People make things happen



People inc.

Building Futures
Realizing Dreams™

As a Community Action Partnership, People Inc. brings together people from all parts of the communities we serve to empower those communities and their residents to take steps forward, gain assets and build a better life. People Inc. offers stairways of opportunity to a more secure future for people who have dreams of a better future and who want to work hard to achieve them.

During 2012, we enabled 805 people to pursue an education, 454 people to learn new job skills,120 people to gain employment, 413 people to improve their health, 572 people to improve their financial status, and 57 entrepreneurs to start or expand their businesses. We also provided court advocacy for 111 people to resolve their legal status, purchased and rehabilitated one apartment complex and built, improved or financed 209 single-family homes. 2012 also realized the completion of a significant economic development project, the Toms Brook School renovation in Shenandoah County, highlighted on page 3. Economic impact of all of this activity in 2012 totalled more than $144.9 million.

These figures are impressive, but they do not begin to reflect the value of the lives that have been changed and the futures that have been improved. It is the individual stories of these 6,446 people that truly capture the impact of People Incorporated. A few of those stories are in this report.

Robert G. Goldsmith
President and C.E.O., People Incorporated of Virginia

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ILLUSTRATION, ISTOCKPHOTO.COM

People top stories of 2012

1

Shenandoah County's Town of Toms Brook has preserved a landmark structure, established a center for community events, and gained energy-efficient affordable housing for more than 40 residents with the Toms Brook School Apartments Project. **Page 3**



2



PHOTO: DAVID WOOD

Bridgeforth Design is just one of the success stories of People Incorporated Financial Services' Bristol Downtown Revitalization Loan Fund. The revolving loan fund was established to provide affordable capital to encourage economic development and job creation in downtown Bristol Virginia/ Tennessee. **Page 7**

3

People Incorporated designated as the Community Action Agency for Rappahannock, Fauquier, and Prince William Counties and the cities of Manassas and Manassas Park, Virginia. **Page 17**



4



The restored Patrick Henry financed with New Markets Tax Credits provided by People Incorporated, meets residential and commercial needs in Roanoke, Virginia. **Page 8**

OUR PHILOSOPHY

Every person needs support from others. People Incorporated promotes the dignity of individuals and families, moves people into the economic mainstream, and works to develop existing strengths and resources within communities. All of our efforts are directed by the concerns, hopes, needs and dreams of the people we serve.

OUR MISSION

To provide opportunities for people to reach their goals in order to enhance their lives, their families, and their communities.

THE COMMUNITY ACTION PROMISE

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.

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Preservation + Partnership = Success

Despite the fact that the Toms Brook School closed its doors in 1991 after nearly 56 years serving kindergarten through middle-school aged students in the Town of Toms Brook, the community made it a priority revitalization project. When People Incorporated expanded services into Shenandoah County in 2009 it began developing plans to adaptively reuse the former school to increase the availability of affordable housing in the community.

People Incorporated purchased the site and leveraged a variety of funding sources





The hallway overlooking the common room, before (left) and after (above).

including the Low-Income Housing Tax Credit (LIHTC) program, Historic Tax Credits, state HOME Investment Partnership funds, the Virginia Community Development Block Grant (CDBG) program, and Northern Shenandoah Valley HOME Consortium funding to fund the $3,600,000 project.

Restrictions regarding design, preservation and restoration were imposed on the project via the Historic Tax Credit program. This created a need to maintain existing features of the building which denoted its past use as a community school, including blackboards, room doors, existing closets, windows, and the old gym. The result is affordable 1, 2, and 3-bedroom apartment units that incorporate those features into their design and preserve a sense of the school's history. This restored building will receive EarthCraft Virginia and Energy-Star certifications. The old gym has been restored as a community and recreation space for residents and community members alike.

56 years as community school, 1935–1991

14 Energy-efficient apartments



Toms Brook School, Toms Brook, Shenandoah County, Virginia. Pictured before (above, top) and after renovation (above).

The planning partners for this project included Shenandoah County (including the Departments of Planning, Building Inspections, and Finance), the Board of Supervisors, the Town of Toms Brook (including Town Council and Planning Commission), the Northern Shenandoah Valley Regional Commission, People Incorporated, the Department of Housing and Community Development, the Virginia Department of Historic Resources (DHR), the US Department of Housing & Urban Development (HUD), and the region's Technical Advisory Network/Continuum of Care (CoC). This diverse group of partners has formed the foundation for success in the development and implementation of this project. Also, many former students, teachers and staff of the Toms Brook School have provided input into this process. Without their knowledge of history and guidance regarding the old school, the project would not have been possible.

People Incorporated brought the Toms Brook School back to life because the project's scope was greater than just physical improvements to a neglected structure; it represents a legacy of collaboration, partnership, historic restoration and the preservation of an important community asset.

As a testament to the success and significance of the project, the Toms Brook School Apartments project received a Virginia Housing Award for the Best Housing Preservation/Revitalization Effort in 2012.



Workforce Development

Programs

WORKFORCE INVESTMENT ACT (ADULT)

Participants were assisted in locating employment that provided them a sustainable wage to support their families while providing employers with skilled and qualified workers;

- 54 adults obtained employment while receiving career preparation and job skills.
- At year-end, 88% of these adults retained his/her job.

WORKFORCE INVESTMENT ACT (YOUTH)

Low-income youth complete secondary education and obtain temporary employment while receiving supportive services that prepare them to enter the adult workforce.

- 100 students received training leading to a certification or diploma.
- 66 low-income youth attained gainful employment



Jimmy and Nancy Furgerson, dislocated worker program, graduate from Virginia Highlands Community College.

DISLOCATED WORKER PROGRAM

Dislocated workers, unemployed through no fault of their own or who have received an official layoff notice, find employment through job training and employment services. Participants upgrade skills, obtain employment, improve job retention, and increase earnings.



WORKFORCE INVESTMENT ACT PERFORMANCE, PEOPLE INCORPORATED

ADULT MEASURES	CONTRACT	ACTUAL
Adult Entered Employment Rate	74	79
Adult Employment Retention Rate	82	84
Adult Avg. Earnings	$8,400	$9,396



DISLOCATED WORKERS MEASURES		
Dislocated Workers Entered Employment Rate	78	87.9
Dislocated Workers Employment Retention Rate	88	95.7
Dislocated Workers Avg. Earnings	$11,500	$21,244



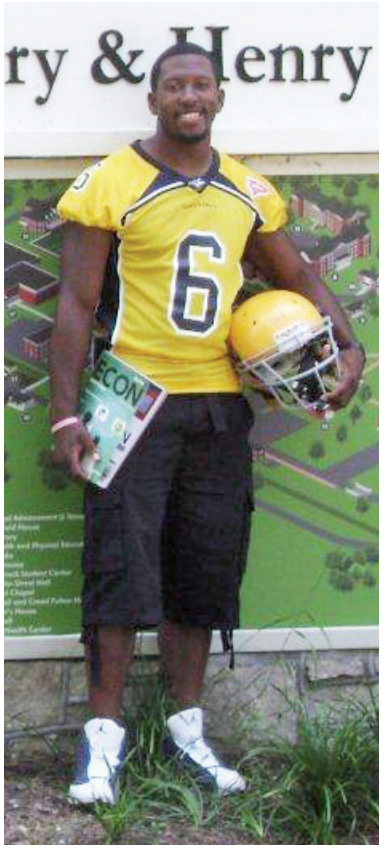
YOUTH MEASURES		
Literacy/Numeracy Gains	50	74.4
Placement in Employment or Education	56	77.2
Attainment of Degree or Certificate Rate	60	88.8



EMPLOYMENT AND CREDENTIAL MEASURES		
Adult	60	61.1
Dislocated Workers	60	63.1



Anthony Jones "I am going to college."



