



TOKA

TOHONO O'ODHAM KI-KI ASSOCIATION

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Happy Anniversary, TOKA!

With 50 years behind us, there is a lot to reflect on and a lot to look forward to!

Originally established in January 1962 as the Papago Housing Authority, the primary mission has been to provide safe, affordable housing for tribal members. Through developing home designs and infrastructure, more than 1,000 homes have been constructed on the Tohono O'odham Nation since the organization's inception.

With countless hours of engineering, architectural design, and actual construction, many things have been learned throughout TOKA's 50 years. For example, there have been various methods of construction utilized to create the 34 series of homes that have been developed over the years.

To mark TOKA's 50th anniversary, we are pleased to introduce welcomed changes to move forward into the 21st Century while continuing to hold true to our O'odham Himdag. TOKA is undergoing a re-branding campaign to better serve the Tohono O'odham Nation through improved services, community outreach, and becoming a more powerful partner in the housing service industry.

These changes are most clearly reflected in TOKA's newly revised logo. The department solicited new logo concepts to better reflect the mission, history, and vision of TOKA. After receiving numer-

ous responses, TOKA employees selected the one that best represented the organization.

The winning design was developed by one of TOKA's own, Force Account Superintendent Apprentice, Joshua Hendricks. Mr. Hendricks had this to say about the new logo:

"Home, a sacred place. Like the home of the creator...My grandparents built their home block by block with handmade adobe. They built these blocks on the land where my mother's home stands in Covered Wells in the Gu Achi District. The same can be said for any district you visit. Our relations are near and far. As our people grow, our children grow older with all the blessings that our elders have passed down with all their teachings. Transitions pass like sunlight. Paths we have, our mazes that we must all travel. Where feathers fly there's no limit. We are woven together by the same bow. Our Nation is great. Our people create greatness. And so our children continue in our footprints. Learning from our past, developed through the present, and building into the future."

Mr. Hendricks' words speak true to what TOKA stands for. The future of TOKA and the Tohono O'odham Nation requires the construction of safe and affordable housing; all of our friends and family members deserve a home that is sacred to them.

TOKA continues to move forward working with the Nation's districts to identify and allocate new sites for development. We are continu-

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TOKA is proud to announce the appointment of our new Board of Directors

Ms. Mildred D. Manuel, Chairwoman

Akimel O'odham (Pima)
Gila River Indian Community
& Pascua Yaqui

**Master's of Arts in Special Education and Rehabilitation,
University of Arizona**
**Bachelor of Science in Education-Special Education and
Rehabilitation, University of Arizona**

Ms. Manuel has nine years management experience and currently sits on the AZ Early Childhood Development & Health Board-First Things First Tohono O'odham National Regional Partnership Council, AZ State Inter-agency Coordinating Council for Infants and Toddlers, Community Advisory Council-Sonoran UCEDD and United Cerebral Palsy of Southern Arizona Board of Directors.

Ms. Renee RedDog, Vice-Chairwoman

Tohono O'odham, San Xavier District

**Bachelor of Science in
Political Science,
University of Arizona**
**Associate of Arts in General Studies,
Pima Community College**

Fourteen years management experience; appointed to four committees (Finance, Natural Resources, Policy & Personnel and Planning) for the San Xavier District Council. Previously employed as the TOKA Executive Director

Mr. Marcos Ysmael, Secretary

**Building Materials & Cost Estimating, Bilingual Education,
Pima Community College**
**Liberal Arts,
University of Arizona**

Twenty-eight years community development & affordable housing experience working with local non-profit agencies & lenders, including 20 years with Pima County housing programs where he is currently employed as a Community Development Housing Planner; current Board President of Southwest Fair Housing Council Board of Directors. Professional certifications include: Housing Development Finance Professional Certification, National Development Council (1999), Certificate in Public Policy and Management, University of Arizona Institute for Local Government (2001), EPA Certified Lead Based Paint Risk Assessor (2001), Construction and Production Management, Neighborworks Training Institute (2007)

Ms. Kimberly Mull Member

Tohono O'odham, Sells District

**Associate Degree in
Elementary Education,
Central Arizona College**
**General Studies,
Tohono O'odham Community College
& Pima Community College**

Nine Years housing experience; Four years as Sells District Legislative Representative & current alternate, Former Legislative Housing Committee member, Former Chairperson for Judicial Courts under the Judiciary Committee, Current Family Preservation Coordinator with Family Preservation Programs.

