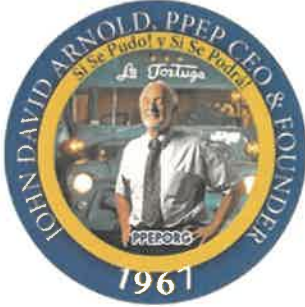


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CEO Annual Report

PPEP & Affiliates

Featuring

Heroes & Warriors Pt. II

Essential Services / Food Security Report

October 2019 - October 2020

Presented at PPEP's 53rd Anniversary Board Meeting

By: John David Arnold PhD

CEO / Founder

!Si Se Pudo, Si Se Podra!



El Reino de Los Niño's Orphanage – Imuris, Sonora



Edgar Granillo
PMHDC President



Verlon Jose
FARS President



Gertha Brown-Hurd
PPEP President



Celestino Fernandez
PRBDC President



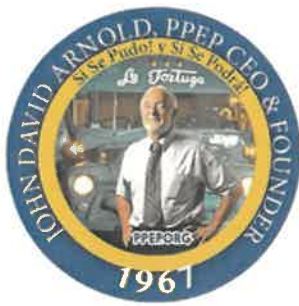
Gertha Brown-Hurd
PSHSC President

*Dedicated to the Memory of Ralph
Romero - PPEP Board Member*

*Thank you for all the wonderful years you've
help PPEP*



Receives award from Governor Pavlovich and Governor Ducey



Portable Practical Educational Preparation & Affiliates

802 E. 46th Street

Tucson, Arizona 85713

(520) 622-3553 Toll Free: (800) 376-3553

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John David Arnold, Ph.D.

Chief Executive Officer & Founder

"Si Se Pudo"

"Si Se Podra!"

Gertha Brown-Hurd

President

Estimados PPEP and Affiliates Boards:

Our long journey has gained another milestone, that of its 53rd Anniversary destination. This last year's journey has been one with many 'potholes' mostly because of covid 19. I find it hard in words to express my profound gratitude for all of the board members, staff, volunteers, and workers abroad that have taken us through one of the most difficult paths our rural areas have faced. However, because of their passion for helping people, they have risen above the pandemic to assist those vulnerable populations we serve. In so doing, we are assisting clients/members to be able to survive both health-wise and socioeconomically. PPEP Inc. has not shut its doors as many agencies have. However, there have been social distancing and sanitary protocols implemented that have modified our hour. At the main office, I find myself parking in the street because the parking lot is full. After all, our workers are carrying on their daily activities. Such as keeping our various operations intact, bills paid, and service delivery. PPEP did not accept the PPP stimulus money as our organization is financially sound, with adequate reserves, and not being affected by large lay-offs.

Except for Avondale, we have been able to keep the DTA services intact through our group homes. Due to the pandemic, PPEP support services to our rural communities have been especially needed. For example, we ramped up rental and utility assistance. Our mental health services have adjusted to distance counseling using zoom and other methods of communication. The PPEP Tec high schools were operational longer than most of the other district schools because we had sanitary protocols already in place. Then came the order by the state to 'shut down' and we continued to provide students access electronically and with the use of their Chromebooks. With the hiring of the new HR director Chip Foust, we were able to develop and put in place employment-related policies giving guidance to our staff during the pandemic and up-date our policies. As CEO, we have experienced several pandemics, whether it be the Bird, Swine flu Ebola, Malaria, Hurricane Katrina, I have come to realize that 'communication', passion for the mission, and the proper protocols in place are what makes the difference. For the most part since March, we have had a very minimal number of cases of Covid-19 among our

400+staff members, international workers, and our developmentally disabled members in group homes. Quite remarkable! Even ADES at the state level has taken note of the effectiveness of our group homes' protocols and use us as a model. To the surprise of many, we have many new resources and grants that have been made available through the stimulus and other government relief programs. This support helps us provide a higher level of service needed that we are now experiencing because of the pandemic.

Furthermore, some other grant opportunities have been realized, including the HEP high school equivalency program through the US Department of Education. We were awarded a five-year contract to provide GED and adult basic education services to farmworkers in the lower Yuma County area. The other grants that we have received will be presented during the upcoming board meeting on August 24. To best present the combined aforementioned relief efforts of our board, staff, and volunteers, we prepared a pictorial document that we have named Heroes and Warriors against Covid-19 and Hunger. The first edition included over 60 pages of photographs, which we sent out to the board in July. However, also, number two of this photo documentary is forthcoming and will be delivered before the next board meeting as part of my CEO Quarterly Report. This second edition of the Heroes and Warriors photo documentary relates to our efforts to provide adequate emergency relief resources, especially to the remote rural areas, clinics, villages, towns on the border, and the reservations relief. PSMA collected and delivered many tons of repurposed medical supplies, both durable and nondurable. We've also partnered with organizations such as the 3000 Club and the Midwest Food Bank and others to help us collect and deliver much-needed items. Mainly to border clinics and hospitals that are desperate for supplies, we've done our best to provide those resources. Recently we opened a second warehouse at our old school campus in Bisbee, set up a 43-foot cargo container in Sells on the T.O. Nation to facilitate deliveries.

We donated a refrigerated semi-trailer container to the 3000 Club to be an additional walk-in for their perishable foods. One of the severe effects created by the pandemic loss of work is that of 'hunger.' Early on, we conducted a Food Security Summit focusing on hunger in rural areas. To address this we have implemented a food box distribution project. Every Thursday, we take food boxes from the 3000 Club to So. Tucson, Amado Food Pantry, Arivaca, Patagonia, Rillito, Marana, and PYA Yaqui Tribe takes a couple of truckloads. Each food box is enough food for 4 persons for one week. Many of the rural communities and Native American reservations have been under 'lockdown.' There has been no employment, and access to food supplies has become very difficult, if not impossible. By partnering with the Midwest Food Bank and the Club 3000 plus setting up the AMADO Food Pantry, we were able to provide substantial food

supplies to these areas. A lot of credit goes to the FARS Board Chair, board members, and volunteers from the T.O. Nation. Volunteers keep the flow of food supplies to even some of the most remote communities, especially in the border region. PPEP has also supported specific programs such as CIARRA, a drug rehab program in Nogales, Sonora. They have over 100 drug rehab patients near starvation, and we helped supply them with emergency food and water. Among the isolated Afro Mexican communities in lockdown in the state of Oaxaca, we provided food, water relief on two occasions. In West Africa Cameroon, Nigeria, Ghana, and Liberia, we have supported food security programs. A cargo container of medical equipment to Honduras is planed with the Salvadorians

We have provided organic seeds, farm equipment, and microbusiness loans to small farmers to increase their production. In Cameroon alone, there are an estimated 50 organic farms that have benefited from the microloan program. In Liberia, we provided some basic farm machinery to increase the production of organic rice and other crops. These efforts have staved off hunger in some of those remote areas. Our workers in Ghana have been active in making and distributing facemasks as well as providing sanitary supplies to remote rural villages. In Arizona, through our aforementioned partnerships, we have been able to mobilize multiple semi loads of food and medical supplies to the Hopi, Navajo, T.O., and Apache Nations. The use of long hauling trailers and pickups have been able to make deliveries to even some of the most remote rural communities. You will observe many photographs of these efforts in the Heroes and Warriors documentary I, II found on our website. As you can imagine, it's been stressful and difficult for teaching staff and front line workers who could potentially be exposed to the Covid-19 virus along with their families. I know the feeling, I handed out face masks, water bottles to the farmworkers in the DES unemployment lines in San Luis, Arizona. Morale is extremely important and that through communication, we can support each other, our students, and clients. This is why the Golden Rule of our organization is to 'communicate,' which is fundamental to morale. To accomplish this, I have maintained weekly Crisis Management Team meetings on Monday. At that time, we have a 'roundtable' discussion from all of our divisions as to precisely what is going on so we can coordinate our services/resources, discuss our difficulties, and find solutions.

During those meetings, we've had board members as well as our Management Team staff, volunteers, along with some of our international workers participate. Zoom and other platforms have been extremely effective in keeping our core services coordinated, training, and to identify weaknesses and stresses coming from rural communities. For example, I recently participated in a zoom meeting in our PPEP Tec high school district teachers and administrators, which consisted of almost 100 individuals. I gave my presentation on the history of the

organization and the challenges that we faced in the past. Plus, the keys to our success for the present which included communication, passion, and focus on our mission to improve the quality of rural life. There will be many challenges to finding new effective ways to engage those vulnerable students in our schools. Therefore our biggest challenges going forward are to maintain our level services, adjust to our methods to ensure effectiveness and continuity of services. We are finding new and innovative ways of accomplishing our mission during the pandemic and recovery. We expect that this will not happen overnight and will be a lot of trial and error before we reach the level of service delivery that will be demanded of us in the future. Once again, please take the time to review both the first and second edition of the Heroes and Warriors photo documentaries. As one picture is worth many words, which will be helpful to fill in between the lines of what I've shared with you today. Finally, we are at our 'best' when we meet our challenges head-on as we've done in the past we've overcome so many difficulties and challenges. I do not doubt that we will be successful in going forward with all of your help. Finally we give thanks for all this as we celebrate our 53 rd Anniversary Board Meeting. Come join us aboard La Tortuga as the journey continues!! **(Please See Addendum)**

¡Si Se Pudo, Si Se Podrá!



John David Arnold PhD
CEO / Founder

Management Team
Annual Reports

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Human Services



Human Resources Department

The Human Resources department is dedicated to partnering with PPEP, Inc. programs:

"To service all employees within PPEP & Affiliates with the utmost customer service in all aspects of Human Resources."

Human Resources delivers services to employees and management in the areas of:

Benefits Administration – Human Resources is 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 benefit brokers to ensure PPEP is providing a comprehensive and competitive benefits package to staff.

Recruitment and Retention – 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). The HR team continues to update and refine the recruiting processes to ensure that PPEP is hiring the best employees. PPEP annually participates in diversity reporting submitting a Veteran 4212, and EEO-1 report. An Affirmative Action Plan (AAP) is developed and implemented annually.

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.

Employee Health, Wellness and Safety - is very important. HR contributes by managing the reporting requirements of work related injuries to Workman's Compensation, and works closely with insurance claims adjusters in support of all employees' wellbeing and return to work. Human Resources is the promoter of Wellness programs throughout PPEP, encouraging healthy lifestyles and choices which contribute to healthy employees and families.

The 2019 - 2020 fiscal year brought changes to PPEP, Inc. through programs and activities that were facilitated by Human Resources.

June 30, 2020 , PPEP Inc., had 417 active employees representing: full-time, part-time, on-call and temporary staff on payroll throughout Arizona.

Healthcare Reform - PPEP continues to report and distribute 1095C's to comply with the Federal ACA requirements.

Health and Wellness - initiatives and communications directed by HR continue to stay in front of staff as an on-going effort to promote health awareness. HR encourages employees to make necessary changes needed for healthier lives. Annually, staff is invited to participate in the flu-shot clinic offered in Tucson AZ. The HR department publishes a quarterly Wellness newsletter, "**PPEP Health & Wellness Newsletter**" featuring articles, healthy recipes, activities and news about what is happening in the company. In 2019 PPEP Inc., participated in two Wellness Challenges. One was a Step Challenge and the second was a Financial Wellness Challenge.

Human Resources was part of a team that put together and implemented COVID 19 protocols. This allowed PPEP to safely serve all of our stakeholders while keeping our employees safe.

The Human Resources department was involved in several areas of continuous improvements that included processes, benefits, employee activities, employee relations, compensation and Board approved policies and procedures.