In 2006, when Anthony Jones was 14, he applied for the WIA Youth Program for a summer job. "I am going to college," he told the interviewer. That year, Anthony's future shone brightly as his high school career presented many opportunities for growth and advancement in both academics and sports. In the WIA Youth Program, Anthony took advantage of multiple leadership opportunities such as Global Youth Service Day Food Drives, visits to nursing homes, work readiness training, occupational learning through summer employment opportunities, and career initiatives through partnerships developed with the local community college.

However, as Anthony neared high school graduation in 2009, his mother's ongoing battle with cancer coupled with the increasing costs of an education seemed to move the possibility of a college degree further away from Anthony's grasp. And then, when his dream of college seemed hopeless, representatives from Emory and Henry offered Anthony additional and much needed scholarship dollars in exchange for his volunteer efforts for local charities.

"Community service and volunteering were already passions of mine due to the many community service activities I completed through the WIA Youth Program operated by People Incorporated. It has been a blessing to be able to pursue volunteer work through college. Not only did financial assistance through People Incorporated enable me to pay for my books for the past seven semesters, but the opportunities to participate in the leadership activities provided by People Incorporated created a desire within me to volunteer, which made it possible to obtain the scholarships that I needed to pay my tuition."

Today, Anthony is a senior at Emory & Henry College. He will graduate in May 2013 with a Bachelor's Degree in Business Administration.

Community Economic Development

Programs

TECHNICAL ASSISTANCE AND TRAINING

Small business owners who receive technical assistance or attend business training workshops are better prepared to succeed in business and to strengthen their balance sheet. Popular workshops this year included Customer Service, Social Media, and Core Four® training.

- 1,339 clients mentored through technical assistance
- 1,466 individuals attended 72 business training workshops to learn more about social marketing opportunities and meeting small business challenges.

BUSINESS LOANS

Access to capital for microenterprise and small business loans ensures that qualified business owners have the financing they need to grow their business to its full potential and create jobs.

- 53 small business owners opened, sustained, or expanded their business through access to financial assistance.
- These loans created/retained 96.5 full time jobs, strengthened the businesses, and boosted each community's local economy.

CONSUMER LENDING

Program offers an affordable alternative to payday and title lenders and provides access to credit counseling and financial literacy training to help borrowers get their finances back on track.

- 27 families received consumer loans that put their finances back on track through debt consolidations, car loans, and down payment assistance; these loans also improved their credit scores and helped many obtain wealth-building assets.

INDIVIDUAL DEVELOPMENT ACCOUNTS (IDA)

IDAs facilitate a pattern of regular savings for modest income working families using matching funds. Clients build assets and long-term economic security.

- 5 families established a pattern of regular savings to meet their savings goal and build their personal wealth by purchasing an asset through this matched savings program.
- 12 families were enrolled this year to save money to purchase a home, strengthen their business, or pursue higher education.

53
small business owners opened or improved

96
full time jobs created or retained

12
families enrolled in IDA program to save for home or business or education



DAVID WOOD

Bristol Downtown Revitalization Loan Fund

In 2011, based upon its growing reputation for sound loan fund stewardship and small business assistance, People Incorporated Financial Services was invited to manage and administer the Bristol Downtown Revitalization Loan Fund, a revolving loan fund established specifically to provide affordable capital to encourage economic development and job creation in downtown Bristol Virginia/Tennessee.

26
JOBS
created or retained

The project area encompasses downtown Bristol TN/VA including the State Street corridor from 24th Street to Pennsylvania Avenue. People Incorporated has partnered with the City of Bristol Tennessee, the Bristol Business Resource Center of the Chamber of Commerce, and several local community banks including the Bank of Tennessee, BB&T, Citizen's Bank, First Tennessee Bank, GreenBank, Highlands Union Bank, and Wells Fargo to establish this loan fund. All loans are to be Community Reinvestment Act (CRA) eligible. People Incorporated Financial Services has been instrumental in cultivating capital for this loan fund that has, to date, financed 6 businesses totaling $71,565 and created/retained 26 jobs.

NINTH DISTRICT DEVELOPMENT FINANCING

Local economies are enhanced through this specialty loan program that enables tourism-based business owners to start or expand their businesses with below market rate financing in the 9th Congressional District of Virginia.

- Since its inception in 1994, this program has created or retained 312 jobs and released over $4 million into the region to fund conference centers, theatres, agribusinesses, museums and more.

$4 million
released into the region

NEW MARKETS TAX CREDITS

The New Markets Tax Credits program attracts private investment to community development projects in low-income communities by offering tax credits to investors in return for qualified equity investments. People Incorporated Financial Services, a qualified Community Development Entity, uses the investment funds to finance high impact businesses that create jobs and build opportunities and economic growth in low-income communities.



TOM KESSLER

Southern Kentucky Performing Arts Center (SKyPAC), Bowling Green, Kentucky



DAVID WOOD

2012 marked the 20th anniversary of People Incorporated Financial Services. This entrepreneurial-focused initiative began in 1992 as People Incorporated's BusinesStart program, to encourage small business ownership in rural Southwest Virginia. The organization became a Small Business Administration (SBA) micro-lender and an SBA PRIME grantee, an inaugural Virginia Enterprise Initiative (VEI) grantee (later a VEI Regional Service Provider), and was designated a Community Development Financial Institution through the U.S. Department of the Treasury in 2003.

In 2007, the BusinesStart program became People Incorporated Financial Services and an affiliate entity of People Incorporated. In 2008, People Incorporated Financial Services received its first of three allocations of New Markets Tax Credits, which enabled the organization to attract private investment into underserved localities. The Consumer Lending Program was created in 2009 and has evolved into an effective financial tool that promotes bankability among low wealth individuals while building credit and financial knowledge and skills. With assets just over $7 million, People Incorporated Financial Services has become a strong advocate for small business creation and sustainability, and an expert in the field of microenterprise technical assistance and training.

20 Years of Impact

PEOPLE INCORPORATED FINANCIAL SERVICES

5,360 PEOPLE
received business and financial training

555 BUSINESSES
impacted through People Incorporated Financial Services

1,499 FULL-TIME JOBS
created or retained

Bridgeforth Design

A BRISTOL DOWNTOWN REVITALIZATION LOAN SUCCESS STORY

Today, Bridgeforth Design is a full service, hands-on custom art and graphic design studio, operating in downtown Bristol, Tennessee. But in the fall of 2011, Brian and Marie Bridgeforth's future business was only a dream until Believe in Bristol, a non-profit organization, suggested they take their dream to People Incorporated Financial Services and the Bristol Downtown Revitalization Loan Fund.

The Bridgeforths approached People Incorporated Financial Services with the seeds of a plan for their business, their creative talents, and a favorable credit rating. A People Incorporated Business Development Manager encouraged their ideas, answered their questions, and provided the business development assistance they needed to ensure that they had a sound business plan. In October 2011, with technical assistance and a $10,000 business loan for working capital, multi-media equipment and signage, Bridgeforth Design was born. Through their work and dedication, the Bridgeforths hope that their successful business will be a catalyst for further development of the creative economy and entrepreneurial spirit within downtown Bristol.

New Markets Tax Credits Grow Com

An Investment in Tomorrow

People Incorporated initiated several New Markets Tax Credits (NMTC) projects in 2012 that resulted in job creation and economic growth for regional low-income communities. Awarded in February of last year, this third New Markets Tax Credits award of funds allowed People Incorporated to increase financing for operating businesses and real estate projects in underserved areas throughout Central Appalachia and the rural South by providing debt and equity financing for qualifying businesses at significantly reduced interest rates and with more flexible terms and conditions than are typically available through conventional markets.

