experience many opportunities for learning.

Each day children take part in circle time, small group activities, large group activities, independent playtime, story time, and movement activities.

A variety of trained staff are present throughout the day and a team approach is used while working with the children.

ENCOMPASS Preschool

By Kristina Ramirez, Preschool Director

Encompass Preschool is happy to be the newest member of the Encompass family.

We are located at 115 North Colombia Avenue, Somerton, Arizona. We opened our doors on August 5, 2013 with four children.

We are slowly growing with the anticipation of serving up to 59.

We provide educational child care services to children 3 to 5 years old, offering services Monday through Friday, 6 a.m. to 6 p.m.

Kristina Ramirez is the director with a teaching staff of three: Cynthia Bueno, Melisa Sarbia, and Lydia Navarro.

Among the four staff there is over 35 years of early childhood education teaching experience. As the program grows we will be employing additional staff.

All of our staff members attend monthly training to gain better knowledge of how to provide the best services possible to our children and families.

Kristina has attended training in Phoenix for the Arizona State Licensing and DES Child Care Services.

As a team our goal is to help each child reach his or her individual potential. We would like each child to leave us with the ability to enter kindergarten well prepared for a successful future.

We prepare a weekly lesson plan and have a structured daily schedule. We feel children learn by socializing and exploring.

Our daily routine is full of opportunities for free play, teacher directed learning activities, and options to explore.

Our preschool is set up to enhance the children's curiosity.

ENCOMPASS

Enhanced Community Participation and Support Services

A Spirit of Excellence! by Gina Judy, CAO



A Spirit of Excellence moves throughout the ENCOMPASS division of PPEP. ENCOMPASS is the developmental disability industry's example of excellence in community integration for individuals with intellectual and developmental disabilities.

We continue to foster a spirit of excellence in everything we do.

ENCOMPASS is unique in their provision of services to individuals with developmental disabilities. We are not in a competition to show how good we are compared to other service providers, we are in a competition with ourselves.

We continue to enhance existing services and we strive to expand services to meet the needs of individuals throughout Arizona.

A Spirit of Excellence begins with the support and development with each employee. In the ENCOMPASS Division, new members of our team are allowed to be beginners. We recognize that no one starts off being the best. This philosophy travels throughout the division. Not only does this philosophy hold true for new employees, but it also holds true for employees as they continue their careers in the service industry and the field of intellectual and developmental disabilities.

By allowing yourself to be a beginner, you create an environment for learning from mistakes. It's never easy to admit you've made a mistake, but in the ENCOMPASS division recognizing that you've made a mistake is a critical step in learning, growing, and improving yourself and ultimately service provision.

No one start off being excellent – excellence begins each day. Learning in the field of intellectual disabilities is never over. Learning is a life-long process so there is no need to pretend to know everything.

ENCOMPASS encourages questions and allows for mistakes. This is how we grow. This is how services improve. This is how PPEP achieves excellence.

George Leon

And

Elizabeth Encinas

ENCOMPASS Certified Care Givers Named

Arizona's Direct Support Professional of the Year 2013!

In a presentation at the 2013 Direct Support Professional Awards Ceremony, PPEP Chief Administrative Officer, Gina Judy, shared her commitment to direct care employees at PPEP as well as throughout the state of Arizona, *“The work that direct support professionals do is critical but their role too often goes unnoticed and under-appreciated. During the month of September, states across the nation take time to thank our Direct Support Professionals for their hard work and to bring attention to the vital role they play. We are no different here in Arizona. Along with a U.S. Senate resolution and 35 other gubernatorial proclamations, Arizona proclaims this week as Direct Support Professionals Recognition Week. We realize that recognition activities such as this event today is not only a way to say “thank you” to some of our outstanding DSP’s but it is also a way to educate the public and our leaders about the importance and fragility of the direct support profession in the lives of individuals with disabilities. Thank you Direct Support Professionals for All you do! Your contribution to our society is appreciated and it does not go unnoticed.”*



Gina Judy Congratulates George Leon

Arizona's Direct Support Professional!

George has been a direct care professional at PPEP for over 6 years. George has a way of making everyone feel at ease. He fills the home with laughter and fun. George comes to work each day after having worked another job. On the weekends he would leave to go to Mexico to care for his mother who was ill for quite some time and needed assistance. The dedication George shows to each commitment that he makes is genuine.



Crystal Castle and Gina Judy Congratulate Elizabeth Encinas

Arizona's Direct Support Professional!

The Avondale Day Program provides training and transportation for 28 special individuals. Our program has everything all the other programs do with one big exception; Elizabeth Encinas, a Team Leader – Certified Care Giver and the heart of our program. Liz wears many hats during her full and busy days. She drives our vans that provide safe transportation to and from our program daily. She teaches specific goals as well as assists in group classes. Liz treats her peers, the program participants, and guardians with dignity and respect at all times.

Encompass Administrative Support Team **By Jackie Johnson, Office Manager**

The Encompass administrative support staff is located at the main office in Tucson and provides service to Encompass throughout the state.

We were fortunate this year to increase our staff. Our staff processes documentation required to maintain the programs as well as a wide variety of other supports. Specialists are available for staffing questions, auditing, vehicle information, training, billing, timesheets, etc.

The administrative support staff also supports other areas of Encompass. They often travel to our rural areas to provide training, perform audits, or give general help that may be needed. They also work with other PPEP, Inc. departments to provide 1st aid/CPR training. We were also fortunate to be involved in opening the Encompass Preschool.

The administrative staff enjoys interacting with consumers across the state. Many of our consumers visit our office when they come in with frontline staff. Periodically, our office staff provide activities for visiting consumers. The scale in our facility affords us other opportunities to interact with consumers when they come in to be weighed on a monthly basis.

Professional Direct Caregivers week was celebrated in September. This year the administrative support staff honored our Caregivers by displaying a banner on the front of our building and giving out cookies as a way of appreciation. Our frontline staff is comprised of dedicated, wonderful individuals.

Avondale ENCOMPASS Programs **By Crystal Castle, Avondale Program Coordinator**

The Avondale Day Program has grown to 29 participants. Many come looking for a place to call their own. A place where they are important and what they want matters. A place where their voice is heard. This is their program.

Our fitness program has added a Zumba class to the schedule which the individuals love. They continue to learn about making healthy choices.

We also added an etiquette class where program participants can socialize and learn at the same time. One of our Team Leaders Elizabeth won the ENCOMPASS Employee of the Year and was also a recipient of the Direct Service Professional Awards from the State of Arizona. We are very proud of her. She is an excellent example of our employees who work closely with our individuals. We truly believe in Dr. Arnold's mission statement SI SE PUDO! Yes we can! It's never no you can't it's what can we do to help you success.

Casa Grande ENCOMPASS Programs

By Maria Davis, Area Director

PPEP, Inc. ENCOMPASS continues to provide day treatment, habilitation, transportation, and in-home services in this growing region. It has truly been an exciting year in the Casa Grande region. In addition to our continuation of service provision, we were finally able to open our new location on Jimmie Kerr Boulevard in Casa Grande, Arizona.

It may have taken us three years plus but we are open. Our program participants are so happy and proud. They have purchased flowers, soil and pots to brighten up the center. They have planted them and now they are both in bloom. The program is almost at full capacity with room for only one more individual. We may end up with a waiting list can you believe it?

The center is geared to meet each individual's needs and to accommodate their uniqueness. Because as Gardin said "Different not Less". In looking at the future, we plan to have a basketball, shuffle board, outdoor lunch, a couple of swings, and much more.