Human Resources Staff

Left to Right:

Desiree Triste, HR Administrative Specialist

Chip Foust, HR Director;

Denise Orona, HR Benefits Coordinator

This team is dedicated to providing excellent customer services and support to all staff and external customers.

Human Resources Department in 2020-2021

Human Resources will be actively involved with changes and improvements in the following areas:

Recordkeeping – Continues to implement changes to the filing process of documents in the employee files.

Compensation – Review and Update all PPEP's comprehensive compensation for all job titles. This should assist with the effectiveness of recruiting efforts.

Employee Relations – HR will continue to support all employees, and effectively communicate the "open door policy" in employee relations. Continue sharing important information and news relevant to changes in any benefits or policy. Encourage employee involvement in employee activities and employee feedback. Coordinate events in employee recognition programs.

Health and Wellness – The PPEP Health & Wellness portal will continue to provide information for employees to promoting healthy lifestyles and habits. Staff will be encouraged to participate; get involved with HR directed activities and relevant events.

Employment – HR will represent PPEP, Inc. in community workforce development initiatives/forums that serve the needs of recruitment and placement. Continue to manage the internal posting system that encourages cross functional departmental placements, promotions and staff career development. PPEP, Inc. is an Equal Opportunity Employer.

Training – The HR Team will implement a series of supervisory training opportunities. This will include modules on FMLA, Performance management, Corrective action, Workers comp and a HR Boot camp/HR 101 for new supervisors.

PPEP Integrated Care Annual Report 2019

Our Team

PPEP Integrated Care has always envisioned stronger and healthier communities by providing essential mental healthcare, substance abuse treatment, care coordination, and intellectual developmental disability services. As challenging as this past year has been, we learned that our past successes and challenges helped to shape our perspective and approach in serving our communities, so we started with us! This past year, we analyzed closely our revenues and expenses, and successfully launched the MITC system, a workforce management software system, to address operational productivity. By implementing this time and attendance system for specifically PPEP Integrated Care employees, we have seen a reduction in staff time on timesheets by 85%, accuracy in staff time leading to increased billing, identified “overstaffing” in group homes, and ultimately reduced overtime and staff burnout. We also modified our employee retention strategies, and successfully established a greater, more diverse workforce last year. We also strengthened our internal training program for both behavioral health and intellectual developmental disabilities program that diversified our expertise and service delivery to “at risk” populations (e.g. opioid epidemic, youth in transition, young adults diagnosed with autism disorder). As a team, we also moved forward in responding to the ongoing and ever changing needs of our most vulnerable communities by strengthening internal management department, revised policies and procedures, completed group home modifications, welcomed new members, and advocated harder for those whose voices have not been heard yet!



(PPEP integrated Care- Behavioral health and IDD staff cooking for co-workers and members in celebration of Appreciation Day)



(PPEP Employee of the Year Awards, 2019)

(Globe IDD Members celebrating Cesar Chavez Day-April 2019)



(IDD Members enjoying a visit with Santa-December 2019)



PPEP Integrated Care

...Coming Together for a Better You

Our Services

As part of PPEP Integrated Care, our behavioral health program focuses on the mental health of individuals and families in need. We strive to enrich lives and strengthen our communities by becoming a stepping-stone in people's journey to recovery. With the help of a well-qualified and dedicated clinical team, this year we focused on creating a positive culture of employee morale and good customer service. This proved to be a successful move, as we became a smaller team enriched in cultural diversity, mental health expertise, and a safe place to work on your recovery!

Our behavioral health team remains comprised of culturally competent staff with the inclusion of certified bilingual staff and independent licensed clinicians. We remain consistent in supporting our working communities by providing services in non-traditional settings (i.e., after 5pm, weekend services, home based services). As an established specialty provider, our ongoing implementation of evidenced based curriculums, techniques (e.g., DBT, ACRA, CBT, MATRIX, Seeking Safety) and staff training/education also allowed us to stand out as a preferred provider for our referral sources. Some of our areas of expertise are in substance abuse, prescription medication abuse, trauma informed care and sensitivity, domestic violence, dual diagnosis, transitional youth populations, behavioral symptomology in IDD populations; DUI Screening, education, and treatment; gender specific services, and children's services.

As an AHCCCS certified provider, we were also very successful this year in establishing additional community partnerships that allowed us to reach out to people who do not ask for help because they have become so overwhelmed with the healthcare system. Aside from ongoing partnerships with integrated health plans (AzCh, Banner University) Sister Jose Women's Shelter, Goodwill Metro Youth Center, Pima County Child Abuse Prevention Council, PPEP Integrated Care worked closely with other community entities to create a more diverse referral program to serve our local communities. Through newly established partnerships with Pima County Parenting Coalition, Veterans Center, South Tucson Municipal Court, Tucson City and Arizona Superior Courts, Adult Probation, and Pima County Re-entry we were able to assist over 1,243 individuals in need. Some of the services included medical insurance screening/enrollment, nutrition assistance, cash assistance for families in need (TANF) pre-employment training referrals, emergency utility/rental assistance, housing, college enrollment, crisis services, medical equipment, eyeglass vouchers, back to school supplies, laundry kits, hygiene kits, and so much more!

This coming year, we envision a greater movement in advocating for mental health and wellness within other communities as well. We hope to re-establish our presence in Yuma County so we can better serve our rural communities with wraparound and supportive services, so stay tuned.

The Intellectual Developmental Disabilities program (IDD) remained as the largest staff based program again this year, with approximately 243 employees. We continued to provide comprehensive home and community based supportive services in a variety of clinical, therapeutic and direct care methods for individuals 18 years and older throughout Arizona. The IDD program remained consistent in providing every day care for members within our group homes, private homes, and day treatment programs. As we expanded into specialized care of members diagnosed with autism, this year we learned to celebrate "individualized" milestones as some members returned to college, others started vocational services, and others faced more medical and behavioral challenges that required more intense care and unfortunately outside of PPEP's scope of services.

Within the IDD program, we continued to promote socialization and cognitive enrichment to our members with developmental disabilities in our Day Treatment Programs in Avondale, Tucson, Casa Grande, Globe, and Green Valley. Members worked on their individualized goals but also engaged in daily activities that are simply fun that certainly promote a better quality of life.



(IDD-Halloween Trick or Trunk Event October 2019)



PPEP Integrated Care
...Coming Together for a Better You

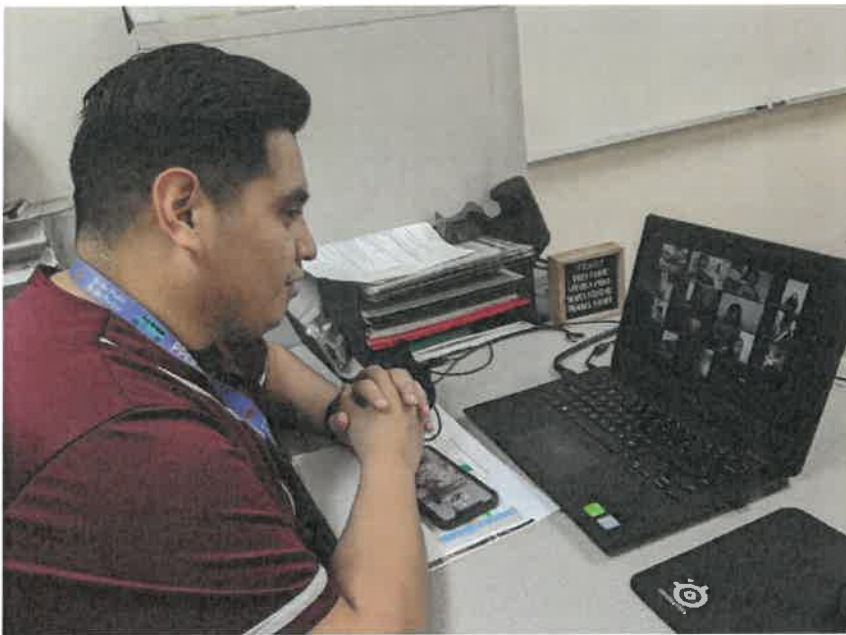


(Members enjoying some friendly competition-bowling night and poker night 2019)

As we continue to focus on program development, this coming year we are preparing to establish employment and vocational services within our Tucson location as a pilot program. Our priority remains enhanced care for our members and that encompasses direct care support, addressing mental health needs, ongoing advocacy for member's rights, health and wellness, but also engagement in community life. Future plans also include possible additional expansions in Casa Grande, Tucson, and Avondale communities. The PPEP Integrated Care division continues to move forward in its mission and dedication to serving our rural and urban communities and coming together for a better you!

R. Gonzalez

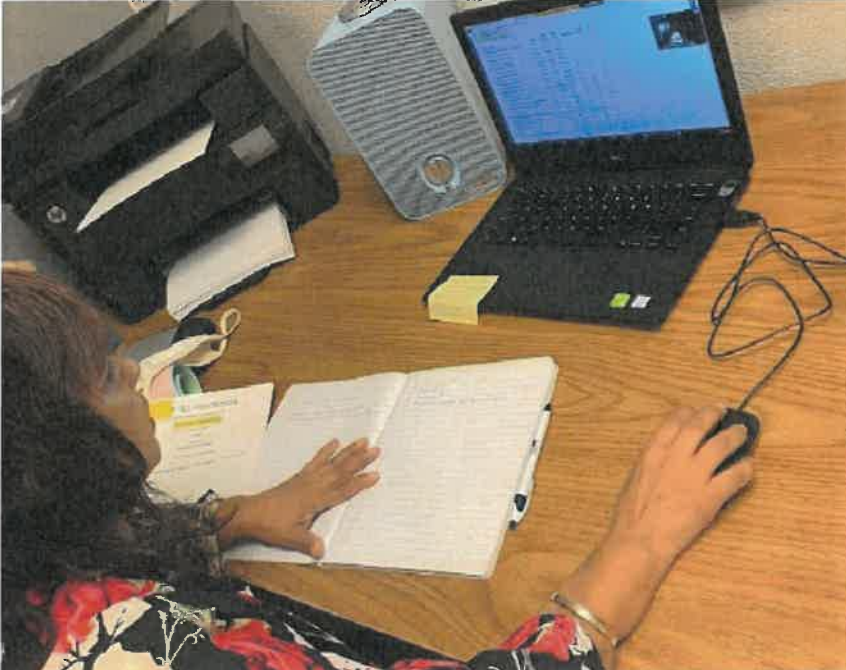
Roxanna Gonzalez, MA LISAC LAC CDVC
Executive Director



Teachers engaging their students in a new way, using zoom meetings.



The format may be new, but the faces are familiar.



PPEP Tec faculty meeting virtually one-on-one with a student who needs help.

VIRTUAL SUCCESS

Throughout the nation teachers, administrators, parents and students have been adjusting to new learning platforms due to safety concerns surrounding Covid-19. Navigating the migration from direct instruction to virtual and blended platforms has been challenging at times, but has also exemplified the dedication of our teachers and faculty, who continue to rise to meet the challenge. While learning and teaching new technology, teachers must still deliver curricular instruction and maintain student engagement as we continue to explore new ways to move forward each day with an unwavering commitment to the success of each and every student we serve.

THE PERSONAL TOUCH

The movement to online and contact-free (or limited contact) services was certainly a necessity born of the new health concerns. However, there are times that communities rely on having a physical location and a friendly face to help them through many daily tasks that accompany the daily life of a PTHS student. Each PPEP Tec site ensures that we are available for any needs that arise for the families of our students. Whether they need to borrow Chromebooks, request direct assistance from teachers, or simply need to stop by to grab lunch for their student, PPEP Tec continues to offer in-person services (observing all CDC recommended safety protocols) to ensure that students know that their mentors are available to help them when needed.