PROJECT HIGHLIGHTS

- The Grundy Town Center, People Incorporated's first New Markets Tax Credit project, is the centerpiece of a downtown revitalization project.
- The Patrick Henry, Roanoke, has brought a much-needed facelift to a historic hotel and provided space for affordable apartments, professional offices and upscale dining options.
- The new Continental Tire facility, set to open in 2014, will bring almost 1,600 new jobs to Sumter, South Carolina, and serve as an economic catalyst for the severely distressed county.
- The Southern Kentucky Performing Arts Center (SKyPAC) opened in March 2012, and is a multi-use, premier performance center located in downtown Bowling Green, Kentucky.



PHOTO: BUTCH AND LAURA MORRIS, STEWART/PERRY CONSTRUCTION

THE GRUNDY TOWN CENTER: A RETURN TO PROMINENCE

The Grundy Town Center project is the centerpiece of a comprehensive downtown revitalization strategy to return the town to its former prominence as a regional hub for commercial activity.

THE PATRICK HENRY: A SYMBOL OF RESURGENCE

Built in 1925, the historic Patrick Henry Hotel had languished for almost two decades under neglectful out-of-town ownership. Located in an economically distressed area at the gateway to Roanoke's downtown, it was in desperate need of refurbishment when local developers bought the hotel in 2009 with the vision of turning it into a mixed use urban redevelopment project.



In 2011, the 300-room hotel was converted into 133 residential apartment units and eleven commercial spaces. Residential units feature granite kitchen and bathroom countertops, maple cabinets, stainless steel appliances, and oak flooring. All of the units were quickly leased and there is now a waiting list for apartments in the city's historically underserved apartment market.

Additionally, a well-established restaurateur leased space that opened in October 2011 as the First & Sixth, a restaurant featuring upscale Southern dining. A 20-year-old community philanthropic foundation is now headquartered in the building as well. There is a 1,000 square foot fitness facility and approximately 60 storage spaces on the ground floor. The 5,900 square foot Grand Ballroom complex, including a kitchen and formal bathrooms, is open for various assembly uses and is a perfect venue for weddings and other events in the city.

The Patrick Henry is viewed as a big step for the revitalization of downtown Roanoke, bringing significant job creation, neighborhood improvements and community development efforts that have converted a community eyesore into a symbol of community resurgence.

munities

NEW MARKETS TAX CREDITS COUNT:



PHOTOS COURTESY OF TOM KESSLER

SOUTHERN KENTUCKY PERFORMING ARTS CENTER

Enriching the Region

The Southern Kentucky Performing Arts Center (SKyPAC) opened in March 2012. Already a central figure in downtown Bowling Green's redevelopment, it is also the first U.S. Green Building Council's LEED arts facility in Kentucky. SKyPAC is a multi-use, premier performance center that offers arts and education opportunities for all of South Central Kentucky. It features a 1,800-seat state-of-the-art Performance Hall that serves as the home of Orchestra Kentucky, a 200-seat flexible Studio Theater for intimate theatrical productions and gatherings, several multi-functional rehearsal halls that will also serve as meeting spaces for business and community organizations, an Amphitheater for theater under the stars, and two indoor art gallery spaces to exhibit the works of regional artists.



The SKyPAC mission to provide extraordinary experiences that enrich the lives of everyone centers on downtown revitalization and the creation of the infrastructure needed to transition downtown Bowling Green to become the cultural and economic hub of Warren County and the nine surrounding counties that make up the Barren River Area Development District.

The SKyPAC facility was the culmination of eleven years of planning. Resource and cost saving features include thicker-than-required walls to help maintain consistent temperature, large ceiling fans to help circulate air, and a state-of-the-art cooling system. SKyPAC's green design is expected to save thousands each year in energy costs over conventionally designed buildings of similar size. The completed building is now valued at an estimated $40 million.

Each Dollar OF FINANCING THROUGH PEOPLE INC. **$1**

Leverages MORE THAN $4.90 IN ADDITIONAL FUNDING **$$$$$ 4.9**

$41,834,250 Total NMTC, PEOPLE INC.

$206,649,357 Leveraged OTHER FUNDING

CONTINENTAL TIRE: A HARBINGER OF THINGS TO COME

The bad news is South Carolina's Sumter County is an economically depressed area with the highest unemployment rate in the state and 20 percent of its residents living below poverty. The good news is Continental Tire is constructing a new state-of-the-art one million square foot manufacturing facility in Sumter that will provide 1,600 permanent new positions over two phases of development.

An estimated 925 positions will be hourly wage jobs, of which 90% are entry-level manufacturing production line positions. Entry-level wages will be more than 25% higher than the median wage earned currently by workers in Sumter County.

Continental Tire is striving to make the Sumter facility one of the most environmentally sensitive tire production facilities in the world by incorporating pollution control and monitoring systems that will use the best technology available to exceed the latest U.S. Environmental Protection Agency (EPA) emission standards. If the Sumter plant achieves or exceeds its targets, it will serve as a harbinger for future manufacturing expansion in the US.



CONTINENTAL TIRE THE AMERICAS, LLC

February 19, 2013, celebrated the securing of the last beam of the basic structure in the 1-million-square-foot production facility scheduled to be completed in 2013.



Community Services

Programs

COMPREHENSIVE HEALTH INVESTMENT PROJECT (CHIP)

Vulnerable families with children improve their self-sufficiency by reaching self-identified goals that enrich the overall health and education of their children and strengthen their family unit. CHIP strives to provide children with an environment where they will grow up healthy, safe, and ready to learn.

- 64 families and 94 children received program services.
- 91% of CHIP families received all of the four core services: screening; assessment and planning; education and support; and follow-up, referral and outreach.



Christy Pennington and Gene Harley work with Ethan Harley (child) on fine motor skills. Ethan enjoys creating shapes and letters in the foam with his fingers, and discovers colors and shapes hidden beneath in this CHIP learning activity.

People Incorporated Project Discovery Makes College More Accessible to Students and Improves Graduation Rates

Before Project Discovery, many students in the People Incorporated service area had little exposure to higher education. Through the services provided by Project Discovery such as college campus tours, college access workshops, SAT/ACT preparation, and assistance on admissions and financial aid applications, students are shown just how attainable a college education can be. Approximately 75 percent of People Inc.'s Project Discovery students are economically disadvantaged, 85 percent are the first individuals in their family to attend college, and 67 percent are both economically disadvantaged and first-generation college students. Despite their challenging socioeconomic backgrounds, Project Discovery students attend college at a slightly higher rate and exceed the postsecondary matriculation rates compared to their socioeconomic peers by a large margin—only 46 percent of economically disadvantaged students enroll in college, compared to more than 78 percent of Project Discovery students. Project Discovery students are more likely to remain enrolled in higher education after two years than other economically disadvantaged students and are far more likely to graduate.



Project Discovery group visit to Virginia Tech, 2012.



Hear Beth Breeding's Story

FACTS:

PEOPLE INCORPORATED PROJECT DISCOVERY STATISTICS

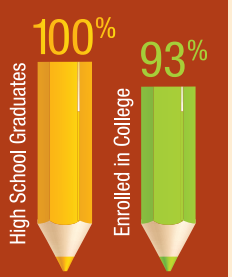
78% of Project Discovery Students attend college compared to 46% of other economically disadvantaged students

44 percent of Project Discovery students graduate from college within four years compared to 41.3 percent of the total student population

169 169 students participated in the program in Fiscal Year 2012.

27 participants graduated from High school (100% of seniors in the program, FY2012).

25 of these participants (93%) enrolled in college.