The beautiful facility houses our day treatment and training program for adults and serves as the home for the management team. Everyone loves the new location and we have already been blessed with several new program participants who have joined our community based group.

Even though we have struggled this year with several openings in our three group homes, we have recently made some progress in filling some of our vacancies and presently have two remaining.

Our direct care staff members in Casa Grande exemplify A Spirit of Excellence. They recently responded to a new consumer's complaints quickly by calling 911. Their actions may have helped prevent further heart complications with this new individual. Great work team! It is evident that our individual's best interest is at heart. SI SE PUEDE!

Ajo and Sells ENCOMPASS Programs **By Will Gibson, Area Program Coordinator**

It is an honor to work with the staff members and the individuals that we serve in the Ajo and Sells communities. Services provided in the region include: Day Treatment and Training, Residential, Transportation, and Individual Habilitation.

Our direct care givers are compassionate and dedicated to the individuals – always helping them manage their challenges.

The Ajo and Sells Encompass Program have had a very eventful year participating in a variety of community based activities and events. Included in the events that we participated in this year were the annual Fourth of July community activities.

Our program participated in all of the events at this annual celebration. Individuals had fun dressing in red, white, and blue American flag t-shirts and hats. And what fun the parade was! It started from the Pizza Hut parking lot and traveled down main street to the downtown plaza. At the plaza the park was filled with game booths, food booths, music, arts and craft booths, and a booth for State Representatives. After a day of fun, individuals enjoyed a BBQ dinner and then fireworks. At the end of the day when everyone was asked what they enjoyed the most, the overwhelming answer was meeting Miss Tohono O’Odham Nation, Miss Tohono O’Odham Rodeo Queen, and Miss Native Arizona.

Individuals truly enjoy being part of their communities and are presently planning fun activities for Halloween, Thanksgiving, and the holidays.

These types of activities are very important to the individuals and they serve to enhance Individual Support Plans.

Thank you to all of the direct care professionals and coordinators for providing our individuals with excellent care and support. Thank you to Gina Judy and the Staff from Tucson for providing the leadership, training, and tools it takes to make the ENCOMPASS programs successful.

Tucson Residential ENCOMPASS Programs
By Joy Weiermann, Area Director

The Tucson area continues to develop and learn from the individuals that we serve. The challenges that our individuals face daily pose an opportunity for each of us to rise above our own insecurities and meet their needs.

The caregivers, team leaders, managers and I consider ourselves fortunate to be a part of our individual's journey and when a bond of trust is formed that is valued and cherished. Each staff member works diligently to meet the needs of our individuals as well as the desires of the team members.

This year a member of our staff George Leon received special recognition from ANCOR for the Direct Support Professional of the year award. To all the staff thank you for the dedication, knowledge, and skills you bring to the job daily. With your consistency and hard work our individuals are leading happy lives in the community. You are each making a difference and we appreciate everything you do.

Thank you to the terrific office administration that helps us keep the details completed. And last but not least to Gina Judy our leader who provides us with direction and support, thank you.

Tucson DTA, Green Valley DTA, and Employment Programs
By Dawn Cantrell, Program Director

Olsen day treatment program provides services for 17 individuals with developmental disabilities. Two of these individuals joined our PPEP Encompass family recently. We are fortunate to have the ability to continue to integrate our members in the community with activities ranging from bowling to visiting museums. This program is geared to meet each members needs so most days there are three separate groups going to three to four separate community based outings. The Green Valley day treatment program which opened its doors to the community of Green Valley and Sahuarita in February 2009 continues to serve individuals with a community based program in this area. This Halloween, we will be hosting our annual haunted house with students from Sahuarita High School who may be interested in attend this program once they transition out of high school.

The employment related program added a new client/worker to its crew. This crew works with the Town of Oro Valley recycling and collecting trash out of bins and along the bike trails. The crew is very excited over the arrival of their much needed pickup truck in which they take great pride in keeping it clean.

Globe ENCOMPASS Programs

By Bonnie Hayes, Area Director

PPEP Encompass continues to support and provide quality care to Individuals with Cognitive Disabilities in the Globe-Miami and San Carlos areas. The Globe programs have had another successful year, despite the funding cuts our programs have faced. PPEP Encompass has five group homes and one IDLA settings, as well as a Day Program. During the most recent monitoring from the State of Arizona; all homes continue to achieve high compliance ratings.

We had two Consumers whom this year turned 80 and 81 years old, what an accomplishment for these two ladies who face multiple health problems. We celebrated their special day by having a surprise luncheon and dance in their honor, local community members, and other day programs in the area joined in to help celebrate this special event.

Our Day Program participants had the honor to meet Miss Apache Independence from San Carlos, Az. Miss Apache Independence came and spent the morning with us, she and her family furnished lunch to include Indian Tacos. She and her mother showed the Consumers how to make Fry bread, each Consumer who wanted to participate was able to roll out their fry bread and prepare it to be cooked. After the lunch she provided us with entertainment to include a speech of her background, and then sang a song in her language. This was a beautiful event and our Consumers enjoyed it.

The day program participants and staff entered some of their art in the County Fair; as a group they entered a paper mache caterpillar which was about three feet long, they received first place . Desiree entered some bead work, she beaded all the characters of Sesame Street and make a background to put them on, she received first place. Jhessi entered some paintings, she received first place. Glennye entered some beaded bracelets and received second place. The Consumers were taken to the fair by the Day Program and they were able to view their items. This was a very exciting time for them.



As the Director of the Globe programs, I am very honored to be a part of each of the Individuals lives we serve, as well as the Encompass Team. I welcome the challenges I face each day to ensure their quality of life. A huge “Thank You” to all of the staff members that make such a positive difference in the lives of individuals with intellectual and developmental disabilities in the Globe area. I would like to thank Gina Judy for all her support to our programs as well as her office staff for their support.



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 Director, a Senior Compensation and Benefits Analyst and a Human Resources Assistant.

Human Resources Director

Susan Marsett

February 2001 - Current

Senior Compensation and Benefits Analyst

Rosemary Montano

May 2006 - Current

Human Resources Assistant

Desiree Monjaras

March 2012 – 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. Works with benefits brokers to ensure PPEP is providing a comprehensive and competitive benefits package to staff.

➤ **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. Enter this information, as required, into the Human Resources information system.
- Safety
Responsible for reporting and processing all work-related injuries. Submits this information to the Worker's Compensation Insurance carrier. Maintains OSHA logs.
- Training and Employee Morale
Responsible for providing training to all staff regarding policies and procedures and other Human Resources related topics, including new hire orientations. Develop morale boosting programs for PPEP employees to boost morale and strengthen company culture.

Company Staffing:

At the end of the fiscal year, PPEP & Affiliates had employed a total of 495 employees. This figure represents a slight increase in staff from the previous fiscal year's figures.

<u>Employee Type</u>	<u># of Employees</u>
Regular, Full- Time	351
Regular, Part-Time	36
On Call	81
Work Experience (WEP)	16
Special Certificate (DD)	4
Temporary	7

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 United Health Care to provide coverage to all employees. PPEP contributes approximately 85% of the cost of employee only coverage. Four options are available to eligible staff: The Performance Plan, The Classic Plan, and two Health Savings Account with the High Deductible Health Plan.
- ◆ **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. Two plans are available to eligible 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 VSP 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. Mutual of Omaha was contracted with to provide employee, spouse and dependent coverage for general life or AD&D.
- ◆ **Short and Long Term Disability** – PPEP provided short and long term disability insurance coverage to all our benefits-eligible employees. Mutual of Omaha 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 Scott Nasca with Country Financial, which offers our employees a wide range of options from which to choose and advice to assist them in their choices.
- ◆ **457(b) Plan** - PPEP created a 457(b) plan for our employees as an alternative to the 401(k) plan. The 457(b) plan allows employees already investing the maximum in the 401(k) plan to continue their investments at an unlimited rate. Norton Retirement Services administers this plan.
- ◆ **Long Term Care** - This plan provides care in private homes, assisted living environments or residential care facilities should the employee become incapacitated to the extent that they can no longer perform two or more activities of daily life. Premiums for this plan are paid 100% by the employee unless the employee has been with PPEP for over eight years. After 8 years of employment the plan is covered 100% by the employer. UNUM provides this benefit to PPEP employees.