PTHS Students socially distance as they complete assessment testing



A PTHS parent completes paperwork, and receives a Chromebook for distance learning as the school year begins.



Our Teacher's assistants are appreciated for all that they do/



You can't hide the smiles of these LULAC Scholarship recipients.



Each Scholarship recipient received \$1000 for tuitions.



LT James Simmons in Casa Grande presenting an APLC graduate with her with her LULAC scholarship materials.



Jose Yopez learning center has continued to increase the number of students going on to college.

NO MASKING THIS RECOGNITION FOR COLLEGE BOUND PPEP STUDENTS!

Many students who have graduated from PPEP have still begun their work on college courses. PPEP and LULAC have continued to change lives through empowerment and education. That includes helping students get prepared for and enroll for courses as well as bridge avenues for them to meet the financial obligations that come with pursuing postsecondary education.



Students meeting on site, observing all safety protocols



CFLC Students enjoy home food delivery, we're not sure who's happier, us or the students!



CCLC Staff awaiting students on the first week of virtual schooling.



Student activities have taken on a new look – just like this virtual Halloween costume contest for Yuma Students



Students receiving food and supplies as PPEP partners with the 3000 club to feed families in need.



PPEP Microbusiness and Housing Development Corporation (PMHDC)

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

Included amongst our projects are two multifamily programs that provide affordable housing to seniors and families.

- El Memorial de Don Frew Apartments is our affordable family housing (18) units located in Marana.

We are still on track with the future plans to include a phase II to both properties that will be marketed at full potential market rates.

Ocotillo Place Apartments (Benson, AZ)

(14) New units

2-Story building, Pool and Community room

We own the land now in Benson, AZ

Market rate prices

5- Units	1x1	630 sq ft	\$650.00	Per. Mo. \$3,250.00	~\$39,000
7- Units	2x2	1000 sq ft	\$769.00	Per. Mo. \$5,383.00	~\$64,596
2- Units	3x2	1250 sq ft	\$1,150.00	Per. Mo. \$2,300.00	~\$27,600

ROI Per. Mo. Gross Income \$10,933.00 x 12 = **\$131,196.00 Yearly**

El Memorial de Don Frew Apartments II

(9) New units

2-Story building

We have acquired the front lot through a partial release from USDA-RD and paid the appraised value of \$25,000.

Market rate prices

7- Units	2x2	1017 Sf.	\$850.00	Per. Mo. \$5,950
2- Units	3x2	1286 Sf	\$1,059.00	Per. Mo. \$2,118

ROI Per. Mo. Gross \$ 8,068 x 12 = **\$96,816.00 Yearly**



El Memorial de Don Frew Apartments

About

Built in 1984, El Memorial de Don Frew provides affordable housing in the Marana community. It is located just west of Interstate 10 off the Marana Road exit.

The 18-unit complex is a combination on one, two and three bedroom units. It features a community room, laundry facilities, covered picnic area, basketball court and a covered playground area.

Leasing Activity

Currently, the complex has 100% occupied with no notices of vacant.

The current waiting list is at 85 with the following breakdown:

- 80 for 1-bedroom
- 5 for 2-bedrooms
- 5 for 3-bedrooms

There have been 4 move outs and 2 transfer in the past year. Those units have been quickly occupied by applicants on our waiting list.

We continue to advertise locally and online. Despite of our lengthy waiting list, prospective tenants continue to submit applications.

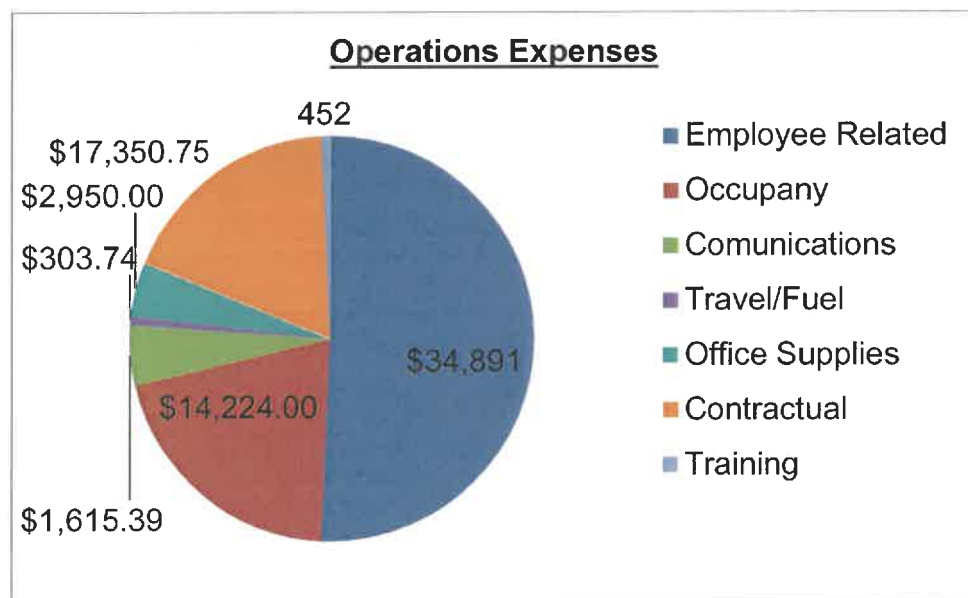
Revenue (actual) – FY Fiscal YR 2019

Total Revenue - \$208,699

Includes HUD Assistance payments, HUD utility reimbursements, tenant rents, special claims, and Interest income.

Total Operation Expenses - \$158,634

Includes Employee related, Occupancy expense (utilities, insurance, maintenance & repair), Office Supplies, Communications, Travel, Training and Contractual



Other Expenses - \$24,544

Depreciation, Interest expense, Mortgage insurance

Total Expense (Operation + Other) - \$158,634

Excess (Deficit) of Revenue over Expenses - \$48,155

Maintenance

- 246 work orders opened between 7/1/2018 and 6/30/2019.
- All completed and closed.
- Just hired new part-time maintenance technician Yamas L Virell. Mr. Virell is a veteran of the US Air Force. We are happy to welcome him aboard.
-

New Property Manager **Lindsey Naour**

Upcoming Improvements/Upgrades

- Upgrades of cabinet, countertop and back splash.*
- (2 more units in 2019)



Future Improvements/Upgrades

- Recoating of parking lot area
 - Within next 3 months
- New Kitchen & Bathroom Cabinets for 2 units.
 - Proposals will be requested within the next month.
- Decorative gravel throughout the property
 - Once backyard enclosures are completed

Recognitions/Awards

- Nominated in two categories for 2019 Project S.A.F.E.. Winners will be announced at the AMA October 17th awards dinner.
 - Best Community Turnout
 - Best Portfolio Turn out

The Tri-Star Program is a partnership between the Marana Police Department, apartment community managers/owners and residents as a cooperative effort to foster a safer community.

The Tri-Star Program is designed to help residents, owners and managers of rental communities keep drugs and other illegal activity in community to prevent.

El Memorial de Don Frew was the first, and still the only property in Marana Police Department's Jurisdiction to complete all 3 levels. We continue to maintain our status and good standings with the Marana Police Department.



Mock- Photos of El Memorial de Don Frew Apartments Phase II



Mock- Photos of El Memorial de Don Frew Apartments Phase II

2019 Events

Project S.A.F.E. (Safety & Health Awareness Family Education)

Focused on educating residents on the philosophy of the family unit.

Properties hold this event to unite their residents.



This event aims at educating the residents and the community on important safety issues facing them, their families and their Community. Topics include ID theft, personal space awareness, stranger danger, routine wellness checks and bicycle safety. The Marana Fire Department wasn't able to attend at the last minute due to an emergency call.



Community children enjoying the day on the beautiful turf installed last year.

La Ramona Morales Memorial Apartments

About

Built in 1988, La Ramona Morales Memorial Apartments provide independent and affordable living for the senior/disabled community in Benson.



The complex is 1-story with 31 units. It includes a combination of 1-bedroom and efficiency units. Three units are designated as disability accessible.

Features included on-site laundry, community room, shaded central areas, covered parking, covered picnic area, and vegetable garden.

Leasing Activity

Currently, the complex has 100% occupancy with no notices of vacancy. The current waiting list is at 25 with the following breakdown:

- 11 for 1-bedroom
- 5 for efficiency
- 7 for Any Size
- 2 for disability accessible
- We advertise on Craigslist,

There have been 2 move outs for 2020 so far and 2 transfers. Those units have been quickly occupied by applicants on our waiting list.



Property Manager **Chairity LaDuke**, & Maintenance Tech. **Michael Dermody**

Revenue (actual) – FY 2019 YTD

Total Revenue -

Includes HUD assistance payments, tenant rents, special claims, debt recovery, laundry income and Interest income.

Total Operation Expenses -

Includes employee related, occupancy (utilities, insurance, maintenance & repair), office supplies, communications, travel, training and contractual.

Maintenance

- Currently 24 Open Works Orders
- 2020 Grinding Work was done on some of the Areas found during the Capital Needs Assessment.
- Had our Annual Roofing Inspection done this year.

Upcoming Improvements/Upgrades

- Completing 3-4 more apartments for Countertop, Cabinet, & Appliance Upgrades.
- Shade Sails to be put back up and upgrades made for securing them better.

Future Upgrades/Improvements

- Finishing the Countertop & Cabinet & Appliance Upgrades.
- Car Port Solar Lighting to be upgraded.

2020 Events—Due to COVID-19 All event have been suspended.

- We did do a Hot Dog Grab 'N Go on September 16th for our residents. It was a big hit and a welcome surprise.

Upcoming 2020 Events

- We will be hosting a Halloween Grab 'N Go for the children of our Community where we will be providing Hot Dogs, Chips, Beverages, and Candy. The tables will be lined out front of the Property and we will have all the food on the tables for our Community to come up on the sidewalks and grab something hot to eat and candy for their children in their trick or Treat bags. Masks & gloves will be worn by all volunteers. Still maintaining the 6ft apart distancing rule.
- We will be hosting a Thanksgiving & Christmas Holiday Grab 'N Go Lunch Buffet where we will allow 2-3 people into the Community Room at a time, and they can grab their lunch and take it home with them. Resident's will be also dropping dishes off to share about 1 hour prior to grab time. Masks & gloves will be worn by all volunteers. Still maintaining the 6ft apart distancing rule.

Food Bank Commodity Distribution Programs/Help

The South Eastern Area Community Food Bank in Wilcox (corporate Office in Tucson) delivers food commodities to the complex that serves not only the residents but eligible community members. They are also members of Feed America. This is provided once a month and also another program is designated for 60+ and these boxes are delivered same day as the regular commodities. Masks & gloves are worn by all volunteers. Still maintaining the 6ft apart distancing rule.





We also work with the Wilcox Distribution Center to get Commodities every Wednesday and that Program is called VICAP and for the Residents here only. We are currently working with them in regards to other programs to get delivered here as well to help our residents and Community more food. We have also received help from Ranching for Hunger, Inc., who provided more much needed meat for my residents back in March 2020 and we are on their list for when they have extra meat to give out to the Community.