85% are the first individuals in their family to attend college

COURT APPOINTED SPECIAL ADVOCATE (CASA)

Abused and neglected children obtain safe, permanent homes. CASA participants are less likely to spend time in long-term foster care and less likely to reenter foster care.

- 69 abused or neglected children were assisted by trained CASA volunteers who advocated for their best interest in Court so they could obtain safe, permanent, and loving homes.



DOMESTIC VIOLENCE SHELTER AND OUTREACH PROGRAM

Survivors of domestic abuse achieve safety and independence as they receive housing and supportive assistance. The program provides for the immediate safety of the individual while increasing knowledge and awareness of domestic violence and its solutions to both survivors and the community.

- 442 victims of domestic abuse received assistance through the program. 79 of these clients were provided court advocacy and 110 received temporary emergency shelter.

VIRGINIA COMMUNITY ACTION RE-ENTRY SYSTEM (VIRGINIA CARES)

Ex-offenders are assisted with the transition from state prison to life with family members and the community by receiving supportive services, both pre- and post-release, including counseling and employment assistance.

- 320 program participants are more prepared for life in the community and less likely to return to prison because of their participation in this program.



ILLUSTRATION, THINKSTOCK

EARNED INCOME TAX CREDIT OUTREACH PROGRAM (EITC)

Individuals and families benefit from free tax preparation and assistance in maximizing their refund.

- 614 low-income individuals and families received free tax preparation, learned how to grow assets through EITC refunds, for a collective economic impact of $160,451 in Earned Income Tax Credits.

RESOURCE MOTHERS

At-risk pregnant teenage women have an improved chance of delivering a healthy baby by receiving prenatal care and support both before and after their pregnancy. These mothers are encouraged to continue their education and avoid high-risk behaviors and their infants receive proper care, immunizations, and a medical home.

- 55 mothers are better prepared to care for their babies by participating in the Resource Mothers program.

IMPROVING SCHOLARS

At-risk middle and high school students are kept on the right path toward their academic career goals with weekly guidance that improves their scholastic performance and helps them avoid delinquent behaviors.

- 14 at-risk youth were kept on the right academic path through participation in the program.



FREE DENTAL CLINIC

136 eligible low-income individuals received free tooth extractions to alleviate dental pain.

PROJECT DISCOVERY

Low-income high school students or first generation college students increase their chances of attending and succeeding in college by participating in this college access program.

- 169 students participated in the program.
- 27 participants graduated from High school (100% of seniors in the program).
- 25 of these participants (93%) enrolled in college.

People make things happen

JESSICA BLEVINS

Head Start and VA CARES



As an ex-offender, reentering her community and readjusting to life as a mom, Jessica Blevins was a perfect candidate for assistance from People Incorporated's Virginia CARES program. Through this program, she began the task of getting back on her feet, taking control of her life and reintegrating back into society through setting goals and learning how to move toward achieving them. And most recently, upon enrolling her daughter in People Incorporated's Head Start program, she states she had no idea how much her entire family would benefit from her growing connection and access to programs at People Incorporated.

Through the Head Start program, Jessica met with a family advocate to set specific goals focused on improving life for her family. Jessica states, "my most ambitious goal is to go back to school, and with People Incorporated's assistance, I have been able to navigate through the process of enrollment and financial aid and am proud to say that I will be starting toward a degree in the Spring of 2013."

"With continued assistance from Virginia CARES and People Incorporated, I am working toward getting my driver's license back, finishing my degree, and then finding a job. After I find stable employment, I will work toward my next long term goal, which is to purchase a home. In order to meet this goal, I plan to work with the financial counselors at People Incorporated in order to gain budgeting skills and to make good financial decisions."



Child and Family Development

Programs

EARLY HEAD START

Children enrolled in People Incorporated's Early Head Start program are better prepared, emotionally and behaviorally, to enter the public school system. Prenatal care and birth outcomes of pregnant women are improved and parents are more emotionally supportive of their children. Developmental and behavioral issues are identified early so that parents can understand how to address them and care for their children appropriately.

- 131 children were enrolled in People Incorporated's Early Head Start Program.



HEAD START

Head Start children are better prepared to enter school through the provision of early childhood education, developmental screenings, health, nutrition, and social services. Their parents learn to support their family's development while reaching their own personal goals such as a GED or higher education.

- 452 children were enrolled in People Incorporated's Head Start Program.
- 67 parents made progress toward their education goals.
- 186 parents gained leadership skills by participating on the Parent Policy Council or Center Committees.

Head Start Programs Make A Difference

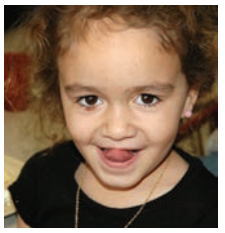
"Had it not been for the Head Start program, I would not be where I am today. My boys are better young citizens because of the program and those involved in it. I will never be able to repay Head Start for what they have done for my family and me." —Rachel Larkey

Rachel Larkey is a wife, mother of two small children, and a full time student who works part-time. She, like many Head Start parents, would not have the ability to go to school without someone to help care for her children. Rachel learned about Head Start because her nephew had participated in the program. She had seen the results that time spent with Head Start had on him and wanted her children to have the same opportunities to learn and grow. When her older son, Quentin, was accepted into Early Head Start in the fall of 2010 as a three-year-old, Rachel's mother-in-law was able to help care for her younger son, Duncan, so that Rachel could go back to school to earn her degree.

But in the fall of 2011, her mother-in-law was diagnosed with cancer and was soon unable to care for Duncan. Fortunately, Duncan was able to start classes in the Meadowview Early Head Start program in early 2012.

After earning her Associate's Degree at Virginia Highlands Community College, Rachel enrolled as a Special Education major student at Virginia Intermont. Quentin is thriving in kindergarten and Duncan is in the three-year-old class at the Glade Spring Center, where Rachel serves as chairperson for the parent committee.






Early Childhood Development

AN INVESTMENT IN TODAY'S CHILDREN AND TOMORROW'S ECONOMY

During the previous decade, studies by the Federal Reserve Bank found that well-focused investments in early childhood development yield high public as well as private returns. The quality of life for a child and the contributions the child makes to society as an adult can be traced back to the first few years of life. From birth until about 5 years old children undergo tremendous growth and change. When this period of life includes development support for growth in cognition, language, motor skills, adaptive skills and social-emotional functioning, children are more likely to succeed in school and contribute to society as adults. Failures in the early years are linked to a disabling trajectory that negatively impacts the child, creates a need for costly interventions, and weakens the economy.



"Put simply, early childhood education is one of the best bargains we know. Long before children enter kindergarten at age 5, 85% of their core brain function will have been developed or become permanently impaired. And once the brain function is inhibited, no amount of education can fully rejuvenate it. That's trouble for preschool kids from low-income families, who often lack proper nutrition, health care and adult interaction."

—Jack Brennan, Chairman Emeritus and Senior Adviser of Vanguard

VIDEO
Ben Bernenke: Investment in Early Childhood Programs Promise Big Returns.



THINKSTOCK

Programs

continued

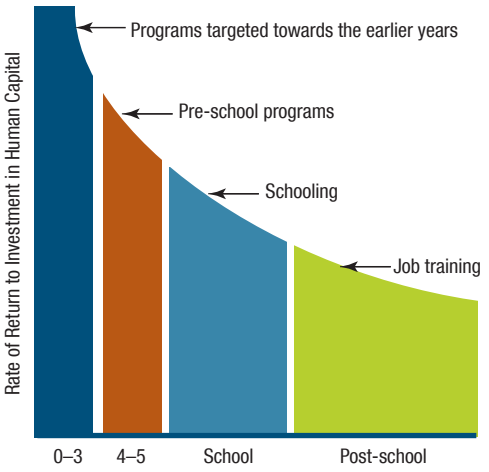
CHILD DEVELOPMENT CENTER

Children receive quality care in Dickenson County so that their parents are free to work or attend school; secure in knowing that their children are properly supervised and provided with child-appropriate activities that enhance their school experiences.