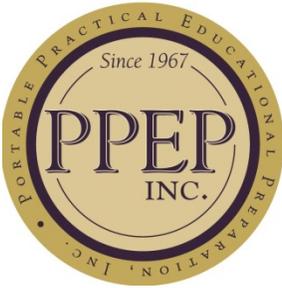
- ◆ **Colonial** - PPEP offered this plan to provide supplemental short term disability, cancer insurance, and supplemental accident insurance to PPEP employees. Premiums for this plan are paid for 100% by the employee.
- ◆ **Legal Shield** – Legal services and Identity Theft protection are available to eligible employees. Premiums for this plan are paid for 100% by the employee.
- ◆ **EAP** – PPEP contracted with Mutual of Omaha to provide behavioral health services and resource information to our employees in need. This is a confidential service provided to PPEP employees 24 hours a day, seven days a week.
- ◆ **Group Banking Program** – PPEP offers all employees a group banking discount through Chase and Wells Fargo Banks.

Goals completed from the 2012/2013 Fiscal Year:

1. **Health & Wellness:** Hosted the Seventh Annual PPEP Health and Wellness Fair and implemented Flu shots for Tucson area staff at no charge to PPEP employees. Approximately 40 staff were vaccinated. Other staff may still receive the vaccine and receive reimbursement for costs. Continued to promote wellness activities for staff, including the 2nd year of Walking for Wellness at PPEP program which spanned from Mid-April- May. PPEP had 200 staff initiate participation in the program, while 98 staff completed the 5 week program and earned an incentive. Continued with creation of a quarterly wellness newsletter to staff.
2. **Healthcare Reform:** Make sure PPEP and it's affiliates are prepared for upcoming Healthcare Reform requirements. Most major changes begin occurring in 2014, so PPEP must make sure it has a solid basis and understanding of the plan prior to the required implementation.

Goals For the 2013/2014 Fiscal Year:

1. **Classification and Compensations Surveys:** Review and update all PPEP's comprehensive compensation plans for all job titles. Evaluate past salary surveys to determine cost effectiveness of the compensation plan. This should assist with and increase the effectiveness of recruiting efforts and promote fiscal responsibility. This task is slated for completion by February of 2013.
2. **Healthcare Reform:** Make sure PPEP and it's affiliates are prepared for upcoming Healthcare Reform requirements. Most major changes begin occurring in 2014, so PPEP must make sure it has a solid basis and understanding of the plan prior to the required implementation.
3. **Employee Self Service:** Implement access for current staff to obtain reports showing all income and benefit information. Additionally, the ability to obtain check stubs, W-2's and combined leave history information from their own computer would be helpful to staff. (This project is almost completed and is waiting to be rolled out to staff in the hope that we can discontinue printing paper check stubs for the staff with Direct Deposit.)



Property and Insurance

Gary Kleopfer, CAO, Property Management

The primary goal of the Property, Insurance & Transportation Department is to support all the other programs in meeting their facility insurance and vehicle needs. In accomplishing this goal the men and women of our department responds to more than four thousand maintenance or service request annually. This includes service request after normal work hours and weekends when needed.

Our department does everything from changing light bulbs to total renovation of facilities. In all this department maintains and supports 28 rental properties, 43 owned properties and a fleet of 107 vehicles. No matter what the request, we will do our best to accomplish what is needed to keep programs running smoothly.

A few of our accomplishments that stand out the most are:

- Renovations to our building in Somerton in order for Encompass to open a preschool. The facility is now open with a capacity of over 50 children and PPEP is now providing a needed service to the Somerton community.



- A major renovation of two units at the Somerton Plazita Dolores Huerta Center in order to move the DOL program to a larger facility. The total area for the HEP and DOL programs will increase by 1,000 square feet.
- We completed a landscape project at a group home in Casa Grande. This project included planting trees, adding landscape rock and improving wheelchair access to the back yard.



- Over the summer we removed carpet from the Alice S. Paul Learning Center, the Raul H. Castro Learning Center, the Cesar Chavez Learning Center and the

Celestino Fernandez Learning Center and installed vinyl composition tile (VCT). The new tile enhanced the appearance and cleanliness of the facilities.

- We completed the installation of a fire sprinkler system at the Encompass Day Program in Casa Grande. The day program is now in their new location.
- We completed projects at the Celestino Fernandez Learning Center and the Victor Soltero Learning Center in order for the schools to service hot meals to the students.
- We installed several thousand feet of telephone and network cabling in various PPEP facilities savings thousands of dollars in outside contract work.

The above is in addition to the hundreds of request we have for maintenance and repairs on a monthly bases.

None of the above would be possible without the hard work and dedication of the hard working staff. Each has my sincere thanks for jobs well done.



James Sams, Lead Maintenance Technician



Phil Greene, Lead Maintenance Technician



Art Bengé, Maintenance Technician and Lock Smith



Alicia Buckholz, Property and Insurance Coordinator

All of us in the Property Department would like to thank everyone in PPEP for their support and cooperation to our department. We look forward to serving you in the coming year and will strive to meet your expectations.



FOCUS: EDUCATION, HOSPITALITY, WELLNESS, SUSTAINABILITY, THE ARTS

Board of Directors

- President Gloria Williams
- Vice President Carlotta Wray
- Secretary Jill Farrel
- Treasurer Michele Fournier
- Members at Large
 - Kathy Sheldon
 - Arienne
 - Christi Trent

AACI Beginnings

In 2011, John Arnold from PPEP Inc. met with a group of Arivaca community members to see if there was interest in acquiring the former Carivaca Assisted Living Facility as a space to meet the existing needs of the Arivaca community. So many diverse purposes came to mind during this meeting and within the next few months, the Arivaca Action Center Inc. formed and the creativity began. The following achievements were accomplished with the help of John Arnold and the PPEP organization, the statewide First Things First system supporting high quality early childhood education, and numerous volunteers who offered their time, expertise and enthusiasm to make our mission a reality.

- The Early Learning Center, an education program for young children, is up and running with ADHS preschool licensing and infant/toddler licensing soon to come.
- We helped organize and execute this year's Arivaca Artists' Studio Tour.
- Hospitality rooms are available for overnight stays to members and visiting guests.
- Our Wellness center is regularly put to use for massages and an exercise space.
- Computer classes are offered weekly to the community.
- Various community groups make use of the facility for meetings and workshops.
- Our 'crop circle has been productive, mainly for native corns.
- Two summers of the U of M Field Studies students program have been based out of the Action Center.
- In September 2012 we received our 501(c)(3) status
- The entire building inside and out was painted by volunteers with paint donations.
- In August 2013 we received our Star Rating for Preschool scholarships eligibility.