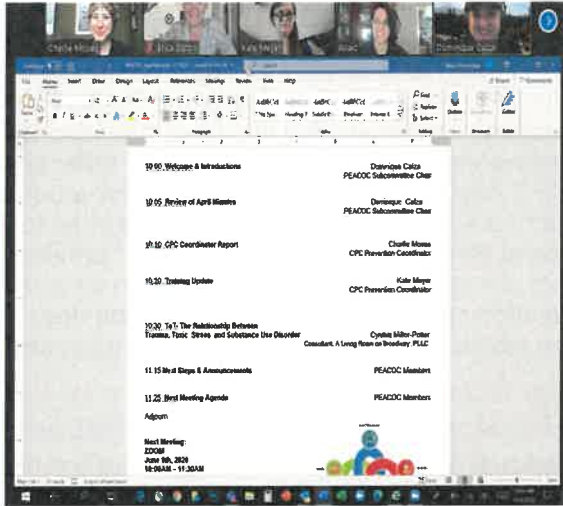
We have received help when the Food Pantry of Benson has extra food/produce to give out, they call us to come pick it up. Usually Thursdays, but it is random deliveries for them, so not always.





We have also worked with the local Benson Area Food Bank, near Benson Library, who have also given us food for my residents as well as donated Baby Food Supplies to our Food Bank Day Patrons.





PEACOC (Parenting Education and Communities of Concern):

The CPC Parenting Education and Communities of Concern (PEACOC) Subcommittee, in partnership with Tucson Unified School District (TUSD), hosted a parent workshop Training of Trainers event on October 6th, 2020. The live training was recorded and webinar modules are going to be placed on TUSD's Professional Development Portal for training TUSD educators. The ToT attendees received training from Cynthia Miller-Potter, PsyD on the effects of Trauma, Toxic Stress and ACEs; Erica Slaton from MADD on The Power of Parents; It's Your Influence (Underage Drinking Prevention); and Christine Barry of Arizona Youth Partnership on MJ360 (youth marijuana prevention), and Karla De la Cruz of the CPC on RX360 (opioid misuse prevention). PEACOC continues to recruit subcommittee members:

***Next PEACOC meeting is Tuesday, November 10th, 2020 10:00AM to 11:30AM via Zoom [https://zoom.us/j/970479208?](https://zoom.us/j/970479208?pwd=Z1ZzcDZQbWsxQmdGVGU3K3JhUGJsQT09)**

MMOSS MEDIA/MARKETING OUTREACH SUPPORT SUBCOMMITTEE



MMOSS (Media Marketing Outreach Support Subcommittee):

The CPC Media Marketing Outreach Support Subcommittee (MMOSS) continues solidifying a campaign to create destigmatizing messaging around substance misuse treatment throughout Pima County. This is being accomplished by using different forms of media to target as many different populations as possible. Media platforms include bus benches, billboards, radio, television, social media, and more. Members have drafted a marketing plan outline for the campaign and have carried out creative planning sessions with clients of CMS to gain experiential knowledge in order to best create a culturally competent and inclusive campaign. MMOSS created 20 bus benches highlighting 6 people in recovery to share positive messaging for this campaign. The bus benches are scheduled to appear across Tucson in the next month!

***Next MMOSS meeting is Thursday, November 12th, 2020 8:30AM to 10:00AM via Zoom [https://zoom.us/j/404805820?](https://zoom.us/j/404805820?pwd=Z1ZzcDZQbWsxQmdGVGU3K3JhUGJsQT09)**
[pwd=Z1ZzcDZQbWsxQmdGVGU3K3JhUGJsQT09](https://zoom.us/j/404805820?pwd=Z1ZzcDZQbWsxQmdGVGU3K3JhUGJsQT09) password: 3eKEvR



DVIP Diverse Voices in Prevention

DVIP (Diverse Voices in Prevention):

The Diverse Voices in Prevention (DVIP) Subcommittee is already planning for the 7th Annual Community Roundtable Forum to be held on Wednesday, January 20th, 2021. Themes such as: 1) How COVID-19 has impacted substance misuse among diverse populations. 2) The effect of COVID-19 on mental health and substance misuse in areas that lack accessibility and services. 3) Equity in accessing services in the time of COVID-19. 4) Resiliency. 5) Trauma – is COVID-19 a new ACE? 6) Celebrate diversity and community resiliency in diverse populations are being considered for inclusion. The committee will be seeking dynamic, knowledgeable speakers to present at this 2021 event, expected to be held via Zoom. Stay tuned!

***Next DVIP meeting is Thursday, November 5th, 2020 12:00PM to 1:30PM via Zoom [https://zoom.us/j/789050477?](https://zoom.us/j/789050477?pwd=Rkk0Umt1ZTd0ZWorMXQvQ2JnSTM0UT09)**
[pwd=Rkk0Umt1ZTd0ZWorMXQvQ2JnSTM0UT09](https://zoom.us/j/789050477?pwd=Rkk0Umt1ZTd0ZWorMXQvQ2JnSTM0UT09) password: 628256



UDPC (Underage Drinking Prevention Collaborative):

The CPC Underage Drinking Prevention Collaborative (UDPC) Subcommittee has completed a Social Host Training for law enforcement personnel in the Tucson Police Department and sent the training to TPD for implementation. The training will be used to educate TPD officers on the use of the Social Host Ordinance when encountering situations where alcohol has been provided to someone under the age of 21 by someone who is 18 years of age or older (an adult) by legal standard). The UDPC has now begun brainstorming for around a week-long family education event for Pima County residents. In addition to providing information about the Social Host and the consequences of providing alcohol to youth, the week's events will also include presentations on trauma, substance misuse prevention education on marijuana, and prescription drug misuse as well as presentations on resiliency building and positive coping skills.

***Next UDPC meeting is Tuesday, October 20th, 2020 9:00AM to 10:30AM via Zoom <https://zoom.us/j/854772282?pwd=aE1xY21RU2loOVF4ZXVSSDIkT3dkZz09>**

MAPIC (Medicine Abuse Prevention Initiative Collaborative):



The CPC Medicine Abuse Prevention Initiative Collaborative (MAPIC), is currently considering the installation of a sharps drop-off kiosk that would seek to reduce the littering of used syringes in areas identified as having this issue. Having a community sharps drop off would limit the disposal of used syringes on the ground and protect citizens. These types of disposal containers are usually only available in medical settings, however, this project would make them available to neighborhoods. If your organization would like to be part of the process, please reach out to the collaborative. Additionally, the CPC is partnering with CODAC, CMS and COPE Community Services to provide lock boxes and locking caps to members of the community currently participating in MAT programs. PMSA at PPEP is also distributing the locking devices out to other providers who need to help clients keep their medications safely secured — hoping to prevent youth access. Locking caps and locking boxes are available to the entire community, if your organization serves individuals who are in need of locking devices, please contact Karla De la Cruz at kdelacruz@ppep.org or any CPC staff.

BFP (BeFreePima Youth Leadership):



CPC BeFreePima Youth Coalition is currently running a recruitment campaign to engage more local youth through Zoom "hangout"s to take place every 2nd and 4th Thursday of the month. A new flyer has been sent to schools and youth-centered organizations via email and a professional letter was printed on CPC letterhead and mailed to schools along with the flyer. The project highlights the opportunity for youth to use their voice in their communities, get involved in community service projects, and participate in the production of TV and radio substance misuse prevention PSAs. The letter also informs schools and organizations of student resume building opportunities, the potential for letters of recommendation, awarding of education resume certifications, and community service projects. BeFreePima youth just completed a project making banners for the City of South Tucson as a community positive-norms project. The banners will soon appear along South Sixth avenue and display the art and positive messaging created by the youth. are currently working on creating short videos on why they choose to stay drug free, which will be uploaded to the BeFreePima's social media accounts for Red Ribbon Week. The youth are also working on creating prevention T-shirts depicting a positive outlook on life and on staying drug free. It is important that BeFreePima continues to create pro-social peer-to-peer environments during this time of social distancing so that the program may continue to positively impact youth in the South Tucson community and beyond.



***Next BFP meeting is Thursday, October 22nd, 2020 4:00pm to 5:00pm via Zoom <https://zoom.us/j/97801535003?pwd=cXpYeERlWXRoTlBSc1A5RHdOVzcvdz09>**



Amado Report for October 2020

Amado Staff Move; one step closer to a New Amado Youth Center!



Due to the growth of the Amado project and new staff coming on board, the Amado project staff moved into a larger space at the Borderlands Unitarian Universalist Church, a space 4 x as big as they were operating out of previously. The church has hosted the Amado project for the past 2 years; following the flood that ruined the old Amado Youth Center. They have opened their arms and offered furnished office space to work from. Many of the church members quickly became extended family, stopping by to ask about programs, how things were going, and drop off donations. The space is still considered "temporary" as we work towards raising the remaining \$100,000 needed to break ground and construct the New Amado Youth Center (hopefully in January 2021). The project has a capital campaign running and will soon host an online auction. Donations can be made at [PEP.org](https://www.pep.org) for the Amado Youth Center Building Fund.

Amado is a Rural Place Where Magic Happens Every Day!

We needed to figure out how to run the "Camp" activity for the kids and families in the JJDP program. But COVID-19 made us have to find another way to do something special for the kids, and like always the BEST TEAM got together and with our great ideas we came out with having a DRIVE IN MOVIE NIGHT! Like always our supporter from the Apostolic Church helped us to make it happen. They allowed us to use their parking lot and even went ahead and painted the wall outside with white primer paint so the movie would show up. They also set up all the AV equipment for us and managed that. We purchased the movie and the license to show the movie and all of the supplies online. The staff made packets for each family with drug prevention information, the Rx 360 program, a Bopit game for the families to promote family bonding, masks, hand sanitizer and other helpful information about the evening and how to stay safe. We even hired 2 people to be restroom attendants to sanitize after each use. We got donations to be able to feed the families each 2 pizzas, chips, candy and donated fruit drinks in individual bottles. The staff walked to each car (with masks) and handed the food to the families in their cars. The packet had a trash bag inside and when they finished eating they put their trash in the bag and dropped it out the car window to be picked up by staff. We made a nice professionally produced flier and invited all our families we serve. We had a 20 car maximum to keep a safe distance between them and we made sure we had everything in place to keep our people safe. We had masks, gloves and sanitizer and even bug spray for the mosquitos! The event went great! To make it the most like a camp event that would support the families we first did a RX 360 lesson, teaching the parents about RX and Opioid misuse and we watched "WONDER" (a great movie that aligned with the lessons taught in the TGFD program). At the end of the night we collected the surveys and did a raffle drawing. A community supporter donated a new bicycle and we had a couple of gift cards for the raffle. Everyone asked on their way out when is the next time we will do this again. To see



The Partnership for Success (PFS) project has just begun year 2 after having tremendous successes seen in year one. The PFS team provided trauma informed policing training to over 400 Tucson Police Department personnel. The team will be adapting the training for educators as it works with Pueblo High School in the coming months. The media campaign for promoting the destigmatization of seeking treatment for substance use has bus bench ads that will be out this month across Tucson featuring 6 different people in recovery making statements to support the campaign. The project held a focus group with the volunteers, led by our Media Advisor, Ed Dunin-Wasowicz to support the participants in creating the quotes for the campaign. The benches came out beautifully. The PFS project is also working on a website that provides links to support services. Keep an eye out around town to spot the bus benches and visit PimaCPC.org/TreatmentWorks for more information!