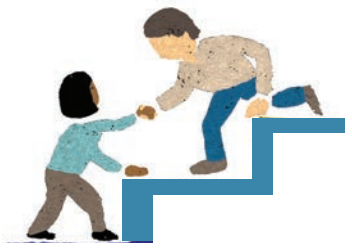
- 54 children received quality child care that allowed a parent to work or attend school.



THE EARLIER THE INVESTMENT (IN HUMAN CAPITAL) THE HIGHER THE RETURN



Nobel Prize-winning University of Chicago Economics Professor James Heckman's work to understand the great gains to be had by investing in early and equal development of human potential. (Heckman & LaFontaine, 2007)



Housing Development

Programs

HOMEOWNERSHIP PROGRAM

- 42 low- to moderate-income families gained financial stability, accumulated assets and equity, and made a long-term investment in their future by becoming homeowners with assistance from People Incorporated's Homeownership Counselors.
- 334 individuals were provided housing counseling.
- 94 individuals were assisted with foreclosure counseling.

Green Building Progress

- Member of the US Green Building Council and Residential Energy Services Network with trained and Certified Home Energy Rater and Certified Energy Auditors on staff.
- Apartment complexes purchased or renovated in FY2012 created 36 green, Earthcraft-certified housing units.
- Weatherization program improved 102 homes, resulting in reduced energy bills for 240 individuals.
- Green housing energy efficiency improvements save at least 15% on monthly utility bills for hundreds of dollars annual savings. For example, Riverside Place tenants have reported paying an average of $50-$55 per month in utilities as compare to the average paid by townspeople of $132–$155.



$9,649,696
INVESTED IN THE DEVELOPMENT OF AFFORDABLE MULTI-FAMILY HOUSING

AFFORDABLE RENTAL HOUSING

- 361 low- to moderate-income families (550 individuals) resided in one of ten safe and affordable multi-housing complexes operated by People Incorporated.

NEIGHBORHOOD STABILIZATION PROGRAM

Existing neighborhoods are stabilized and housing values supported while supporting low-income homebuyers.

- 5 eligible, low-income families became homeowners in previously abandoned or foreclosed homes, after People Incorporated purchased and rehabbed them.

SECTION 8 RENTAL ASSISTANCE

- 190 low-income individuals obtained safe, affordable housing through rental assistance that fills the gap between the housing cost and the amount that the household can afford.

HIP AND HOMELESS PREVENTION AND RAPID RE-HOUSING PROGRAM

Short- to medium-term financial assistance and services assist program participants who are at risk of becoming homeless to become self-sufficient.

- 194 homeless families or those at risk of becoming homeless received financial assistance with rent or utility payments through homelessness prevention and Rapid Re-Housing Program (HPRP).
- 818 families have participated in the program since 2009.



818
FAMILIES
SERVED SINCE 2009

TRANSITIONAL HOUSING

Families who are homeless or at risk of becoming homeless receive safe, secure housing for themselves and their families for up to 12 months and receive household budgeting skills, home maintenance care, employment readiness, etc. that increase their chances of remaining housed.

- 31 families at risk of becoming homeless were provided safe, secure housing for themselves and their families.
- 7 of these families transitioned to permanent housing.



Miguel Orsorio

KING'S MOUNTAIN SUPPORTIVE HOUSING

Chronically homeless men with disabilities receive housing and supportive services so they can move toward self-sufficiency. They obtain transportation, job training, mental health care and substance abuse counseling, and other resources they require to lead them toward a more independent lifestyle.

- 16 formerly chronically homeless individuals set goals toward greater independence and self-sufficiency as residents of Kings Mountain Supportive Housing.

WEATHERIZATION

Households receive home energy audits and housing improvements, including insulation, window and door repairs, and heating system repairs or replacement, that increase the comfort of their homes as well as maximize energy efficiency.

- Weatherization improved living conditions and reduced energy bills for 102 individuals and their families.

MINOR HOME REPAIR

- 27 low- to moderate-income homeowners now live in improved housing that keeps them safe, warm, and dry.

INDOOR PLUMBING REHABILITATION AND WATER PROJECTS

- 10 low- to moderate-income homeowners obtained housing improvements that include complete plumbing, wastewater facilities, and clean and safe drinking water to improve their living conditions.



People Incorporated's Minor Home Repair Program replaced a leaking roof for Mr. William Fuller, an elderly resident of Damascus, Virginia. (top); Mr. Eddie Morrison, a disabled resident of Meadowview, Virginia, received a wooden ramp to replace his crumbling front steps. Both projects allowed the residents to remain independent in their own home and were made possible by the Emergency Home and Accessibility Repair Program. This program provides funds to remove urgent, emergency health and safety hazards and address physical accessibility barriers for low-income Virginians.

Housing Success Stories



ISTOCKPHOTOS.COM

"I did not have to go outside to see how cold it was. It was just as cold indoors." —Gwen Huckstep

Just four years ago, Gwen Huckstep was working two jobs to make ends meet. Health issues and an accident intervened and left her unable to work. Ms. Huckstep lost her jobs, her income and her health insurance. She was unable to pay rent and utilities and began getting eviction notices. Ms. Huckstep called area churches, but was not able to obtain the financial help she needed. Forced to move from her home, Ms. Huckstep ended up in an unhealthy living situation. "I did not have to go outside to see how cold it was," Huckstep says. "It was just as cold indoors."

Ms. Huckstep continued to fend off homelessness until the Department of Social Services referred her to People Incorporated. The Homeless Intervention Program (HIP) provided Ms. Huckstep with one-time emergency assistance. People Incorporated worked diligently to obtain a Section 8 voucher for Ms. Huckstep which has enabled her to secure modest housing where she is safe and warm. People Incorporated's Housing Choice Vouchers/Section 8 Program receives federal funds from the U.S. Department of Housing and Urban Development (HUD) to administer the voucher program.

Since 2011, Ms. Huckstep has been receiving rental assistance for a privately owned apartment and no longer has to worry about eviction notices and poor living conditions.

Debbie Marshall's homeownership dreams go back to 2006 when she learned about a People Incorporated program.

The program helps qualified people purchase a home by providing homeownership classes, credit counseling, and down payment assistance to those who qualify. Ms. Marshall contacted People Incorporated's Homeownership Program where housing counselors assisted her in setting goals and objectives toward becoming a homeowner. Ms. Marshall benefited from credit counseling and homeownership classes in order to make her dreams a reality. Through the encouragement of the housing counselors and by working diligently to improve her credit, Ms. Marshall was able to purchase a home in December 2012. People Incorporated's Homeownership Program, which is funded through federal funds from the U.S. Department of Housing and Urban Development (HUD) HOME Program, made it possible for Ms. Marshall to buy the home of her dreams for her and her children. She credits the program with giving her not only the knowledge, support, and encouragement that she needed to get her finances and other things in order, but also assistance with the down payment. "I would have never been able to afford the down payment needed on my own," said Marshall. "Without People Incorporated's help I would not be able to call myself a homeowner. Now, because of People Incorporated, my children and I have a place that we can call home."