Annual Membership Appreciation

Come celebrate with us at our Open House on Sunday, November 10, 3-5 pm. Tour the Action Center, enjoy some snacks; become a member, renew a membership or make a donation. At 4:30 we will draw the raffle winners for two beautiful handmade quilts – one full size made by Janis, and one baby sized made by Nathalie.



SUSTAINABILITY

You too can contribute to sustaining the Action Center, and get discounts on services. Annual individual/family membership is \$60.00 and group membership is \$240.00 per year. Sign up or renew your membership at the Open House, or call Christi Trent at [520-398-7438](tel:520-398-7438)

The corn we grew this year is a colorful heirloom variety from Cochiti Pueblo in New Mexico. It apparently is indigenous enough to carry genes reminiscent of *teosinte* – the wild plant from which all corn is derived. We had little ears growing in the tassling corn tops, and many double sets of ears. Last year we grew out and returned 7.1 pounds of a Tarahumara corn to Native Seeds Search for

distribution back in its drought ridden land of origin.

When our preschool kids were asked, “What do you think we should grow in our garden?” they carefully gave the question some thought then answered, “Popcorn!”

For six weeks this summer, the University of Michigan Archeological Field School kept the Action Center hopping. Students and staff used the center daily for their lab work and meals. Some of these students seeking a community service opportunity joined in to layer mulch the Action Center crop circle and help plant popcorn.

Two beautiful guest rooms with full kitchen privileges are available for visiting family and friends with queen bed and private bath.

Various community groups have been happily using the facility for meetings and activities, whether day-long or evenings.

We are undertaking some community outreach to make our facility known as available for meetings, guest stays, etc. through public talks in the area, emailing birding groups and other likely sorts.





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service opportunity joined in to layer mulch the AACI crop circle and help plant popcorn seeds.

AACI has been successful in securing private and public grant funding including the following:

CSBG funding for operations

CDBG funding to replace a defective heating and cooling system

Desert Diamond Casino grant

Two beautiful guest rooms with full kitchen privileges, queen bed with private bath are available for visiting family and friends.

Various community groups have been using the facility for meetings and activities, day-long or evenings.

Trainings, workshops and council meetings have been hosted at the Action Center.



We are undertaking some community outreach to make our facility known as available for meetings, guest stays, etc. emailing birding groups and other like sorts.

The Arivaca Fire Department Auxiliary has increased their Bingo participation and profits by moving the set up to the Action Center twice a month. It is wonderful to see how diverse groups using the

facility during the same time frame willingly adjust their usage to accommodate use for all, while also learning more about each other's organizations.

CEO

QUARTERLY REPORTS

2013
QUARTERLY REPORTS



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Internet Address: <http://www.ppep.org>

E-Mail Address: pppep@ppep.org

John David Arnold, Ph.D.

Chief Executive Officer & Founder

“Si Se Puede”

“Si Se Pudo!”

Gertha Brown-Hurd

President

Estimada PPEP and PMHDC Board and Family:

This past quarter has involved time to focus on the international but not neglect the domestic programs. The big challenge is to find international funding. As well as stabilize the existing projects and initiate new ones. Over the Christmas Holidays I did just that. First I traveled with Dr. Cousens to Ethiopia to do two seminars on diabetes and sustainable organic farming. Then I was off the Cameroon to inaugurate two corn grinding milling stations in Bambui and the Hi tech Tailoring shop in Limbe for diabetic seamstresses. In Ghana we dedicated the nutrition site kitchen at the Cousens Center in Old Baika and inaugurated the preschool facility in New Baika. A marathon to save the trees was held and the humanitarian Eco Tourism project was kicked off with national TV coverage of both. Dr. Cousens from the Tree of Life and myself have been developing an international or global grant proposal. Some of the strategies are outlined below.

As for the domestic programs we are off to a great start this fiscal year. The school enrollments are up and revenues seem strong despite some heavy expenditure early on. The school kitchens have been completed in the Tucson schools and the PPE Tec in Somerton is in its new facility. The old facility we are converting to a preschool to serve the great need for child care in the area. ENCOMPASS will operate the facility. The HUD issues with Thistle seem to be coming to an end. We had to pay back HUD 86,000. We hope to re coup this money from Thistle as they were their disallowances. Most of the major loans that PMHDC had gone bad because of the border economy have been written off. It appears the PMHDC is headed in the right direction with the cost saving we instituted. Also PMHDC and PPEP have entered into an agreement to offset what PMHDC owes PPEP as outlined by the auditors. The Arivaca Action Center sustained some freeze damage but otherwise is doing very well. The two rental projects are in the black for the first time and renovations are going forward. The board has added some new members that bring a lot of new expertise to the table. The on-line schools in Arizona and California seem to be doing exceptionally well. Their health is vital to PPEP as well.

Below is the global plan to raise funds for the international arm of PPEP and WARES. Also we are assisting in recruiting students from Africa to participate in a Masters vocational program on vegan farming being offered by the Tree of Life. We will do the training in micro business development. The program is a yearlong and

will train the trainers to go back to their countries with new skills to share. Also we are happy to report Daniel Ashiamah our Ghana director appears to have won a senate seat in the national congress of that country. He will do well representing the humanitarian and environmental needs of the rural people. The following is a brief outline of the aforementioned global project.

Title: GLOBAL EMPOWERMENT FOR NUTRITION AND DEVELOPMENT (GEND)

Emphasis: Nutrition, Diabetes Intervention, Vegan Farming, Recycling, Humanitarian Volunteerism, Micro Business, and Development.

Development Mission: to empower rural people and their communities towards a healthy and prosperous quality of life.

Partnering Entities: Tree of Life, PPEP, Inc. WARES Inc., FAI Sonora.

I. NARRATIVE AND SCOPE OF PROJECTS BY NATION AND REGION:

A. Mexico: Development and production of Moringa to enhance rural Mexican health and nutrition. FAI de Sonora already has fields of Moringa under cultivation as well as packaging into vitamins capsules. Need to put more acreage into production and distribute to other areas of the impoverished nutrition deficient areas of the region. Set up instructional component to teach villagers the many uses of this nutritious plant in their daily diet. Also, use the same instructional component for Diabetes education and prevention. Use this project component as pilot demonstration model to be replicated in other areas where applicable. Also, within Mexican scope is the feeding and nutrition education project in Imuris, Sonora, Mexico, where orphans abandoned by the Border Patrol and other circumstances. Thereby, necessitating sheltering and feeding these children along with nutrition education and other interventions. More shelters closer to the border are needed and the Imuris model can be replicated there.

B. Arizona /Mexico Border Region: Increase the PMHDC Micro enterprise development fund for the So Arizona border farmworker communities. This fund would be used to support entrepreneurs engaged in raw food catering, vegan farming (Arivaca Garden model) and vegetarian feeding programs for Preschoolers in Somerton Arizona. The center there would also be a hub for Nutrition and Diabetes Education prevention programs for this vital agricultural region serving both Mexican and US farmworkers. This model could be replicated in the project areas. During the day used as a preschool and feeding center for small children.

C. Ethiopia 'The Roof of Africa' Ethiopian presents a very unique opportunity to platform specialty projects, nutrition, sustainable Vegan farming and herbal farming-models in the rain forest area. Furthermore, developing a senior nutrition and feeding model in rural Ethiopia has wide support and has taken initial steps in

Holeta. This senior center will also be a Diabetes education, treatment and prevention Center. The WADF Foundation has 58 hectares in Awassa region which is a pristine rainforest reserve. Here herbs conducive to that topography could be cultivated. Those successful plants would be exported to other project areas. Also to sustain the project herbs could be sold in the regions markets and city centers. A micro credit loan program would be created to support entrepreneurs in that region to do herbal and other Vegan farming activities. The region near Holeta provides a unique opportunity to develop a model Vegan Farm whereby local farmers cooperatively could operate the farm, train the youth and benefit directly from its bounty. It would become sustainable from the profits derived by the income from sales of its produce. This region is also strategically situated for a replication of the Tree of Life model. Establishing a micro credit program near Axum would be the anchor to the northern region for Vegan farming and other sustainable farming activities.