Meetings of the TOKA Board of Directors are open to the public unless otherwise noted. Look for announcements of upcoming TOKA Board meetings in our newsletter, on our Facebook Page and at various gathering places on the Tohono O'odham Nation

TOKA's Management Team



Pete Delgado Executive Director

Tohono O'odham, Pisinemo District
Juris Doctor, University of Arizona
1-year TOKA employment;
Previous employment Executive Assistant, Tohono O'odham Nation

Novalene Garcia Residential Director

Tohono O'odham, Baboquivari District
20 years TOKA employment; 7 years as Residential Services Director; Certified by the National American Indian Housing Council (NAIHC) in Admissions and Occupancy I, and Admissions and Occupancy II: Collection & Compliance among other certifications





Bill Davis
Compliance Director

7 years TOKA employment; 3 years as Compliance Director; International Code Council (ICC) certified residential building inspector and residential plumbing inspector; certified by the American Lung Association as an indoor air quality inspector among other certifications.



Roxanne Neal,
Finance Director

Navajo, Salt Clan, born for the Many Goats Clan
Bachelor of Science in Accountancy, Northern Arizona University
3 years plus TOKA employment; Finance includes Accounting, Purchasing and Warehouse; Previous employment Senior Accountant, Town of Marana



Rudy Torres
Construction Director

Bachelor of Science Construction Management, Arizona State University
2 years TOKA employment; Construction includes various Contracted Projects and home renovations with in-house Force Account; 21 years of construction and management experience; Previous employment Commercial Project Manager, Giles Construction



Damascus Francisco
Human Resources Director

Tohono O'odham, Gu Achi District
Master of Education, Northern Arizona University
Bachelor of Science in Business Administration:
Management Information Systems/Business Management, University of Arizona
1 year TOKA employment; Human Resources includes Information Technology;
Previous employment Research Assistant, Tohono O'odham Community College



Marlo Norris-Enos
Maintenance Director

Tohono O'odham, Sells District
Bachelor of Arts in Public Administration, Prescott College
1-year TOKA employment;
Previous employment, TERO Administrator, Tohono O'odham Nation



Alexandra Terry
Development Director

Tohono O'odham, Gu Vo District
Master of Business Administration, University of Arizona
Bachelors of Arts in International Relations: Economic Development, Brown University
1-year TOKA employment;
Previous employment Grants & Contracts Administrator, Pascua Yaqui Tribe;
Executive Assistant, Tohono O'odham Nation

Human Resources/ Information Technology Highlights



Senior Management

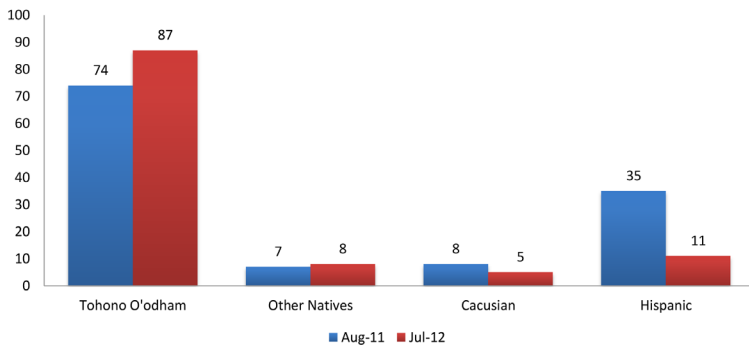
Earlier this year, the Development Division was restructured into two new divisions—Development and Construction. This change increased the number of senior management positions from six to seven. In one year's time, the number of Tohono O'odham represented at the senior management level rose from one to four.

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Native Employment

Increased efforts to train, attract, and retain tribal members at TOKA has proven effective; the percentage of employees that are Tohono O'odham rose from 66 percent to 78 percent in just one year. That puts the total number of Native Americans working at TOKA at 95, a 13 percent increase from 2011.



Alcohol- and Drug-Free Workplace

As an alcohol- and drug-free workplace, TOKA conducts pre-employment alcohol/drug screenings, as well as random screenings of all employees. For those employees that are identified as struggling with drug or alcohol issues, TOKA offers a second chance agreement. This program provides the opportunity for the employee to seek behavioral health services. TOKA is committed to helping employees conquer substance abuse issues and will continue to offer this program.