Locations

ABINGDON OFFICE:
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1173 West Main Street
Abingdon, VA 24210
276.623.9000
Email info@peopleinc.net

PEOPLE INCORPORATED FINANCIAL SERVICES AND WORKFORCE DEVELOPMENT:
1217 West Main Street
Abingdon, VA 24210
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Email info@peopleinc.net

BRISTOL OFFICE:
People Incorporated
800 Martin Luther King, Jr. Blvd.
Bristol, VA 24201
276.466.5587
Email bristol@peopleinc.net

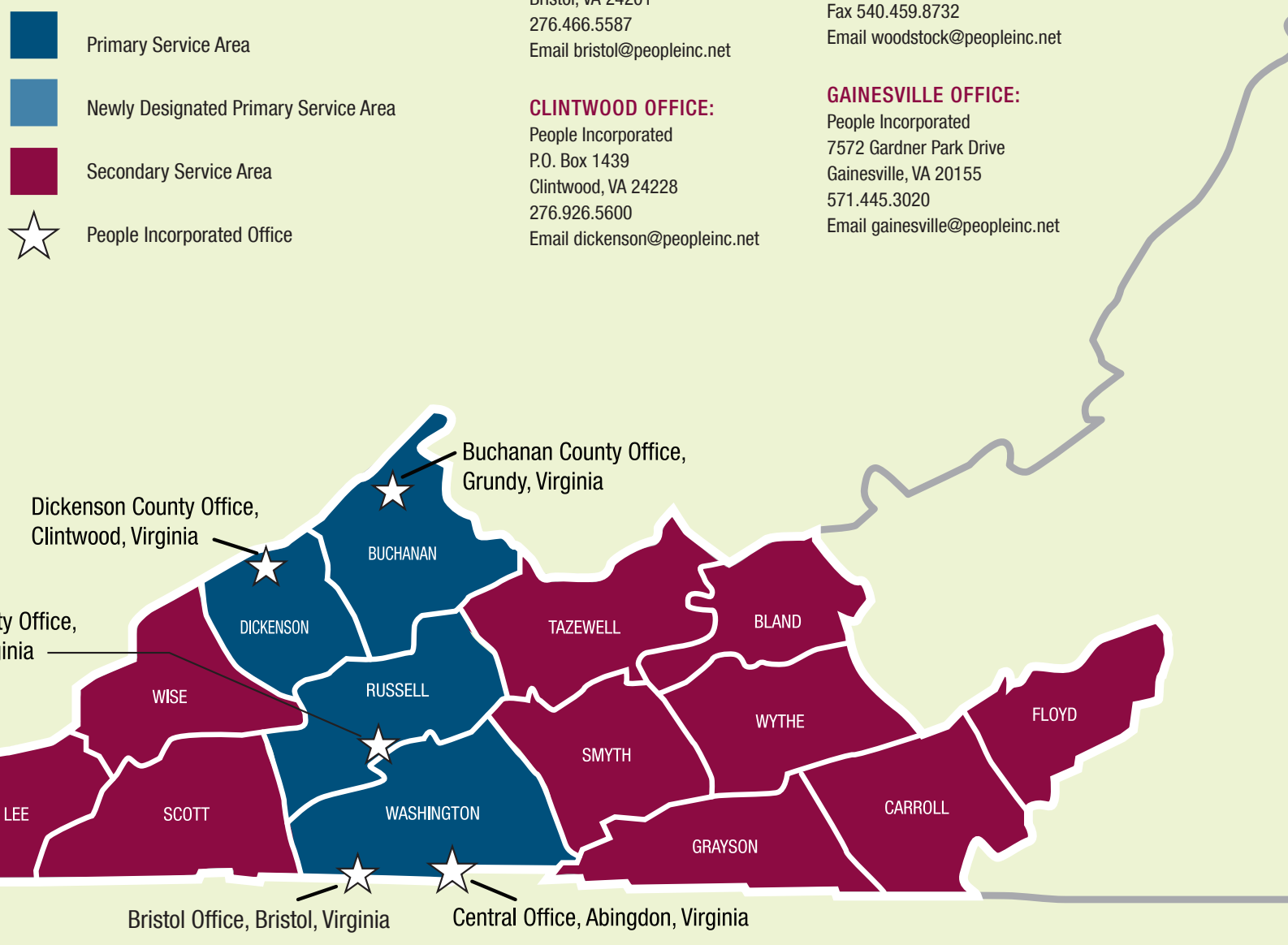
CLINTWOOD OFFICE:
People Incorporated
P.O. Box 1439
Clintwood, VA 24228
276.926.5600
Email dickenson@peopleinc.net

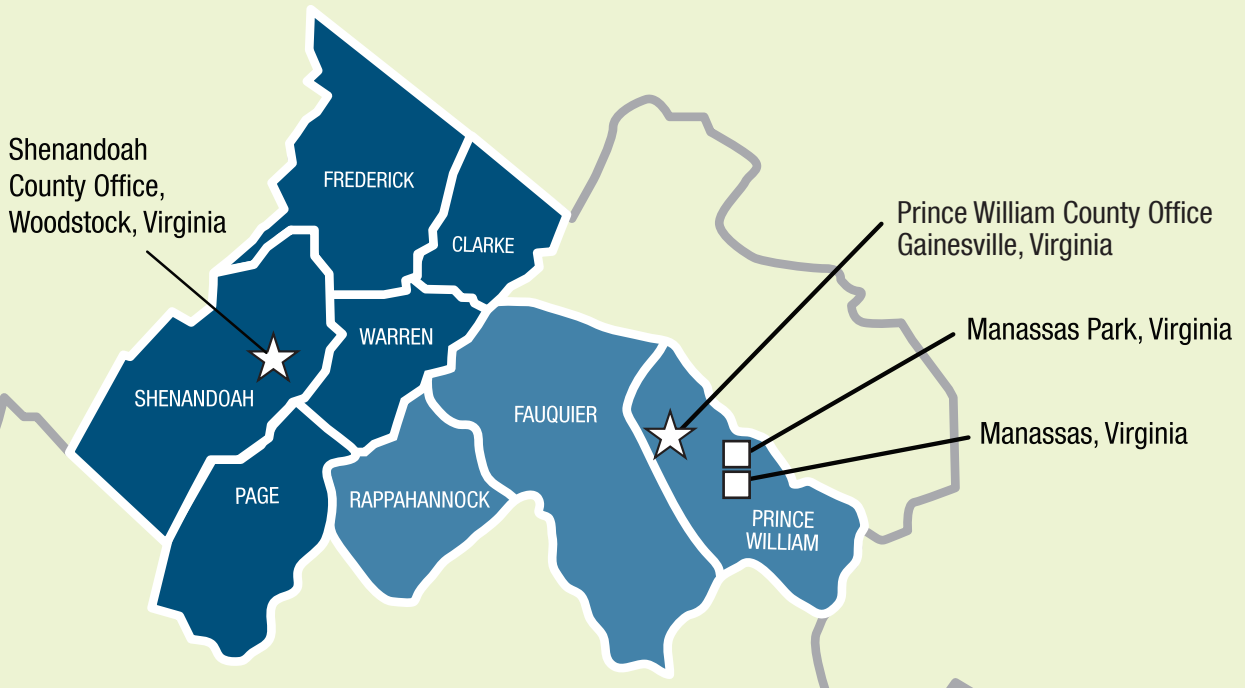
GRUNDY OFFICE:
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Email woodstock@peopleinc.net

GAINESVILLE OFFICE:
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7572 Gardner Park Drive
Gainesville, VA 20155
571.445.3020
Email gainesville@peopleinc.net





EXPANDED SERVICE AREA

In 2012, People Incorporated was designated as the Community Action Agency for Rappahannock, Fauquier, and Prince William Counties, and the cities of Manassas and Manassas Park, Virginia. Over the past five years, People Incorporated has steadily increased the availability of services for low-income people and places in unserved and underserved communities throughout the Commonwealth. We are grateful for the opportunity to expand our ability to meet our mission, and we will continue working to provide opportunities for people to reach their goals in order to enhance their lives, their families and their communities.