D. Cameroon the "Garden of Eden:" This country with its extremely fertile soils has the potential as a world leader in food production. However it lacks the basic tools necessary to project itself in Vegan farming and production. For example, there is a great need for local corn grinding or milling machines to save time and extensive travel. Micro credit funds for loans to both youth and adult organic-Vegan farmers to help them become sustainable. Support for ongoing irrigation development for these farmlands plus clean drinking water for the Bambui region. Development and support of micro business "Hi Tech Tailoring Shop" incubator for Diabetics that operates in Limbe, which could become a model to be replicated elsewhere. Support and expand the Alpha Club Microbusiness fund through capitalization as well as the Bambui Micro business loans fund. Both are critical to supporting credit sources to emerging entrepreneurs in raw foods, Vegan farming and micro businesses in support of healthy food production. Establish local farmers markets in the Bambui and Limbe areas to sell their produce, first among themselves, and the surpluses to the city centers. Also develop partnership with the famed Limbe Botanical Gardens which is Africa's center for domestication-of edible plants since 1890. By establishing a cooperative program with them certain plant production such as cultivation of the Bush Mango and other beneficial products that help cure Diabetes and other diseases. Also there is an opportunity to develop relationships with the Agriculture University and Agriculture Research Center in Bamanda; utilizing their research capabilities and student interns to assist the sustainable farmers in Bambui Fondom in the Northwest. A recycling program in the Limbe would help clean the environment and provide revenues for sustaining the proposed projects. The recycling model could be replicated elsewhere. Cameroon is also a unique area conducive to the Tree of Life establishing a center.

E. NIGERIA. This country is fertile for micro credit programs that support sustainable Vegan-organic farming and school organic feeding programs. Very conducive the establishment of a permanent Tree of Life Center in Owerri to serve as a Diabetes education, prevention, treatment center. Thereby, incorporating the teaching with the prevention and treatment in one center as a model to be

replicated. Acquire the facility that is on Nekede Street for the center of operations for the center and the school. Recycling program would help sustain some operations which would be supported by the micro loan program. A recycling project would be initiated in Limbe to serve as a model for the rest of the project area. This would be supported through the micro loan programs referenced above.

F. GHANA: provides a unique opportunity to develop programs in the context of the rainforest which encompasses much of West Africa. Already a fledgling school and elderly nutrition program are underway that needs to be expanded and the model replicated. Two clean water wells were sunk and put into operation. There needs to be three more in Old Baika and three in New Baika. A water board could be created such as in Bambui to operate and maintain and make sustainable the clean water projects. A community based FM radio station is needed to link the 14 remote villages with health, nutrition and diabetes education coupled with sustainable farming instruction etc. This public station enlists the expertise of the local universities and medical facilities for programming in the areas of good health and good health. The local medical hospital that is partially abandoned would serve as the Volta regions Tree of Life Center of operations with education, health and Diabetes prevention programs impacting the 18 Buem Kingdom villages. Youth health, sports, cultural programs such as running, traditional dancing and exercising would be supported and expanded. A door to door home visitation program to teach women in preparation of organic foods from the forest and to provide healthy alternatives to processed and junk foods. Also, conduct organic food fairs and establish farmers markets to sell organic produce locally. There is a great opportunity to develop recycling in the Buem region to produce revenue for street lighting, trash bins, street improvements and other amenities that improve health and safety.

G. India. The Punjabi State of the Sikhs is the most ideal region to platform our proposed project to impact on the health, nutrition and development of rural people. Not only is it India's northern bread basket but its farmworker population is young and needing health and nutrition education. Also, the region is endowed with doctors committed to making a better life for their rural communities. We can reach out and support those efforts. Also, establish a pilot Tree of Life & PPEP prototype for the rest of India. The established network of doctors and clinics located in the target area to work with as a platform. A recycling project would be most sustainable there as well. Because Sultanpur, Lodhi, the target or hub of activities is endowed with numerous prestigious colleges and private schools. This is a great opportunity to reaching and involving the next generation in our mission.

II. HISTORICAL SKETCH OF RECENT ACTIVITIES IN THE PROJECT AREA

Within some of the main project areas. There have been considerable activities. The summer of 2012 was PPEP and WARES second encounter to Ethiopia, this time it was to inaugurate two projects. The first being the WADF Foundation Botanical Garden in Awassa under Mellesse Emanuel and the Holeta Senior Nutrition and diabetes Education Center headed by Bate Betanash. Also to set the

ground work for the upcoming visit of Gabriel Cousens MD and Dr. Arnold who were coming to Ethiopia in December to conduct seminars on Diabetes and Sustainable organic farming.

The first intervention was in Awassa where we signed a three way cooperative agreement between PPEP, CEDES, and WALDF to conserve 150 acre pristine forest and ecological site for that region and posterity. PPEP, Inc. is investing 6000 in seed funds to launch the botanical and conservation aspect along with technical assistance, the idea behind this project is to set up a conservation model to be replicated in regions of Africa where deforestation is rampant. These protected zones are vital to Africa's environmental future. On the site there are Hippos, Baboons, exotic monkeys, birds and water fowl to name a few. A micro credit program as an adjunct is being considered. CEDES is an ecological preprogrammed in Sonora Mexico that was a signer on the cooperative agreement. They also operate an African Safari park in Hermosillo, Sonora. Oscar Tellez is the state director of an ecological project in that state. The Limbe Botanical Garden in Cameroon is also a potential partner.

The second project is the senior nutrition and Diabetes Education center located in Holetta outside Addis, Ababa founded by Bate Betanash Assisted by her husband Dr. Sowed. PPEP and the Arnold Family Trust is funding the renovation and furnishing of the center and the Tree of Life Rejuvenation Center in Patagonia Arizona will fund the ongoing operational costs once the renovations are completed. Dr. Gabriel Cousens the Tree founder hosted Bate to come to. Arizona and train in their whole foods kitchen and organic food production program for 6 weeks. This December both Dr. Arnold and Dr. Cousens will participate in the official opening of the center. Also during that visit they will participate in the nation's first Natural Cure for Diabetes and sustainable Organic Farming Seminar in cooperation with Dr. Ahmed and the National Diabetes Foundation. The invitation to do this was issued to Dr. Arnold last December by the President of Ethiopia. Subsequent there will be visits to Axum, the Ephraim Refugee Camps, and the Jewish settlements at Lake Tana. During Dr. Arnold's summer trip, he was interviewed on the popular satellite news program called Meet ETV by Mr. Tefera Ghedamu, Zana Productions. This 25 minute interview featuring PPEP' 45 year history was aired 5 times worldwide that gave WARES, the Tree, and PPEP maximum exposure in the English speaking world.

In September, WARES held its annual board meeting. The election of the board officers were President Dr. CAC Eronini from Nigeria, Vice President Nana Otipong Otibribi III, Secretary Dr. John David Arnold, Treasurer Dr. Gabriel Cousens, Member at Large Gertha Brown Hurd. Dr. Arnold was also named the CEO and Founder and distribution of Moringa for WARES. All positions are voluntary.