IT Improvements

TOKA has recently hired three full-time IT employees, moving away from outside consultants to provide these services. This change has already strengthened and improved the existing infrastructure.

IT also transitioned from a Windows-based operating system to Mac OS. This provides stability and consistency with IT's Apple products including iMacs, MacBook Pros, iPads, and iPhones; these IT improvements set the groundwork to move to a paperless environment.

Social Media

With the increase of Internet usage by O'odham, TOKA has established a Facebook page (*/KiKiAssociation*), Twitter account (*@TOKAHousing*) and a newly launched website (*www.tokahousing.org*).

In the works –

- Revision of the personal policies and procedures;
- Introduction of an employee Wellness Program

TOKA's 50/50 Matching Funds Program



TOKA staff & Sells District Representatives for the TOKA check presentation.

Late last year, the Sells District came to TOKA with inquiries of a cost sharing opportunity. What emerged from that discussion was what we call the 50/50 Challenge Program. In this program, TOKA will match district funds \$1 for \$1 up to \$200,000 for projects that address affordable housing. With this one-time allocation, San Xavier District was able to build four homes and Sells District assisted 35 families with repairs, indoor plumbing, roof renovations, as well as purchasing modular homes.

"The innovative, hard work that has gone into the 50/50 Program has already shown fast results, with the Sells District as a prime example of this success," said Pete Delgado, Executive Director of the Tohono O'odham Ki:Ki Association. *"We will continue moving forward in assisting our members with affordable housing."*

In order to receive these funds, participating districts showed proof of obligated funds by July 1st, 2012 and provided a District Resolution enabling the district to enter into a Funding Agreement with TOKA. Each participating district that entered into the agreement, are required to have all funds completely spent within 18 months from the time they sign the agreement. As a result of this program, TOKA is able to partner with the districts to address housing issues in ways that it normally would not be able to.

Other participants of the program include Pisine-mo District, Sif Oidak District, Baboquivari District, Gu Achi District, and Chukut Kuk District.





L-R: General Superintendent: Gabe Ramiez, Superintendent Apprentice: Abe Serapo, Resident: Marcilda Geronimo, TOKA Construction Crew: Josh Lopez & Sherman Conde

Relocated Residents Begin Returning Home



Relocated Resident, Alice Doherty

TOKA's O'odham Superintendent Apprentice Program

In December 2011, TOKA proudly introduced the O'odham Superintendent Apprentice Program. For the first time in the 50-year history of the Association, we are pleased to be putting tribal members at the helm of construction projects as they continue to develop and fine-tune their skills.

Out of numerous interested internal applicants, four apprentices were selected based on skill level, communication, work performance, and overall leadership abilities. They are: Harold Cypriano from San Lucy District; Lawrence Lopez of Chukut Kuk; Josh Hendricks of Gu Achi; and Abe Serapo from Sells District.

The first superintendent apprentice to be given the task and opportunity to lead construction of a rehabilitation home was Abe Serapo. Mr. Serapo came to work for TOKA in 2009 but has been working in the construction field for more than 10 years and was a lead framer and carpenter for the Association prior to being selected for the O'odham Superintendent Apprentice Program. The home placed in Mr. Serapo's charge was Marcilda Geronimo's of Big Fields.

Supervising the rehabilitation of a home is not an easy task, yet Mr. Serapo was eager to get jump into his first solo project for TOKA. This project, however, had an added twist. Due to a car accident, Ms. Geronimo's needs changed; in addition to the initial rehabilitation work, she also now needed a more accessible home. Mr. Serapo stepped up and coordinated with his supervisors to make the additional changes to better serve her.

For the first time in TOKA's history, an O'odham superintendent was in charge of project management for a home renovation. Mr. Serapo had this to say at the completion of his project: *"I'm feeling the blessings I have been praying for all my life. Feeling accomplished."*

It's something no one should have to experience. Leaving what's familiar. Leaving behind security and safety. Leaving a home. Many tribal members are faced with the reality of having to relocate due to severe storm or fire damage to their home.

Marcilda Geronimo is no exception. Her home in Big Fields was unlivable after storm damage in 2009 and it slowly began to deteriorate from there. In Florence Village, Alice Doherty was similarly relocated from her home. Fortunately, Ms. Geronimo and Ms. Doherty could turn to TOKA for help. They received relocation services and assistance with renovations so that they could one day return to their community and home.