DFC/STOPit (Drug Free Communities/South Tucson Operation Prevention Intervention and Treatment):

The South Tucson Operation Prevention Intervention Treatment (STOPit) meetings are now being held through Zoom until social distancing is no longer in effect. As always, committee members are looking for ways to support community members in the City of South Tucson and are planning virtual workshops with helpful information for caregivers, parents, youth and teachers. The coalition is currently working on developing a coalition website with the help of the Media Advisor and the Web Developer. The website will feature information about the coalition as well as partnering organizations, members, our youth coalition and resources for the community. The coalition is in the initial steps of forming an Underage Drinking Prevention Work Group and is looking for new members to join and prevent underage drinking. The prevention group will focus on offering the Responsible Beverage Service Training to establishments within the City of South Tucson that hold and use a liquor license as a means to prevent underage drinking and alcohol induced accidents. STOPit is currently collecting donations of all sorts for residents in the City of South Tucson who are experiencing difficult times. These donations count towards in-kind to keep the project moving forward. If your organization would like to be part of these virtual workshops as a presenter and partner with the City of South Tucson on other projects, please contact Karla De la Cruz at the following email: kdelacruz@ppep.org

***Next STOPIT meeting is Friday, November 13th, 2020 9AM to 10:30AM via Zoom**



For more information, please contact our Community Prevention Coalition Staff:

Amy Bass, M.S.W.- (Exec. Director of Prevention) abass@ppep.org (520) 360-5282

Charlie Moses - (Parents Commission Grant) cmoses@ppep.org (971) 263-4543

Holly Halstead - (Prevention Support Specialist) hhalstead@ppep.org (520) 205-4781

Karen McGarrity - (PGG/ACCO/JJDP Grants) kmcgarrity@ppep.org (520) 307-4007

Karla De la Cruz - (DFC/CARA Grants) kdelacruz@ppep.org (520) 223-0162

Kate Meyer - (Partnership for Success Grant) kmeyer@ppep.org (520) 891-9639

Lorelin Ahumada - (JJDP Too Good for Drugs) lahumada@ppep.org (520) 909-1146

Tony Bruno - (PFS/RACO Grants) TBruno@ppep.org (520) 310-7712



National Farmworker Jobs Program (NFJP) Program Year 2019 - 2020



The National Farmworker Jobs Program (NFJP) is a nationally-directed, locally-administered program of services for migrant and seasonal farmworkers (MSFWs) and includes 52 Career Services and Training grants, also known as Employment and Training grants, as well as 11 Housing grants across the United States and Puerto Rico.

The program partners with community organizations and state agencies to counter the chronic unemployment and underemployment experienced by farmworkers who depend primarily on jobs in agricultural labor performed across the country. The NFJP is an integral part of the public workforce system and a partner in the nationwide network of American Job Centers, also called One-Stop Career Centers. In addition, NFJP partners with state monitor advocate program to provide services to farmworkers and their families working in agriculture employment.

The NFJP program was created under the 1964 Civil Rights Act and is currently authorized under Section 167 of the Workforce Innovation and Opportunity Act (WIOA).

Rural Unemployment Rates: In the rural counties of Arizona, unemployment rates are the highest in the state. According to the Office of Economic Security - State of Arizona (2020, June 30), *Local Area Unemployment Statistics* (Retrieved from <https://laborstats.az.gov/unemployment>), Yuma county continues to be the highest unemployment rates in the state.

	Jan-19	Jun-19	Jan-20	Jun-20
Arizona	5.1%	4.9%	4.5%	10.0%
Cochise County	6.0%	5.9%	5.5%	8.7%
Santa Cruz County	9.2%	10.7%	8.0	13.6%
Pima County	4.8%	4.6%	4.3%	9.6%
Pinal County	5.9%	5.5%	4.9%	9.9%
Yuma County	17.2%	16.5%	16.5%	18.1%

PPEP's National Farmworker Jobs Program performed well, despite the higher unemployment rates in the rural areas and staff turnover. This past year, the continued dedication and hard work done by all staff serving migrant and seasonal farmworkers and their families, produced the following programmatic results.

PPEP's Entered Employment rate (# of participants employed 2nd qtr. after exit) was **76.0%**, **exceeding** the goal of 70.2%. The Entered Employment Rate (# of participants employed 4th qtr. after exit) this program year, was **69.0%**, **exceeding** the goal of 66.2%. The Credential Attainment Rate (# of participants who attain a recognized credential during participation or within one year after exit from the program) was **77.1%**, **exceeding** the goal of 53.2%. The Measureable Skills Gain (the percentage of participants who, during a program year, are in education or training programs that lead to a recognized postsecondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment) **46.5%**, **exceeding** the goal of 31.0% . Finally, the performance measure of Median Earnings (median earnings of participants in the 2nd qtr. after exit) was **\$4,826**; which was below the national goal of \$5,698.

Overall, staff enrolled 203 new migrant and seasonal farmworkers (MSFW), which was added to 137 participants who were carried over from the previous program year, for a caseload of 340 participants. In addition, staff placed 116 participants in unsubsidized employment. PPEP's enrollments serviced 276 Adults and 64 Youth with Employment and Training activities.

PPEP NFJP continue to attend staff development training. During the year, the staff attended Job Search and Retention Boot Camp, which is a yearlong training with AFOP (Association of Farmworker Opportunity Programs) that will conclude in September 2020. All training sessions are virtual, and the expectation is that all staff attending will gain more knowledge in order to help the NFJP participants gain and retain employment.

Yuma County: The staff in Yuma County did an outstanding job, despite the high unemployment rate in the area and the Covid-19 pandemic. Yuma Staff: Area Coordinator – Marcia Hernandez. Workforce Development Specialists – Maria Elias; Kenia Loaiza; Elizabeth Vasquez; Manuel Vallejo; and Claudia Rodriguez. GED Instructor – Paris Salinas, and a new addition of Dawn Ollivierre, an Employer Engagement Specialist.

Highlights:

PPEP partnered with Arizona DES, Campesinos Sin Fronteras and various community partners for the *2019 Yuma County Dia Del Campesino*, an event celebrating the community's migrant and seasonal farmworkers and offers health/wellness exams, clothing, food and prizes. Because there are approximately 3,000 farmworkers that attend the event each year, it also serves as an opportunity for PPEP to inform the community about its services.

PPEP NFJP staff continue to work closely with the State Monitor Advocates program, where quarterly meetings were held, until the Pandemic hit, to continue program presentations, DES MSFW/NFJP partner roles & responsibilities, outreach and collaboration ideas, outreach packet creation, customer referral process, and MSFW Metrics. Some of the items were put on hold until in person meetings can be held again. PPEP continue to meet with the management of the DES MSFW program and is working on a new MOU to include the addition of two staff to combine both program aspects, so more farmworkers and their families have access to all services that are open to them.

“Pima Plus” Counties (Pima, Pinal, Santa Cruz, Cochise): This area of the state has struggled in the past, but has started to create a presence in the communities with reintroducing NFJP services to areas (Pinal and Cochise County) where NFJP has had limited or no presence in years. These areas have enrolled participants and have been providing much needed services to the farmworkers in these communities. Pima Plus Staff: Area Coordinator – Teresa Mendez. Workforce Development Specialists – Jennifer Torreblanca (Pima & Santa Cruz); Carla Torres (Cochise); Israel Montero (Pinal).

Highlights:

In Pima County, PPEP continues to partner with a local nursery (Civano Nursery) for enrollment and agriculture upgrades. PPEP has enrolled several of Civano’s employees and we regularly attend their staff/employee meetings to share PPEP and NFJP services. While Civano Nursery wants to keep their staff that are interested in furthering their agriculture skills, they value their employee’s success, even if it means those employees leave the company as a result of advanced training they receive through NFJP services. PPEP NFJP has provided their employees, our participants, with occupational skills trainings that include Commercial Truck Driver training that has allowed their employees to move up into truck driver positions and remain a dedicated employee. The staff has also met with different community service providers such as Mariposa Community Health, Marana Community Food Bank, AZ@Work Santa Cruz County. Employer outreach continues to be conducted to employers that our participants have either training for, or the skills and abilities to be employed, what their desires are.

In Cochise County, the staff continue to work in the remote areas, such as Winchester Heights low-income housing area, to enroll those farmworkers that are in need of, and want, the services that we provide to continue to improve life in the rural counties. The staff work closely with the local colleges, Arizona Community Healthcare Workers Association, Chiricahua Community Health Center, AZ@Work Cochise County, and agricultural employers to recruit participants.

For Pinal County, we continue to reestablish an NFJP presence and we’ve partnered with numerous other farmworker serving organizations (AZ Complete Health, United Way, University of AZ, Sun Life, Pan De Vida, Allied Health) and continue to work with the networking group (Pinal County Agriculture Coalition) that provides services to the rural agriculture areas in Pinal County, which is most of the county. PPEP NFJP staff continues to work with Central Arizona College to provide training and education to our farmworker population.

In Santa Cruz County, PPEP and Pima County Joint Technological Education District (JTED) partnered with Nogales High School (Santa Cruz County) to provide paid internships to students (farmworker dependents) enrolled in the Automotive Technologies. Participants in the Automotive Technologies program have the ability to gain two certifications – Automotive Service Excellence (ASE) and Mopar Career Automotive Program (MCAP). The ASE certification improves the quality of automotive service and repair through voluntary testing and certification of automotive technicians; and the Mopar certification was established to develop highly skilled service technicians in the auto industry. PPEP NFJP staff enrolled two students, to start, into Work Experience positions, one which didn’t work out due to immigration issues, and the other completed the program with her high school diploma and a job offer from her employer. PPEP will continue these internships in the future.

Occupational Training: Training and certificates/licenses in the following areas: Construction Training, (15 NCCER Cards) Barber/Cosmetology (4 Licenses), Medical Office Specialist (17 Certificates), Certified Nurse Assistant (29 Licenses), Aircraft Structures (1 NCCER Card), Welding,

Phlebotomy (1 License), and CDL Truck Driving (35 Licenses). All certification training is taught by private and non-profit educational-providers.

Basic Skills Training: Basic Skills Training under NFJP include GED preparation (47 GED's attained), Adult Basic Education (ABE) (1 participant served), Employment Preparation Training (EPT) (143 participants served), High School Diploma (4 Diplomas) and English as a Second Language (ESL) (30 participants served).



Global Pandemic Results

All of the services provided to participants were adversely affected by the Covid-19 pandemic. The results of the pandemic were: enrollments and placements were low due to the stay at home order, local businesses closing down and not hiring new employees, the participants fears of not leaving their homes so they don't get sick, also training providers closed their doors until guidance was given on how to proceed. There was also the large sum of unemployment that individuals were receiving, which in some cases was more than their regular pay, that lead to the low enrollments and placements. Also, the services during the program year were all completed virtually, so there were no one on one meetings which participants had a hard time with.

PARTICIPANT SUCCESS

PERSISTENCE PAYS



Nora is a 32-year-old Hispanic female in Douglas, AZ. A single mother of three children ages 5 to 10. Nora started working in the agricultural industry in Cochise County in 2016 following the sudden death of her husband. She needed an income to sustain her children but struggled to find employment due to limited English proficiency and lack of work experience. She soon settled on agricultural employment. But not long after, she discovered the job did not fit her interests and skill potential. The

repetitive nature of her tasks became monotonous and not a challenge. She prides herself on being a quick learner but after learning her job inside and out, no advancement opportunities opened up.