The late 2012 and 2013 interventions were as follows: This past Christmas holiday Season in African the following update to activities was undertaken: Ethiopia. Dr. Cousens and Dr. Arnold conduct two seminars in that country upon invitation of the

President. The seminars covered the natural cure and prevention of sustainable organic and Vegan farming. One in Addis Ababa and the other in Axum a micro business fund was also established near Axum by Dr. Arnold to support organic farming. The Holeta senior nutrition and Diabetes Education Center was dedicated. In Awassa, the micro credit program was given a boost to capitalize its loan fund. In Cameroon two corn grinding mill prototypes were dedicated in Bambui, A microbusiness program in Bambui received training and capitalization as did the Alpha Micro Credit Program in Limbe. Also in Limbe the High Tech Tailoring Shop, which is a micro business incubator for Diabetic women was launched. Cameroon is sending 4 names in nomination for the Tree of Life Vegan Farming master's Program.

In Ghana the Dr. Cousens Nutrition Center kitchen was inaugurated with 500 persons receiving an organic meal. A Preschool block was renovated in New Baika that seeks to initiate a water company. A marathon to 'save the trees' in the rainforest took place as well as a number of cultural events for that region. Candidates for the Tree of Life Master's program were solicited with a number of applicants showing interest as well as humanitarian tourists coming to their area. Beekeeping and Vegan farming are also being discussed supported by the micro loan fund. We received excellent media coverage in each country documenting the activities. Two of the interviews were aired via satellite worldwide. These news clips can be viewed on the WARES WWW.AFRICAWARESNDONATE.ORG and Old Baika web pages WWW.GHANAOLDBAIKA.ORG which were recently established with content highlighting the work done. Also the African Edition published by the Vanguard newspaper in southern Arizona which can also be viewed on the web pages and is attached. For more detailed information concerning The Tree of Life, PPEP Inc., WARES please consult their web pages at <http://www.treeoflife.nu>; <http://www.ppep.org>; and <http://africawaresdonate.org>.

Sincerely,
John David Arnold, PhD
PPEP and PMHDC CEO/Founder



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John David Arnold, Ph.D.

Chief Executive Officer & Founder

“Si Se Puede”

“Si Se Pudo!”

Gertha Brown-Hurd

President

CEO REPORT QUARTERLY REPORT

PPEP, INC. - PMHDC

“A TIME FOR PARTNERSHIPS”

April to August 2012

Estimados PPEP and Affiliates Board of Directors:

This first quarter of 2013 has been very active on several fronts. In January, we dedicated the Dr. Cousens' Nutrition Center Kitchen in Old Baika, Ghana that feeds 330 school children each week. The Omaboyo Pre-School renovation project undertaken by PPEP, Inc. in New Baika was also dedicated. On the home front there has been considerable activity on the education side both in our PPEP TEC Charter High Schools and the online schools we support in California, which will be reported in detail later in this report. There have been preparations made to adjust to the sequestration of grant funds from the government agencies that fund us. In so doing we have intensified our efforts to mobilize private sector partnerships that generate un-restricted funding primarily through our on-line learning school both in Arizona and California.

The steps being taken include protecting the existing PPEP and Affiliates through registering them with Trademarks. This way no one can encroach on our name and identity. To date, most every one of the affiliates has their own registered Trademark owned by either PPEP or PMHDC.

The newest corporations are the California Alliance for On-line Learning (CAOL), which is an affiliate in Sonoma County, where they have operated a virtual academy. Recently, the old board members were required and Dr. Celestino Fernandez and I were asked to populate board and finish out the school year. The CAOL Board is asking PPEP Arizona to become its owner and future on-line school sponsor. A Trademark will be solicited by PPEP Arizona. Kevin Johnson (former Suns NBA Star), now Mayor of Sacramento has encouraged us to consider that area in our next charter request. The second corporation is PPEP Housing Development Corporation California (PHDC). Both PPEP CA and PHDC CA were constituted in 1986 in Brawly California responding to a grant opportunity. Subsequently, when that funding was denied we kept both corporations in track over the years. Six years ago Insight then (owned by the

University of Phoenix) approached PPEP in order to enter into a partnership using PPEP California to launch an on-line Insight High School in California. They requested the use of PPEP's California Corporation, its trade name, and reputation to accomplish obtaining a charter. PPEP Arizona would also provide the technical assistance, recruiting the initial board and applying for the charter. Insight pledged 5% of the total revenue generated to PPEP Arizona.

The charter granted from the Antelope Valley Unified School District (located Lancaster/Palmdale, CA) is in its second five (5) year charter term. The school is known as Insight School Los Angeles On-line School. You can view both the PPEP California and CAOL North Bay Schools on their website www.insightschools.net. PMHD will be the owner of PHDC California.

Another revenue producing entity being explored is to reconstitute the Association for Performance Based Accreditation (APBA). This was a charter school accreditation entity PPEP was involved with in the late 1990's early 2000's. If all goes well we will trademark APBA and provide a much needed charter school specific accreditation entity.

Also, we have formed a relationship with FlipSwitch based in Chandler, which is a curriculum provider interested in helping us establish curriculum and other technical support for the two new California school. The housing activity in Somerton is going well. We are on our sixth (6th) house being renovated for farmworker families by youth. Also, Youth Build is still constructing new homes including green and solar houses for farmworkers. Our regional HUD SHOP program is still a major concern as many of the lots were not built out due to the funds being frozen and the downturn in the housing market. The SHOP (Self Help Regional Housing Coalition) headed by PMHDC has been kept busy responding to HUD directives and continuing audits going back to 2004.

Last year PMHDC reimbursed HUD \$86,000 of disallowed costs by one of its sub-grantees in Colorado named Thistle. Also, Thistle lost its remaining 56 lots valued 15,000 each to a foreclosure with Guaranteed Bank. We are working with our attorneys in Colorado to retrieve the SHOP funds spent by Thistle plus the legal and technical assistance fees that have accumulated to \$300,000 +over the past two years.

As for the other regional consortium members they have acted for the most part in 'good faith' and some 350 rural self-help housing units have been built for rural and farmworker families. Furthermore, an internal SHOP team has been put in place to coordinate the efforts and oversee the building out of the lots over the next three years pending HUD approval of the plan. In the meantime, the legal team will be diligently working the recovery of funds from Thistle in Colorado for the aforementioned short comings. When Thistle joined the consortium they signed a letter accepting responsibility for any disallowances. Our attorney

informed us that Thistle has assets for recouping the aforementioned fund deficits and debts back to HUD and PMHDC. Bottom line once everything is completed the coalition will have built over 500 homes for rural and farmworkers. In so doing these families will have learned construction skills as they have built a portion making a quality home affordable.

Otherwise PPEP and PMHDC as a whole are having a fairly good year. So far we have been able to contribute \$50,000 towards the employee 401K pension plan. Our health benefits and a wellness program continue to be the Hallmark of PPEP.

In April, one additional solar home built by the PPEP Youth Build was completed and turned over to a farmworker family in San Luis, Arizona. This is the fourth such home built in cooperation with the Comite de Bien Estar. The Bambui Cameroon micro business project we are supporting to capitalize their loan fund sent their first report. The loans go primarily to small sustainable vegetable farmers in that rural farmworker region. The PPEP investment was 10,000. For more information about the African efforts consult www.aricawaresdonate.org

In Somerton, Arizona a new day care center is opening in the old PPEP Tec facility on Columbia Street. This will be operated under PPEP Encompass and will open on August 5th. The Arivaca Action Center has completed its renovations and the preschool has moved in after being flooded out during inclement weather. Earlier this year a fire sprinkler system burst in the facility.