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People inc.

Building Futures
Realizing Dreams™

1173 West Main St
Abingdon, VA 24210

276.623.9000
info@peopleinc.net

www.PeopleInc.net

INDEPENDENT AUDITOR'S REPORT

January 31, 2013

TO THE BOARD OF DIRECTORS, PEOPLE INCORPORATED OF VIRGINIA, ABINGDON, VIRGINIA

We have audited the accompanying statement of financial position of People Incorporated of Virginia (a nonprofit organization) as of June 30, 2012, and the related statements of activities and cash flows for the year then ended. These financial statements are the responsibility of the Organization's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of People Incorporated of Virginia at June 30, 2012, and the changes in net assets and its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.

In accordance with *Government Auditing Standards*, we have also issued our report dated January 31, 2013 on our consideration of People Incorporated of Virginia's internal control over financial reporting and on our tests if its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of the internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit report performed in accordance with Government Auditing Standards and should be considered in assessing the results of our audit.

Our audit was made for the purpose of forming an opinion on the general purpose financial statements taken as a whole. The accompanying schedule of expenditures of federal awards is presented for purposes of additional analysis as required by U.S. Office of Management and Budget Circular A-133, *Audits of States, Local Governments, and Non-Profit Organizations*, and is not a required part of the financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements, and in our opinion, is fairly stated in all material respects, in relation to the general purpose financial statements as a whole.

The additional supplementary information (except that mentioned previously) listed in the Table of Contents is not a required part of the basic financial statements, and we did not audit or apply limited procedures to such information. Accordingly we do not express any assurance on such information.



HICOK, FERN, BROWN & GARCIA, CERTIFIED PUBLIC ACCOUNTANTS, January 31, 2012

Hicok, Fern, Brown, & Garcia

Certified Public Accountants

Thomas M. Hicok, CPA, CVA, CFFA

James H. Fern, CPA, CVA

David B. Brown, CPA

Juan J. Garcia, CPA

P.O. Box 821
West Main Street
Abingdon, Virginia
24212-0821
276-628-1123
Fax: 276-676-3000

e-mail: hicokfern&co@firmcpa.com

Members of American Institute of Certified Public Accountants

Members of Virginia Society of Certified Public Accountants

STATEMENT OF CONSOLIDATED FINANCIAL POSITION

For June 30, 2012

ASSETS		Total
Current Assets		
Cash and Cash Equivalents (Note 1 & 2)	$	2,230,266
Vacation Trust Account		106,864
Due from Grantor		1,860,201
Accounts Receivable		365,587
Inventory (Note 1)		67,154
Prepaid Expenses		232,728
Other Current Assets		513
Total Current Assets	$	4,863,313
Long Term Assets		
Notes Receivable (Net of allowance for bad debts of $215,284) (Note 3)		2,583,938
Property, Plant, and Equipment (Note 4)		24,046,791
Accumulated Depreciation		(4,245,282)
Total Long Term Assets		22,385,447
TOTAL ASSETS	$	27,248,760
LIABILITIES & NET ASSETS		
Current Liabilities		
Accounts Payable	$	923,021
Accrued Expenses		348,462
Deferred Revenue		260,141
Refundable Deposits		1,285,519
Notes Payable—Current		859,636
Total Current Liabilities		3,676,779
Long Term Liabilities		
Compensated Absences (Note 6)		712,036
Notes Payable—Net of Current (Note 7)		2,996,442
Total Long Term Liabilities		3,708,478
Total Liabilities		7,385,257
NET ASSETS		
Unrestricted		2,721,765
Temporarily Restricted (Note 8)		17,141,738
Total Net Assets		19,863,503
Total Liabilities & Net Assets	$	27,248,760

A complete copy of our audited financial statements is available upon request.

People make things happen

CASSANDRA MAUCK

The Looking Glass, Business Loan client

In 2008, Cassandra Mauck established The Looking Glass, a full-service salon in Luray, Virginia. In 2011, the business expanded and relocated to Main Street, transforming into a full service, premiere salon with spa services. As her clientele increased, Cassandra sought an opportunity to expand her operations and add equipment. The local Chamber of Commerce directed her to People Incorporated's business development services.



Cassandra attended two of People Incorporated's business courses, Core Four® and Customer Service training. With small business funding from People Incorporated, she was able to purchase additional equipment and inventory and create four new jobs. Cassandra considers her business successful; she markets her salon services through the use of well-placed signage, Facebook, rack cards in local tourist businesses, and direct mailings and email.

STATEMENT OF CONSOLIDATED ACTIVITIES

For the year ended June 30, 2012

REVENUES	Unrestricted	Temporarily Restricted	Total
Grants	$ 594,869	$ 11,311,177	$ 11,906,046
Other	4,367,663	332,545	4,700,208
Interest	54,853	117,438	172,291
Contributions	-	12,878,696	12,878,696
In-Kind	-	323,150	323,150
Net Assets Released from Restrictions:			
Satisfaction of Program Restrictions	12,546,274	(12,546,274)	-
Total Revenues	17,563,659	12,416,732	29,980,391
EXPENSES			
Program Services			
Community Services	1,006,885	-	1,006,885
Community Development	298,044	-	298,044
Community Economic Development	908,424	-	908,424
Children & Family Services	4,996,608	-	4,996,608
Housing	7,480,390	-	7,480,390
Workforce Development	1,219,157	-	1,219,157
Support Services			
General and Administrative	1,612,779	-	1,612,779
Fundraising	418,707	-	418,707
Total Expenses	17,940,994	-	17,940,994
Change in Net Assets	(377,335)	12,416,732	12,039,397
Net Assets At Beginning of Year	3,099,100	4,725,006	7,824,106
Net Assets At End of Year	$ 2,721,765	$ 17,141,738	$ 19,863,503

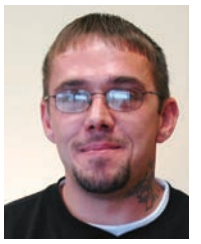
A complete copy of our audited financial statements is available upon request.

People make things happen

JASON BENTLY

VA CARES and Consumer Lending

After being incarcerated for ten years, Jason Bently was ready to resume his life, and the greatest challenge ahead was regaining custody of his 13 year old daughter who had been in foster care. He needed assistance getting his life back on track as well as someone to believe in him. He found both at People Incorporated. Through the VA CARES program, Jason gained a place to live and a job, both supplying the security he needed to get his daughter back.

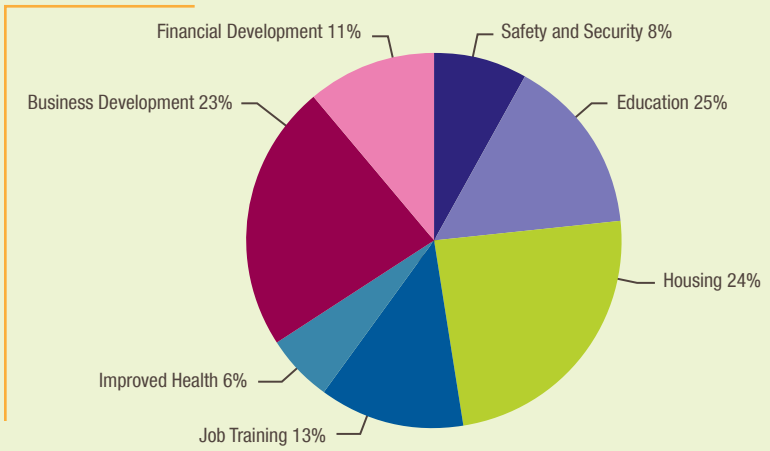


The next hurdle was getting reliable transportation to and from work; unfortunately, he had no savings. Once again, Jason sought assistance from People Incorporated, specifically their Consumer Lending program. Jason received a Consumer Loan to purchase a used 2004 Chevy Blazer and is slowly regaining his independence.