TOKA has recently begun moving forward with more of these renovation services that have been pending for relocated residents. Because these tribal members have been forced out of their homes, TOKA has placed high priority on getting them back home. Budgets were identified and contracts were signed to provide these important services to residents. In September 2011, the 710B project was put out to bid for construction and, was completed in July 2012. For Ms. Doherty—whose home was on that list—, projects like 710B are a sign of positive change.

TOKA's Development, Contracts, and Compliance departments have been working closely together to generate interest for construction contractors and builders to work and provide services on the Nation. The timeliness of completion of the 710B project is a testament to TOKA's focus on working for a more efficient renovation process. At the same time, quality is not being compromised; the Compliance Department is on the job with TOKA's project manager to ensure that quality workmanship is evident in the renovated homes.

This is good news for tribal members at the Elderly Rentals in Sells. They were recently awarded renovation services to be completed by a Native-

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(continued from 50th Anniversary)



Josh Hendricks, Superintendent Apprentice

ously seeking out new contractors and consultants to bring fresh ideas to the table. We have also upgraded our computer systems and brought in the latest technology to work with. Most importantly, we are incorporating a higher level of construction methods to produce a home that will meet the needs of tribal members for years to come.

Development & Projects of TOKA

The Development & Construction Departments of TOKA are pleased to report the following progress & activity taking place throughout the Nation:

- Completion of the 710B project in July 2012, which included renovation of 15 Project 21 homes and the return of 14 relocated residents to their homes.
- New construction housing development in the San Xavier, Little Nogales & Two Hills communities including 17 homes to be bid out to a general construction contractor.
- Renovation of 19 homes throughout the Nation including San Xavier, Sells, Schuk Toak, Gu Achi, Sif Oidak and Hickiwan Districts in a miscellaneous home package contracted out to a general construction builder expected to finish February 2013.
- Start of the 710C project, which includes 15 homes located in the Western Districts of GuVo, Pisinemo and Hickiwan, which will be bid and contracted out to a construction company expected to be finished at the end of next summer.

- Complete renovation of the 12 Sells Elderly Rental Units expected to complete in February 2012.
- Renovation of vacant & abandoned units through the Nation including: Sif Oidak, San Lucy, Gu Achi, San Xavier, Chukut Kuk & Schuk Toak Districts.
- Roofing & bathroom renovation projects throughout the Nation completed by TOKA's internal Force Account construction division.
- Housing Projects completed since August 2011:
 - 15 new construction homes in South Komelic.
 - Rehabilitation of more than 20 homes.
 - Complete renovation of 15 Project 21 homes.
 - Rehabilitation of 5 rental units.
 - Complete remodeling of more than 24 bathrooms in Project 32 homes

We have lots more work that is currently being planned including new construction projects in Chukut Kuk, GuVo & Gu Achi Districts. Rental revitalization planning for Sells & Pisinemo Districts. We look forward to continuing our work to provide housing and services to the members of the Nation!



The TOKA Compliance Department is composed of two groups of highly skilled individuals that ensure that all TOKA projects are in compliance with federal regulations. The two groups Environmental Staff and the Building Inspectors—are composed of eight members, with varying backgrounds that work as a cohesive team which allows collaboration. The Compliance Department includes:

- Merla Pablo – Environmental Technician
- Randall Price – ICC Certified Building Inspector

TOKA Compliance Department

- Bill Davis – Compliance Director and ICC Certified Building Inspector
- Johnny Lopez – ICC Certified Building Inspector
- Alton Antone – Environmental Specialist
- Dario Lewis – Compliance Department Assistant
- Richard Granillo – ICC Certified Building Inspector
- Cassie Antone – Building Inspector Apprentice (not pictured)

The Compliance Department serves two main functions: the first is to complete and ensure that all federal environmental regulations are satisfied before a project begins; the second is to verify that all projects are constructed in compliance with the IRC 2006 Building Code, as well as the specifications of the architect, and the TOKA Development Department.

Maintenance Department Happenings

Building Improvements

Earlier this year the Maintenance Department, with the assistance from Force Account, completed painting the Administration Offices and Maintenance Building Offices. In addition, a contractor was hired to replace the carpet and tile with new tile. The next project is to work on the exterior of the buildings.

Community Outreach

So far this year, TOKA has participated in the Annual Marathon by providing a water station, the Annual Tohono O'odham Nation Parade, the Departmental Trash Pick-Up Challenge, and the Sells Block Party. We're proud to announce that TOKA won the Departmental Trash Pick-Up Challenge!