On April 25th, PPEP participated in the 10th Annual Scholarship awards ceremony in San Luis, Arizona. PPEP donated 10 scholarships and the Youth Build contributed four (4) scholarships from local fund raisers. These scholarships were for the amount of \$500 each given to farmworker students going to college. This year's Star 200 Series of largest employers in Southern Arizona placed PPEP, Inc. at #101, same as last year. You can track all the employers by visiting <http://azstarnet.com/star200>

Si Se Puedo!
John David Arnold
CEO/Founder



Kevin Johnson, NBA Star, Mayor of Sacramento, Ca.



LULAC Scholarship Awards Banquet, San Luis, Arizona



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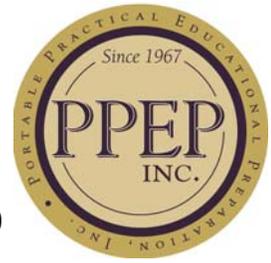
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Edgar Granillo
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Chief Executive Officer & Founder

Gertha Brown-Hurd
President

“Si Se Pudo”

CEO REPORT Ghana African Trip July 3 – August 18, 2013

During the summer and Christmas vacation periods since 2008 I have been traveling to Africa to do humanitarian work. This summer's trip highlights the activities conducted in Ghana. Since the 2008 trip to Nigeria to do microbusiness seminars and set up loan programs we have extended to Ghana in 2010; and Ethiopia in and Cameroon in 2011 with similar venues of programs. Also during that period the PPEP, Inc. Board of Directors adopted an African policy and funding grassroots projects. In subsequent years I have continued to use my trip to monitor projects, initiate new ones along with advocacy and technical assistance. For more details consult www.africawaresdonate.org.

This summer was no exception and the following is my report of the activities conducted in Ghana. Looking forward Dr. Cousens and I will travel to Cameroon in December to conduct seminars on the natural cure for Diabetes and sustainable organic agriculture. Also I will take a trip to Ethiopia to visit the biosphere project in Awassa and the Holeta senior nutrition center. A side trip to the Omo Valley is also contemplated to visit the remote Surma and Mursi Tribes. This summer's trip in Ghana was focused on the Volta Region and inner city Accra. One of the purposes of the trip was to conduct summer youth art camps coupled with motivational talks, movie time, and physical exercise.

Another purpose was to meet with Ghanaian officials regarding rural education, environment, culture, illegal tree cutting, and humanitarian tourism. In so doing, to set up models for future exchanges between students and professionals from abroad spending vacations doing volunteer work. For example, we conducted a live experiment with this model whereby 17 college age students from the United Kingdom made two visits to Old Baika and the Eagle's Nest for cultural exchanges. On the environmental side, I worked with the Volta Region Forestry Department to help set up regulation of the extensive and illegal tree cutting going on in the Volta Region.

The Volta Region forests are among the most endangered in the world. I was interviewed on National television on this regard after stumbling upon such activity which I documented in the addendum to this report (see attached). As a result TV3 national Ghana TV did an environmental story that resulted in a major crack down

on this illegal activity. On the rural medical clinic initiative, I assisted Old Baika's Regional Medical Clinic with a refrigerator, medical supplies, and malaria medicines. I will seek more equipment for them from World Care as this situation is desperate. Also was on National television relating to this need (TV3). For more details consult www.ghanaoldbaika.org.

I conducted three (3) major art classes in Old Baika, New Baika, and the Art Center in Accra (approximately 300 youth participants). Also, movie Time Theater continues to be a great success. More than 500 viewed the Life of Pi and Avatar that has an environmental theme. I worked to initiate the honey bee operation to become a reality this fall.

Education

I gave motivational talk to the Jasikan District lead teachers at their annual retreat. Also I greeted the West African student performance measures conference held in Accra. Educators from Ghana, Nigeria, Togo, and Cameroon were present. I initiated in conjunction with the Ghana Musicians Union an NGO to preserve music and culture in West Africa. This will address the issue of the rapidly disappearing heritage of the region. The Eagles Nest was used for numerous meetings with visiting dignitaries addressing local issues. In Accra, I met with our scholarship recipients and encouraged them to do their very best. I visited several village constituencies with Hon. Daniel Ashiamah the Parliamentarian. I gave talks regarding youth employment training and creating job opportunities to reverse flight to the cities.

As aforementioned I was involved in an incident where I witnessed the illegal wood cutters in action. They destroyed five (5) two hundred year old Silk trees in one morning along with many other trees as they were felled. I was even threatened at one point by the chainsaw and cutlass operators as I tried to shield the trees until help arrived. I was asked to prepare the attached report of the incident that played out in National television the next day (TV3). Subsequently, new regulations and enforcement was put into effects. Conducted networking among Melena Super Stores and small entrepreneurs.

I assisted college students in Ho with term papers, traveled to the Sogacope area to visit the orphanages operated by Agnes. Conducted a video sessions. Toured the Volta River sanctuary and visited the island near Cisneros. At Old and New Baika, I visited some of the projects PPEP is currently supporting.

I helped launch small business ventures with technical assistance. I was oversee to renovations and maintenance of the Eagles Nest, roofing, plumbing, carpeting, masonry, and landscaping. The Eagle Nest vehicle received substantial mechanical maintenance. I renewed the auto fee and auto insurance. I collected by official Ghana driver license. Met with Ghana Immigration Office regarding my residency application I order to save on Visa costs and increase mobility, etc.

Cultural

On the cultural side I have been providing technical/financial assistance to the Solid Rock Foundation made up of young traditional dancers housed at the art center in Accra. This group of youth 17-25 is experts at the cultural dances from all the 10 regions of Ghana. Just recently they were invited to perform in Russia. They will be part of the afore mentioned cultural preservation initiative

Technical Assistance

Providing technical assistance and the donation of a lap- top was made to the private elementary school servicing Accra inner city impoverished students. Also set up cultural dance classes for the students to be conducted by the Solid Rock group, which is located nearby at Art Center complex. In Ho, I visited an NGO operated by Kieren the honey bee operator. We toured the orphanage he is constructing as well as the renovation of the adjacent school block. Also visited the Leprosy Center for those already cured that are being reintegrated in the Ho community.

Provided technical assistance and internet connectivity to the Volta Regional Cultural Center negotiated as well as a possible sub site in Old Baika which is a ' hot bed' for archeology. I began the planning for the Christmas Holiday events in Old Baika. This includes the Omaboyo Cultural festival on the 26th. The Mountain High to the ancestral Home 27th and the Marathon run "To save the last Tree" on the 30th. Also I negotiated with the Ramada Resort at Coco Beach in Accra for free room and meals for the first three winning marathon runners.

I participated in Nana Otimpong Otibribi, III's Fifth Anniversary Royal ritual in Old Baika. Attended the Durba and spoke to the Chiefs of the region regarding rural social and economic development. I presented greeting and game ball at the Jasikan Youth Soccer League Awards Ceremony, where several hundred people were in attendance. Also made preparations for the visit of Hon. Daniel Ashiamah who plans to visit PPEP in the near future for a technical assistance exchange.

Si Se Pudo!

John David Arnold, PhD
CEO/Founder

NEWS ARTICLES

2013
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Program to help dropouts build a better future

OCTOBER 22, 2013 12:00 AM • BY JOSEPH TREVIÑO ARIZONA DAILY STAR

For **Adrienne Medina** things simply did not work out after toiling for four years in high school,

She made the decision to drop out, knowing that she might become one more statistic.