Nora learned about the National Farmworker Jobs Program during a presentation made by the Workforce Development Specialist (WDS) assigned to Cochise County. Unemployed for several months, Nora did not care to return to an agricultural position almost 2 hours from her home. On entering the program, she opted for a career in nursing and set her sights on becoming a licensed practical nurse. She had previously earned a General Education Diploma in 2013, but felt she needed more practice in spoken English. Nora started college level English Learner classes prior to college nursing courses and looked for part-time employment in retail to carry her and her family through. WDS provided job readiness training and intense job search assistance. Unfortunately, no retail businesses had openings. Her limited work availability and unwillingness to travel to Sierra Vista, an hour away, severely narrowed her job options.

Undaunted, the WDS agent invited Nora to a hiring fair in Douglas, where Nora discovered a potential new career opportunity. Arizona Corrections had positions in Pima County, AZ with good income potential and paid training. WDS assisted her in gathering needed information, making personal contact with the recruitment officer, and fill out an application on-site. Several days later in a meeting with WDS, she expressed that after consulting her family they decided for her to not pursue a Corrections Officer position. WDS provided further career counseling and assistance in job seeking and applying for other opportunities. Then came a quiet time when Nora would not respond to WDS's calls, messages, and home visits.

When after many attempts WDS finally connected with Nora, she shared that faced with urgent financial uncertainty, she had dropped out of school and gone back to the agriculture job. But given the distance to and from work, she knew she couldn't keep that job for long, and felt deeply conflicted over what path she should pursue. WDS helped her weigh all options and outcomes and she concluded she would apply for the correctional officer position. WDS again offered assistance in the application process and scheduled to meet when she had more time. After more fits and starts, WDS caught up with Nora. She reported she had lost her phone and could not call WDS and that she resigned her agricultural job and was again unemployed. She completed her application with the Arizona Department of Corrections, Reentry and Rehabilitation, now with the option to complete Correctional Officer Training Academy (COTA) at the local college site. She attended an interview and needed to go back to complete hiring requirements for hire. WDS was there, encouraging her to complete the process. Finally, Nora completed COTA training and obtained employment as a Corrections Officer. After many personal challenges, she is thankful for the patience her Corrections training officers displayed given her nervousness and trouble understanding certain words. Nora now works at the Douglas Correctional Facility not far from her home. She is ecstatic at her newfound ability to bring home adequate earnings to care for her children and being able to spend evenings with them, to boot. She likes her new career because she continues to learn new things about herself and her ability, with persistence, overcome life challenges. And above all, she feels she is appreciated by her professional peers.

PPEP Microbusiness and Housing Development Corporation

NFJP Housing Division

Yuma-Somerton-San Luis

2019-2020 Year Review



The 2019 – 2020 Program year for PPEP Microbusiness and Housing Development Corporation's NFJP Housing Program was fortunate enough to acquire six (6) new properties, bringing the total housing portfolio to 19 Units, of which 15 home have been renovated and rented to farmworkers and low income families in need of a place to call home.



The housing division prides itself in maximizing its efforts to incorporate ways to renovate homes safely and efficiently. This is achieved through PMHDC's own practices and within community partnerships to provide a comfortable living space that is modern and up-to-date for farmworker families. Through the excellent artisanship from our in-house construction

supervisor, we are able to go from just painting a property, to installing a brand new kitchen and always delivering the best results.



In addition to the permanent housing arm, the rental assistance department had great success in helping families and individuals stay in their homes by providing assistance with rent or mortgage payments. This was integral and sometimes because of delinquencies, more than one-month rent or mortgage was paid to keep families in their homes and a safe place to live. In addition, our comprehensive service referrals to the National Farmworker Jobs Program are necessary to provide educational and job training opportunities for participants and their dependents if needed, for continue sustainability and self-sufficiency.

On the USDA “502/504” program, we assisted more than 10 families with credit counseling and housing applications. We worked to help individuals increase their credit score and identify loan options. Once they achieved the credit-score needed and were meeting income goals, we then assisted in the application for the purchase of a new affordable home. Staying in touch with participants and keeping them focused on their goal is a key component of this program. Fixing credit issues can be a lengthy task as well as building a good credit record, nevertheless with time and effort the program continue to meet our goals and help others to reach their goals.

We continue to work with USDA and HUD to purchase homes in the development of farmworker rental housing and continue to communicate and offer ways to develop on farm housing in the Yuma County area. In the coming year, we will have a stronger focus on developing options and opportunities that could be advantageous to Growers for On-Farm Housing. We continue to work toward increasing much needed housing in the Yuma County area, and have reapplied to DOL for the PMHDC NFJP Housing program to continue the needed work in the development of low-income affordable housing options.

Written by: Diana Rivera, NFJP Housing Property and Program Manager

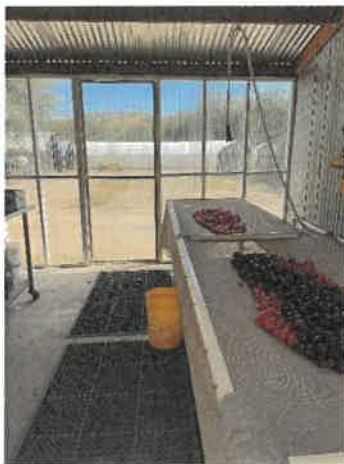
Annual Report 2019-2020

Arivaca Community Garden



Each year the Arivaca Community Garden does its best to produce an hearty crop of fresh produce throughout the year in support of the community at large, the local food bank, and our local businesses selling fresh pesticide free produce to the local restaurant scene. The program continues to sell fresh produce at our local farmers market in support of the garden and to avail fresh produce to the local community.

In its 21st year, the Arivaca Community Garden (ACG) continues its progressive nature to update working spaces to provide a safe environment for food cleaning and storage. In the picture above, you can see the updated washing area and packing space to ensure quality cleaning and packing of produce prior to going to market, to our produce vendors, or the food bank. Our initial cleaning area has been updated and new materials put in, replacing worn cleaning beds and building materials to keep out the bugs. We have built new storage sheds to house our packing materials and built new steps going into our cold storage area.



Going forward, we continue to meet the challenges of growing a 4-acre organic garden and research ways to mitigate problems as they arise. Biocontrol's continue to play a big part in our growing strategies, and finding new organic products to combat molds and mildews, so plants can survive excessive moisture. This past year we increased our growing space, added a new greenhouse, and repaired other existing structures for better growing conditions.



We continue to incorporate the use of beneficial insects into just about every aspect of our growing strategy. Our insect populations are now established in the garden, which ward off unwanted insects that hurt or destroy plants and help us to produce better yields and keep our garden pesticide free. It is this continuous process to improve on our growing practices, which help to grow a better produce for the community at large. Working at the garden is not always an easy job and requires a lot of lifting, bending and walking.

Staff continue to be diligent in their efforts to overcome obstacles and still produce between 16,000- 20,000 pounds of fresh produce each year, which help to provide fresh produce to the local community food bank for their food boxes. In the past, we have consistently produced almost 19,000 pounds of fresh produce each year, so you can see how the weather and our ability to grow can affect us if things go wrong at any point.



In the picture above, you can see, just a little of the tomato's and carrots produced this year and the impact of a good year and its impact. In the coming year, we will continue to upgrade other structures, and update our living spaces for volunteers. We continue to host guest workers at the garden and continue to improve our hosting site. Although we do not have a permanent sleeping quarter area, we are working toward that so workers can stay longer and be more comfortable during their stay here in Arizona.

Our garden was re-certified again this past year as an organic operation by the Oregon Tilth certifying agency and we passed with excellent reviews. This certification assures customers that we are not using pesticides or other problematic chemicals in our growing practices, and ensures good healthy produce for the consumer.

Garden Manager Bill Stern and Master Gardener David Keller, along with Theo Celler, and Carlotta Wray, continue to come up with new innovative ways to increase production, mitigate risk, get more fresh food to out to our communities, and produce an outstanding product. As a part of sustainability efforts at the garden, staff continue to vend at the Santa Cruz Farmers Market on Thursdays from 3-6 PM at the SW corner of Congress and Avenida del Convento in Tucson and provide produce at the Marian's Market Saturday mornings in Arivaca during the summer months. This program continues to move in a direction with amazing foresight and increased production through research and growing strategies to address nature and weather.

Report produced by,

William Stern, Agricultural Manager

Kari Hogan, Deputy CEO

PPEP, Inc.
Workforce Innovation and Opportunity Act (WIOA)
Adult, Dislocated Worker, SCSEP Programs (Pima County)
Dislocated Worker (Yuma County)

Annual Report – Program Year 2019-2020

PIMA COUNTY:

In 2019-2020, PPEP continued to be one of the largest WIOA grant sub-contractors in Pima County with workforce contracts and continues to be the sole contractor for all WIOA On-The-Job Training (OJT) contracts. The PPEP team provides Pima County residents with career counseling; employment preparation; access to vocational, academic and other job training; job placement services; and follow-up and career advancement services. They serve Adult, Dislocated Worker, Older Workers and Veterans throughout Pima County with an emphasis on rural areas of the County.

In 2019-2019 our Pima County WIOA team consisted of:

Mary Palma – OJT Coordinator

Grace Askew – Workforce Development Specialist (DES)

Maxine Alvarez – Workforce Development Specialist (Rural)

Emilia Pedregon - Workforce Development Specialist (Rural)

Oscar Romero – Workforce Development Specialist (One Stop)

Ciera Thomas – Program Support Specialist/Eligibility

Gia Kaso– SCSEP Workforce Development Specialist/ 50+ Workshop Facilitator (One Stop)

Sandy Adams – Executive Director

Kari Hogan – Deputy CEO

Results: This past year, the team performed well. Staff has been busy with new applicants, enrollments and placement activities. To start the 19-20 year, 268 participants were enrolled (Carry-Over) from the previous program year. Pima WIOA Staff enrolled 302 new participants, serving 570 participants in the year. A total of 218 participants exited the program and were placed in employment, and 68 individuals were closed (*exited for other reasons*). The *Average Wage at Placement* was \$16.33 which, exceeded the contract goal of \$14.00/hour.

On-the-Job Training (OJT): Approximately 33 individuals participated in the OJT program in PY 19-20. Of those who participated, 19 were hired by OJT Employers. The *Average Wage at Placement* for OJT participants was \$15.05/hr., which exceeded the contract goal of \$14.00/hour! Seventeen (17) different employers participated in the OJT program and over \$60,369.94 in OJT contracts were paid out and utilized.

Older Workers Program: With the Pima County Senior Program, PPEP continues to work with seniors age 50 and older in part-time employment activities through the Senior Community Service Employment Program (SCSEP) and we provide Employability Skills Workshops designed specifically for the mature worker population. Both programs help older workers in today's job market to brush up on their skills and to help them prepare for new job opportunities. Gia Kaso continues as the case manager for both of these programs. This year, we served seven (7) participants in SCSEP and two (2) were placed in unsubsidized employment with an *Average Wage at Placement* of \$12.50/hr. Gia provided 27 Employability Skills Workshops, which are 16hrs each over four days. Of those attending the workshops, 36 participants

gained employment! For the SCSEP program, as of June 30, 2020 the contract was given to AARP, so PPEP will no longer be providing services to these participants. Prior to June 30, 2020, all participants transferred to AARP for a seamless transition of services.

YUMA COUNTY/YPIC:

In program year 2019, PPEP served WIOA Dislocated Workers in Yuma County through a contract with Yuma Private Industry Council (YPIC). PPEP enrolled 41 participants, coming just under the contracted goal of 46, in comprehensive case management, Occupational Skills Training, OJT, and Basic Skills Training in an effort to return participants to the workforce. At the time of this report, Yuma County is unable to provide individual agency performance outcomes, although 16 participants were placed in unsubsidized employment this past year and others were in training and carried over into the New Year. This program served all of south Yuma County and the city of Yuma. Due to staff turnover, it left the program with a vacancy for almost 3 months. In February, the new staff came on board, but in June 2020, she resigned her position to be home with family. Because of excessive staff turnover, PPEP will not be renewing the YPIC contact for program year 2020. We continue to work with YPIC in other areas and have a great working relationship. This was a mutual agreement to ensure participants were served in the best way possible.