Organizational Changes

Upon review of the Maintenance organizational chart, a decision was made to convert the temporary landscapers, Dallas Quasula, Gerald Espuma and Mark Alexander, to full-time permanent status and classify to groundskeeper. Furthermore, the warehouse position was converted to Warehouse Manager which is currently occupied by Ron Lewis.



Summer Youth Program

This summer, the Maintenance Department is participating in the summer youth work program with the Chukut Kuk, Sells, and Schuk Toak districts. The majority of the youth are working with the groundskeepers; some have been placed with the custodian and one is in the warehouse. Twelve youth have been provided with the opportunity to gain some work experience while assisting in the completion of some projects.



Security Patrol

TOKA is committed to providing a safe environment for its tenants. Therefore, the Maintenance Department assisted in starting up the Security Patrol with the Tohono O'odham Police Department to deter and detect unusual or suspicious activity as well as to safeguard property and



tenants. Security started on July 6, 2012 and will continue throughout the summer. In addition, TOKA has been able to assist TOPD by providing a vacant home for SWAT training.

Training Opportunities

The Maintenance Department strives to ensure that all staff are provided appropriate training. Here are some examples of what staff has been involved with:

- On January 18, 2012, Ramsey Antone and Gerald Wilson attended Get Motivated Seminar in Tucson.
- On February 14 to 17, 2012, Robert Garcia Jr., Clyde Harvey, Arlen Hendricks, Dallas Hendricks, Dennis Pablo, and Francine Stevens attended and successfully completed the TSA Electrical and Plumbing Training.
- On May 22 and 23, 2012, Mack Humeyestewa, Dallas Quasula, Gerald Espuma, and Mark Alexander attended and successfully completed the TSA Landscape and Grounds Maintenance training.
- Dallas Hendricks took the initiative and registered with Pima Community College to further study plumbing. Mr. Hendricks successfully completed his first semester in May 2012.
- Marlo Norris-Enos attended the NAIHC Convention.

TOKA supports and encourages all of our staff to continue to further their education through classes and training workshops. A big thanks to everyone for dedicating themselves to their work!

(continued from Relocated Residence)

owned company in Mesa, Cholla Managing Group. TOKA's efforts means they will see the renovations happen sooner than later.

It's also good news for Ms. Geronimo, who was relocated for a year and a half, and Ms. Doherty, who was relocated for nearly three years. Both recently were handed back their keys and can now get their lives back to normal with familiar surroundings and a safer home. When reflecting on her experience Ms. Geronimo said, "I am happy to be home and that the Ki:Ki finally did it."



One of many newly developed homes, South Komelic project

TOKA Community Calendar

Board of Directors meeting dates:

- August 13 & 27
- September 10 & 24

Meeting times are: 11:30am to 1:30pm

Residential Counselor Schedules:

Debra Lopez

- Sells District Residential Counselor and is in office through out the week for those from this district.
- 2nd Tuesday of each month at Schuk Toak District Office 9am-12pm.
- 2nd Thursday of each month at Pisinemo District Office 9am-12pm.

Julie Cruz

- 3rd Friday of each month at San Miguel Community Building for Chukut Kuk District from 9am-3pm.
- 4th Tuesday of each month in Hickiwan District from 9am-3pm.
- 4th Friday of each month at Baboquivari District from 9am-3pm.

Serena Jose

- 2nd Wednesday of each month at Sif Oidak District Office 9am-12pm.
- 3rd Friday of each month at Gu Vo District Office 9am-12pm.
- Last Tuesday of each month at San Xavier District 9am-3pm.

Merlena Smith

- 1st Wednesday of each month at Gu Achi District Office from 9am-12pm.
- 4th Thursday of each month at San Lucy Health and Human Services Modular from 10am-2pm.

Beverly Matthews

- Collections, is also at San Lucy Health and Human Services Modular for collection appointments and payment pick-ups, 4th Thursday of each month 10am - 2pm.

Tips from TOKA:

Clean air is cheaper than dirt!

Dust levels can be very high in the area due to the lack of rain. Because of this, it is important to check your air filters at least once a month to keep out the dust and debris that will worsen the air quality and may cause illness and allergies. In addition, changing air filters regularly will help keep down your energy bill and avoid breakdown of the air unit.



TOKA

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