But now, Medina is about to get a second chance at high school and a crack at her dreams of becoming a pharmacist .

She is set to be part of the first GED class in YouthBuild, a new program by Portable Practical Educational Preparation, or PPEP. The nonprofit, which has worked for more than four decades with farmworkers, is poised to begin a high school program on the south side.

"I just couldn't do it. There was so much going on. I eventually dropped out. I actually want to get stuff done. The GED is my second opportunity," Medina said recently at the warehouse that will be turned into classrooms at 47th Street (near East Benson Highway and South Park Avenue). "I find that it's a good opportunity. It's a good way for me to start out."

YouthBuild officials came up with the idea to help adolescents like Medina after creating successful programs in Yuma and Los Angeles via GED and high school graduation programs with at-risk youth, said **John David Arnold**, the founder of PPEP. The response was YouthBuild.

"What happens to those students who need a very last chance to learn?" asked Arnold. "Most of all, when young people graduate, where do they go? This is an opportunity to give young people a last chance to learn."

Similar to a program in Yuma, YouthBuild initially will recruit 32 students, divide them into two groups and rotate them every week: One group will be studying in classrooms and computer labs, while the other group will go to worksites and build homes for the poor with the help of master builders.

YouthBuild officials, at an event Thursday announcing the program, were pumped up about getting their school started. Representatives from the mayor's office, congressional offices and from nonprofits helping the program attended the kickoff reception.

Compass Affordable Housing, Chicanos Por la Causa and Pima Community Land Trust and other groups are aiding the program. YouthBuild is funded by a \$1.1 million grant from the Department of Labor . Classes are set to start by Nov. 12.

At Thursday's event, rows of black computers were ready, while at a nearby table some books about philosophy and government were waiting to be read, next to "The Adventures of Huckleberry Finn" and a coffee-table tome, "People: Celebrate the 80s."

After the students complete their studies — they will receive a stipend when they go out to work — they will get a full graduation ceremony, said **Kari Hogan**, PPEP's chief administrative officer. She said the program is diverse, full of hope, filled with the proven know-how of turning students into polished, skilled, go-getting future professionals.

"It's not about us, the adults: It's about the young people and getting them involved in their own future," she said.



Fortalecen lazos Tucson-Obregón

TWEET



Detalles Categoría: **PRINCIPAL** Publicado el Sábado, 07 Septiembre 2013 01:03
Escrito por Patricia Montoya Osuna



Toman protesta al Comité de Ciudades Hermanas

En aras del progreso y el bienestar común, la noche de ayer tomó protesta el Comité de Ciudades Hermanas Tucson-Obregón, y en ese escenario el alcalde de Cajeme, Rogelio Díaz Brown, anunció el inicio de operaciones del Centro Internacional de Negocios (CIN).

Éste, añadió, se enlazará al Tucson International Center para potenciar el intercambio y crear un impacto positivo en materia económica y promover la generación de empleos como prioridad de Gobierno.

“Se invitará a los alcaldes del sur de Sonora para

conformar una zona metropolitana de desarrollo para la atracción de exportaciones y apoyo a las Mipymes”, destacó.

Asimismo, el establecimiento de los enlaces necesarios en medio de una agenda común, para el intercambio cultural, deportivo y social.

Tanto Díaz Brown como Donna Whitman, presidenta del Comité de Ciudades Hermanas de Tucson, Arizona, ratificaron la cooperación bilateral para el desarrollo en distintos rubros, así como el hermanamiento entre ambas ciudades para promover proyectos de largo plazo, luego que el síndico procurador, Manuel Montaña, les tomara la formal protesta en las instalaciones de La Salle Noroeste.

Ante la presencia de John David Arnold, de League of United Latin American Citizens, Donna Whitman puntualizó que en los más de 20 años que tiene al frente de esta responsabilidad, Díaz Brown es el primer alcalde que ratifica la hermandad, lo cual viene a solidificar la unión entre ambas regiones.

El consul de los Estados Unidos en Hermosillo, John Tavenner, anotó que Cajeme es un Municipio que tiene todo para crecer, por ello la relevancia de trabajar de manera conjunta para potenciar su actividad comercial y mitigar la situación económica.

En el evento la Fundación de Apoyo Infantil (FAI) recibió la donación de apoyos para 18 huertos familiares en beneficio del mismo número de familias.

Previo a ello, se signó un convenio de colaboración mutua en las instalaciones de Rectoría del Instituto Tecnológico de Sonora.

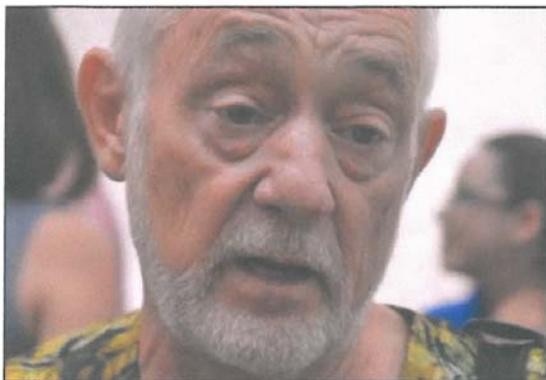
Posteriormente, se presentó la Danza del Venado con integrantes yaquis de la comunidad de la Loma de Guamúchil.

Apoya Dr. John David generación de empleo

TWEET



Detalles Categoría: CAJEME Publicado el Domingo, 08 Septiembre 2013 23:27
Escrito por Patricia Montoya Osuna



“Si se puede”, puntualizó el doctor John David Arnold, lograr más desarrollo educativo, el impulso a la microempresa y generación de empleos en Cajeme.

Durante su visita de dos días a Ciudad Obregón para hacer un recorrido por diversas instituciones educativas, comercio e industria y que finalizó con la toma de protesta del Comité de Ciudades Hermanas, el jefe ejecutivo y fundador de Preparación Educativa Práctica y Portatil, Inc, destacó que tanto Arizona como Sonora enfrentan necesidades comunes.

Resaltó, quien recibió el premio "Hombre del Año en Arizona", 2004, 2006, entre otros reconocimientos, la

importancia de la educación tanto en México como Estados Unidos, el interés que existe por ir avanzando a largo plazo, estableciendo lazos profundos de intercambio y aprovechar nuevos modelos basados en las nuevas tecnologías en este rubro.

Asimismo, habló del trabajo que la organización que representa, hace en América Latina para promover el desarrollo educativo de la población, en especial, la educación vía Internet.

Aseguró que los esfuerzos que realiza actualmente alcalde de Cajeme, Rogelio Díaz Brown, y las universidades locales, son importantes con este propósito de apoyar la educación e impulsar de manera urgente las microempresas para generar los empleos que tanto se requieren en el Municipio.

El doctor Arnold organizó uno de los primeros programas de la microempresa en Estados Unidos, con un modelo proveniente de México, que hasta ahora ha prestado más de 19 millones de dólares a este tipo de negocios en especial en la región fronteriza.

De este monto, el 99% de quienes han solicitado préstamos son descendientes mexicanos.

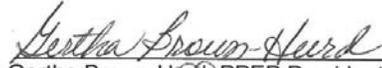
PPEP, Inc. & Affiliates

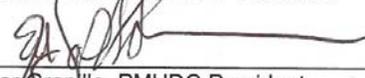
The Undersigned Certify That They Have Read, And Accept The Document Entitled

"PPEP, Inc. & Affiliates' 46th Anniversary Annual Report - 2013"

Submitted by:

John David Arnold


Gertha Brown-Hurd, PPEP President


Edgar Granillo, PMHDC President

Date: October 28, 2013