Professional (Staff) Development: Nearly all of the WIOA Staff attended the AFOP National conference on employment and training in Washington, D.C., and a Staff Training in February 2020 with other PPEP staff. The conferences provided excellent training tracks that work to improve staffs abilities and to offer additional ways of approaching employment opportunities, interviewing participants, partnership development and documentation. In addition, team work, leadership development and other pertinent topics are offered that continue to enhance skills and add value to their jobs.

Global Pandemic Results

All of the services provided to participants were adversely affected by the Covid-19 pandemic. The results of the pandemic were: enrollments and placements were low due to the stay at home order, local businesses closing down and not hiring new employees, the participants fears of not leaving their homes so they don't get sick. There was also the large sum of unemployment that individuals were receiving, which in some cases was more than their regular pay, lead to the low enrollments and placements. Also, the services at the end of the program year were all completed virtually, so there were no one on one meetings which participants had a hard time with.

Looking to the future:

The WIOA programs continue to provide services to adults in Pima County, for employment and training opportunities, in a number of different fields and occupations. We look forward to continually providing quality services, with the same comprehensive employment and training services as PPEP always has. We continue to outreach and recruit in very remote and rural areas, in order give all residents an opportunity to achieve their dreams and goals, and look to new economic development trends that will hopefully bring new opportunities.

Report Produced by:

Sandy Adams, Executive Director /Employment & Training

PPEP & Affiliates
Human Services/Community Action Department
Annual Report 2019

The Human Services/MIS/Community Action department is comprised of Dora Coronado, Adrian Castillo, Gabriel Mishler, David Mason, Celestino Avalos, Sandy Adams (Executive Director), and Kari Hogan (Interim Deputy CEO). Through hard work, these individuals have helped to provide intake, eligibility, and direct services to over 700 families under the various State DES, County and Federal contracts.

PPEP continues to provide emergency assistance to rural residents throughout the state in need of services through direct service or through information and referral services. Services provided through this department are spread far and wide to serve farmworkers and other low income individuals and rural families across the state of Arizona in the counties and communities we serve under numerous contracts.

In Pima County, the ESN (Emergency Services Network) grant provides rental, mortgage assistance, and helped 68 families avoid eviction, for a total of \$68,763 with an average of \$1,011 per family. These funds are distributed on a monthly basis throughout the year, to ensure services are available to low income rural residents all year long. These particular services are for Pima County residents only, which includes the rural areas of Marana in partnership with Arizona Youth Partnership, Avra Valley, Picture Rocks, Three Points area, Catalina, Ajo, Arivaca and other rural areas within the county. This past year PPEP also began working with Pima County and the Arizona Department of Housing on a Pilot Project for Eviction Prevention. This program is looking to address the dramatically increased number of evictions adjudicated by the justice courts throughout Arizona and has identified Pima County zip codes with very high evictions in 2018.

PPEP contracts with Pima County for the LIHEAP program (Tucson and surrounding areas), which provides utility assistance for gas, electric, and water. The staff served 550 families this past year for a total of \$386,728 in utility assistance for an average of \$703.14 per family. There are over 250 calls per month for the LIHEAP program. During these calls, if PPEP is unable to assist with services, staff provide information and referral to other agencies that also provide services.

Under the CSBG program, provided by the State DES, the grant provided \$12,220 in pass through funding to the local community food bank in Yuma and Avondale areas, to provide for additional food assistance to low income individuals and farmworkers. As a result, 101,000 food boxes were distributed to low income households last year. In other areas of support, services totaling \$61,200 was spent on 68 families, for an average of \$ 900.00 per family for sustainability in PPEP's service delivery areas across the state. These support services included Rent, Utilities, Food, Tuition, Housing Deposits, Transportation, Clothing, Hotels, and Bus Passes. All services are employment or training related.

In the Yuma County area, the Human Services Department provided over \$11,370 to 23 families in emergency and employment services under CSBG (Community Service Block Grant) and CSA (Community Services Admin - Case Management) grants to serve farmworkers and other low-income individuals. This Long Term Case Management program works to ensure farmworkers and other low-income families become more self-sufficient and less reliant on community services. The in-depth case management services help to develop skills in resume writing, job search assistance, provide referral to training services, referrals to child support for single parents, job placement assistance and other supports to families in need. These services provide employment stabilization and leverage other program services for employment and training. Under this grant, the program was able to help and serve individuals throughout most of southern Arizona. Staff was able to use offices through developed partnerships that allowed a broad service area within a nine county area.

Additionally, this grant provided an avenue to apply for additional discretionary money awarded in support of Youth Development and provided for Stipends for the PPEP YouthBuild program in the Yuma County area. \$30,000 was awarded in support of this program and its training and development.

Under the various grants/contracts, through the State of Arizona and counties, PPEP was able to advocate on behalf of farmworkers and other low income in upholding its mission to Improving the Quality of Rural Life and has served over 1000 individuals and families.

Our Human Services Programs continue to work with and collaborate with community partners and continues to leverage over \$2,000,000 in services each year to provide the necessary employment, training and emergency services for individuals to gain the skills and services needed for continued self-sufficiency.

Report Produced by:

Sandy Adams,

Executive Director of Employment, Training, Youth, and Human Services

Addendum to the CEO Annual Report

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PSMA



**Emergency Medical Supplies loaded for the
T.O. Nation's and Rural Communities –
PSMA Warehouse Tucson, AZ**





**PSMA loading wheelchairs,
that we were fortunate to
help this child in need**



PSMA

FARS and It's Partners



**Impacting so
many lives!**



FARS and Partners





Loading / delivering day and night, supporting food security in rural areas and the T.O. Nations



FARS and Partners

**Loading Emergency
Relief Supplies to
Outline Areas**





**Border Deliveries in
Traditional Areas**



FARS and Partners



**Finding ways to get Emergency Relief
Supplies where they need to go**



FARS and Partners



Honduras Project



FARS and Partners





FARS and Partners

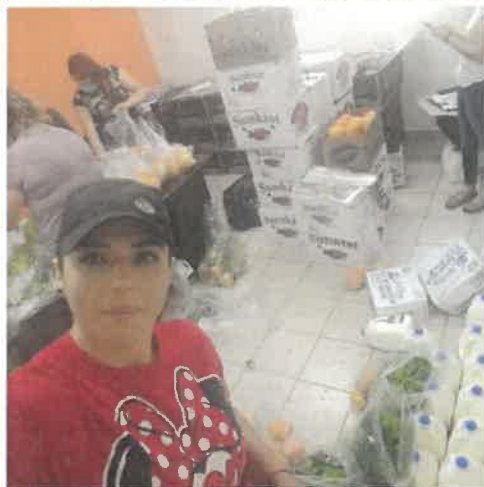


Photo Gallery

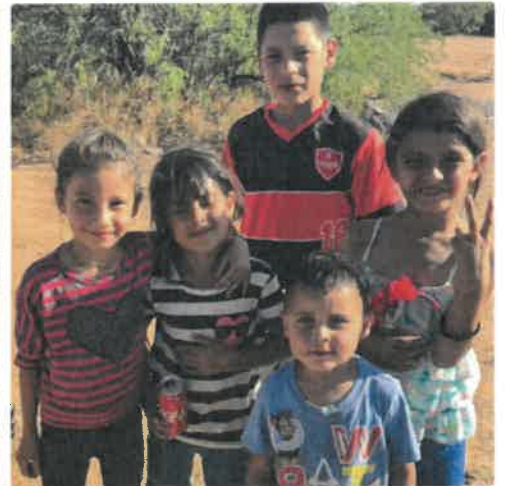


Faces of those Assisted during the Pandemic





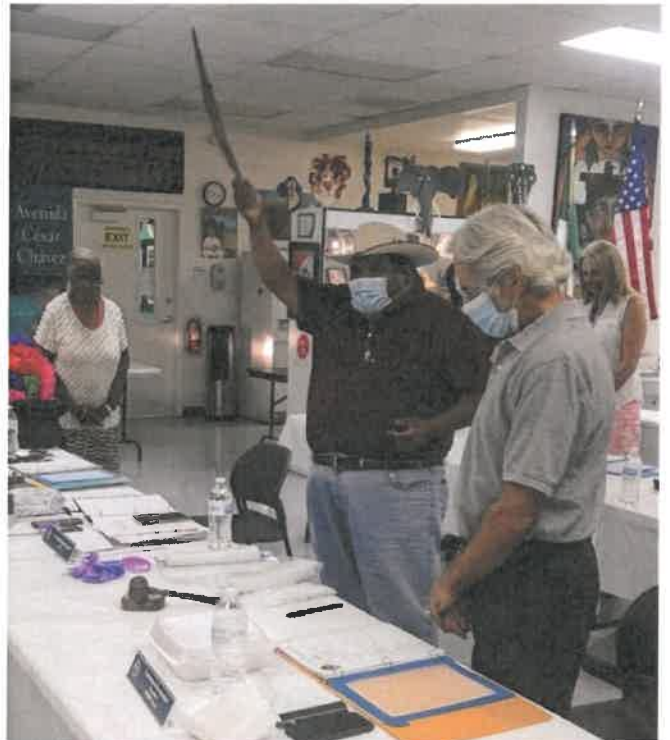




Air Craft Structure Program Graduation



FARS President Verlon Jose giving a Traditional Invocation Prayer at our Board Meeting



PPEP's August 24, 2020 Board Meeting where most members attended by ZOOM

August 24 Board Meeting also PPEP's 53rd Birthday



PPEP Arivaca Gardens





Food Security – Dr. Arnold delivering Rice and Beans and Lentils at the Amado Food Pantry



Midwest Food Bank







Our Fallen Hero – Jacinto Cruz

Estimados :

I am sad to report that long time board member Jacinto passed away. Jacinto served on several boards including PPEP Inc., PSHSC, and FARS Boards spanning almost 5 decades. I met him in when we started the Yaqui Salvage Coop collecting construction materials to rebuild Yaqui houses. Congressman Morris K Udall along with Hector Morales visited the co-op in the late 60's. Jacinto had a great sense of humor and made everybody laugh except for himself. He was never afraid to ask very pointed questions at board meetings or whenever we had meetings at the Yoem Pueblo. His wife Mary Jane was always with him at the meetings. Towards the end, he was in a nursing home up in the Catalina foothills where I visited him late last year. We talked about racing down the halls together, him in the wheelchair and me running. The nurse thought we were serious. Unfortunately, the coronavirus imposed very restricted visitation even that of his wife. My last visit with Mary Jane she told me of the almost impossible situation to see her husband at the nursing home. The family has asked me to speak at his service on the 21st where the Pascolas will be dancing in his honor. Jacinto is part of the Cruz family a number of them, which are pictured below with Congressman Morris K Udall. They were the principal family that helped us to acquire the land on which the village was a farm labor camp. PPEP purchased the labor camp from court Cortaro Water Users for \$38,000 and later received a grant from HUD to put sewers and toilets in the village. Subsequently, the Pima County Board of Supervisors along with Pascua Yaqui Association built all new housing and paved the roads. There is a traditional chapel also on the property plus a senior nutrition center. Originally, the village council owned the title of the land but as the members aged, the residence voted to turn over the village to the Pascua Yaqui Association .PYA now maintains the village as well as makes improvements. Looking back at the salvage co-op and Jacinto's involvement probably saved the villagers from being displaced and the land sold for big money at today's market. Jacinto will be missed but his legacy will not easily go away.

¡Si Se Pudo, Si Se podra!

John David Arnold CEO and founder



Jacinto Cruz and his wife Mary Jane at PPEP's 47th Anniversary

Re-building Yaqui homes Yoem Pueblo



Yaqui salvage Co-op - Marana, AZ

International Food Security, Water, Pandemic Relief

Mexico

Sonora

Africa

Cameroon

Ghana

Nigeria

Liberia

Sonora, Mexico



Nogales, Sonora CIAAR Food Security Program focusing on nutrition, health and Covid-19 sanitary protocols.



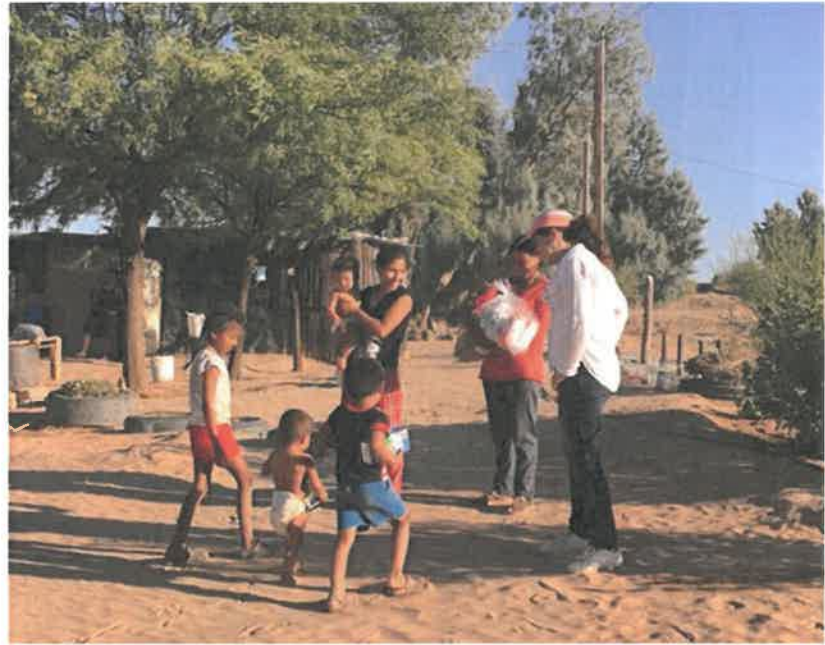
Sonora, Mexico



Rieno de los
Niño's
Orphanage -
Imuris,
Sonora



Sonora, Mexico

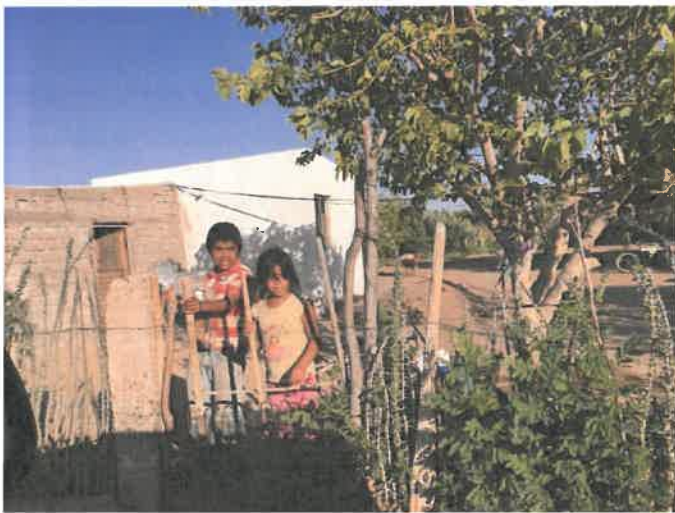


**FARS Board Member,
Veronica Diaz Gonzalez, giving
a helping hand Food Bags and
personal items in the border
region – Caborca, Sonora**



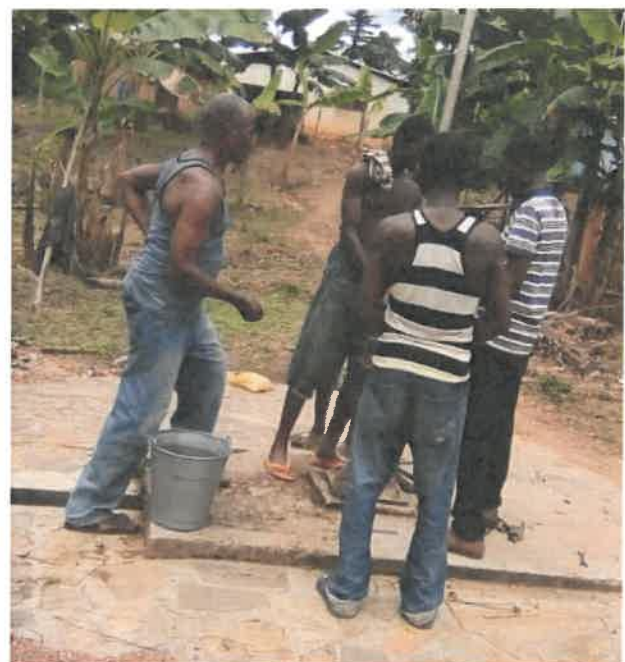
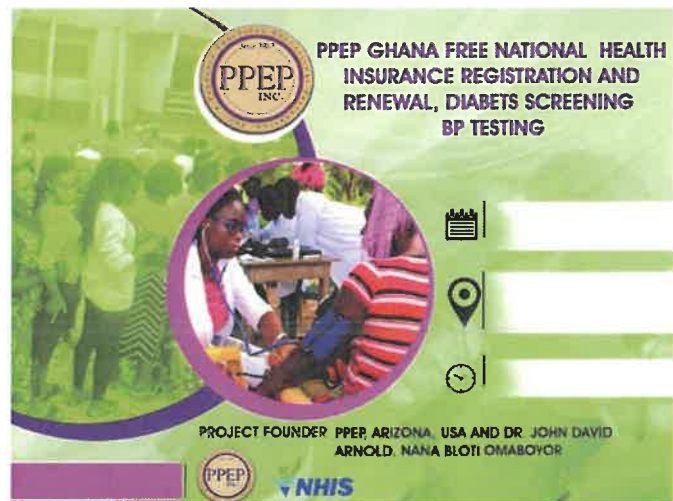
Sonora, Mexico



Sonora, Mexico



Africa



**Diabetes Prevention Health and Education
Worker**

Cameroon, Africa



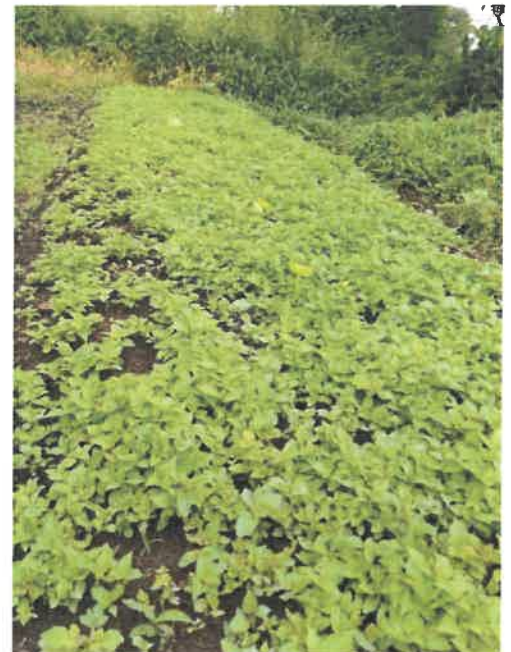
**Food Security -
Organic Onion
and Tomato
Farming**



Cameroon, Africa



**Micro Loans –
Organic
Farming**



Diabetes Program



Diabetes Education Prevention Cameroon



Ghana, Africa



PPEP provided a mattress for little Emmanuel and his Grandmother who is also severely crippled



Clean Water Project – New Baika

Ghana, Africa



**Water Security – Water well /
Pump for Free Clean Water – Old
Baika Ghana**



**Rural Community
Action / Health
Education Meetings**

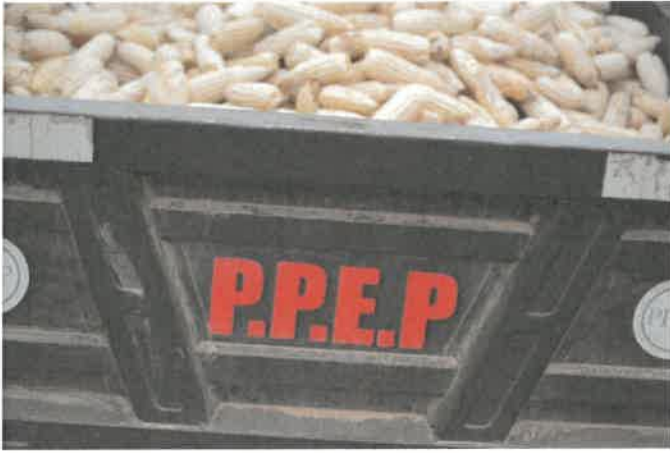
Ghana, Africa



**Rural Community Action / Health
Education Meetings**



**Painting Alphabet
on Omaboyo
Preschool Wall**



Food Security - Corn harvest



PEPP Ghana opens Rural Farmworker Clothing Bank



Ghana, Africa



Mask Security fashion
designed, Priscilla Aser Ali,
and her beautiful creations

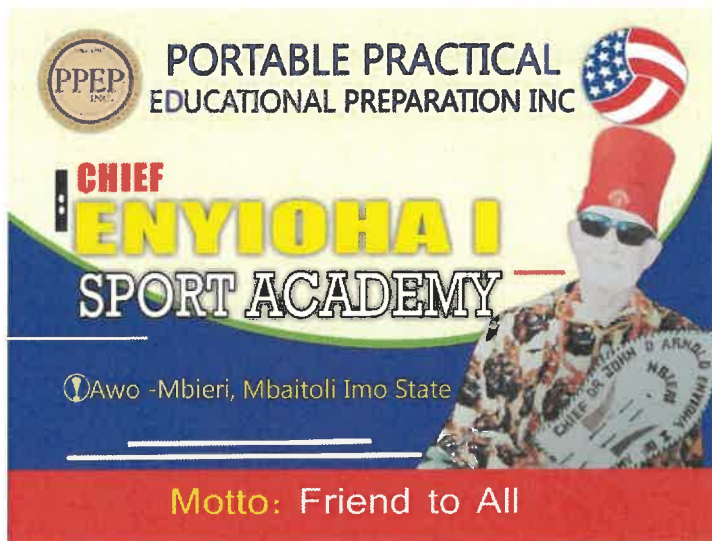


Bonnet and Mask



Some of the single moms helping with masks





**Sports Empowering Youth to Build
on their Future.**



Liberia, Africa

Food security - Bong County, Liberia, which was once 'ground zero' for the Ebola virus. Now they are prepared by producing food in these harsh Covid-19 times. Somehow, they learned from the last epidemic. Going forward we must learn to do the same. We provide some small support.



Irrigation waterway/ main drain

Rice Nursery; from here we transplant in the field



Group of villagers working and learning / practicing low land farming





Staying Safe Wearing Masks



PPEP Eagle Team in Africa



Advocacy and Community Service