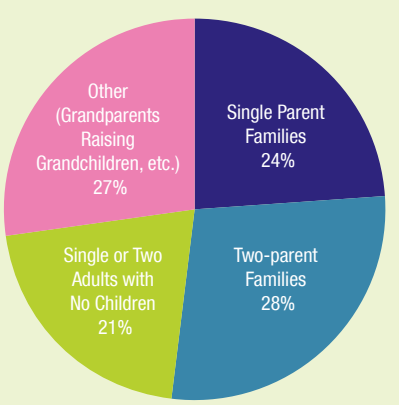
"He's done everything we've asked of him" states the VA CARES Caseworker. "His growing assurance is evident," offers the Consumer Lending Manager, "and his "hard edges" soften a little bit more every time he comes in the office." Yes, Jason Bently is a success story, one of his own making with just a little bit of help and encouragement from others.

CLIENT PROFILE FY2012 *For the year ended June 30, 2012*

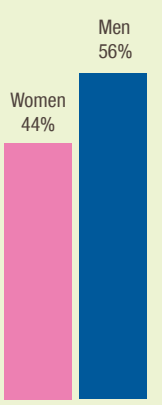
SERVICE AREAS



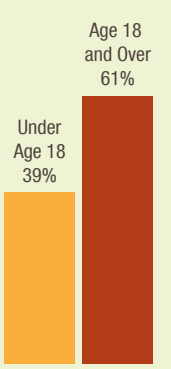
FAMILY STRUCTURE



GENDER



AGE



People Incorporated of Virginia 2013 Board of Directors

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David McCracken
Washington County, Vice Chair

Alice Meade
Russell County, Secretary

Christy Whitaker
Assistant Secretary

John Ayers
Shenandoah County, Treasurer

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Doug Ratliff, *Dickenson County*

Jan Selbo, *Fauquier County*

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Addie Whitaker, *City of Manassas Park*

Robert Griffith, *Page County*

Janine Sewell, *Prince William County*

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Evelyn McCracken
David Moore, Jr.
Dennis Morris
Anne Murray
Connie Royal
Denise Stanley
Tina Watson
Larry Yates

2012 has been an exciting year at People Incorporated.

This year we expanded our primary service area by one third, adding Rappahannock, Fauquier, and Prince William Counties as well as the Cities of Manassas and Manassas Park, Virginia. Today, People Inc.'s services reach from Tennessee and Kentucky all the way to the outer suburbs of Washington D.C.

This year, we completed the development of a new Head Start Center in the Town of Glade Spring. Our Toms Brook School Apartments Adaptive Reuse project, which was conducted through People Incorporated Housing Group, was completed and won the Governors Housing Achievement Award for the "Best Preservation/ Revitalization Effort."

This year, in addition to the regular revenues and expenditures reflected in our financial statements, through People Incorporated Financial Services we invested $29.5 million of federal New Markets Tax Credits into four significant new development or redevelopment projects.

And this year we received our very first Veterans Services funding.

As a board and as an organization, we are focusing more on outcomes than we have previously; we realize that the future of the organization is dependent upon our ability, in addition to dependably meeting requirements of our grants and contracts, to understand and to communicate how what we are doing has changed the lives of the people, the families, and the communities that we serve.

As we turn to 2013, we expect the dual challenges of developing services in an expanded service area while at the same time absorbing budget cuts. We foresee reductions in federal funding, which currently accounts for 48% of our budget. We expect to see significant reductions in our core funding as well as funding for services for early childhood development, for small business development, for job training, for services for the homeless and for victims of domestic violence.

A strength of People Inc. is that we are able to combine multiple funding sources to leverage the public funding that we receive. In fact, we leverage every $1 in core funding that we receive with $33 of other funding (33:1). Yet, the down side is that a reduction in our core funding will have a huge ripple effect. We use our core funding to fill small gaps in funding for specific programs and services which we provide. If the core funding is not adequate to fill the gaps, we could have to turn back other funding and discontinue services.

Our ability to deliver high-quality services that have long-term impact for the individuals and communities that we serve is dependent upon having the resources to do so. People Inc. is a successful, dynamic, and impactful organization. In this challenging funding environment, financial support from the broader community is key to enabling People Inc. to sustain and continue expanding services to low-income people and communities in need.

This year People Inc. and the people we serve need your support.



Chris Shortridge
Chairman, Board of Directors
People Incorporated of Virginia

Scan this QR code to donate with credit card through PayPal, or use the enclosed envelope to make a donation by mail.

Funding partners $500 OR MORE

"People Inc. is a successful, dynamic, and impactful organization. In this challenging funding environment, financial support from the broader community is key to enabling People Inc. to sustain and continue expanding services to low-income people and communities in need."

—Chris Shortridge

Chairman, Board of Directors People Incorporated of Virginia

611 Jefferson, LLC

Appalachian Markets Capital Investment Fund, L.L.C.

Abingdon Redevelopment Housing Authority

Appalachian Regional Commission

Bank of America

Branch Banking & Trust Company (BB&T)

Bristol Virginia Department of Social Services

Bristol Virginia Public Schools

Buchanan County Housing, LP

Buchanan County, Virginia

Carroll County, Virginia

Central Appalachia Regional Network

Child Development Resources, Inc

CHIP of Virginia

City of Bristol, Virginia

Community Action Partnership

Continental Tire Sumter, LLC

Dante Housing, L.L.C.

Dickenson County Department of Social Services

Dickenson County, Virginia

thank you

Fauquier County, Virginia

Federal Emergency Management Agency

Federal Home Loan Bank of Atlanta

Federation of Appalachian Housing Enterprises

First Bank & Trust Company

First Book

Housing Assistance Council

Individual Donors

Jonesville Manor Apartments, L.L.C.

Mary Reynolds Babcock Foundation

Mill Point Apartments, Inc

New Grundy, LLC

New River/Mount Rogers Workforce Investment Board

Ninth District Development Financing, Inc

Nixon Peabody

Norfolk Southern Foundation

Northeast TN/VA HOME Consortium

Northern Shenandoah Valley Regional HOME Consortium

Opportunity Finance Network

Page County, Virginia

Project Discovery of Virginia

Riverside Place Apartments, L.L.C.

Round the Mountain, Inc

Rural Local Initiatives Support Corporation (Rural LISC)

Rural Policy Action Partnership

Rural New Markets Fund, L.L.C.

Shenandoah County, Virginia

SkyPAC Tenant, Inc

Southeast Rural Community Assistance Project

Southwest Virginia Cultural Heritage Foundation

Southwest Virginia Workforce Investment Board

Sweetbriar, LP

Town of Haysi, Virginia

U.C. Real Properties, LLC

United Company Charitable Foundation

U.S. Department of Agriculture

U.S. Department of Energy

U.S. Department of Health & Human Services

U.S. Department of Housing & Urban Development

U.S. Department of the Internal Revenue Service

U.S. Department of Labor

U.S. Department of the Treasury

U.S. Department of Justice

U.S. Small Business Administration

Valley Vista Apartments, L.L.C.

Virginia Community Action Partnership

Virginia Community Action Re-entry Solutions, Inc



Union College Nursing School, a New Markets Tax Credits project with People Incorporated

Virginia Community Capital

Virginia Community Development Corporation

Virginia Department of Criminal Justice Services

Virginia Department of Education

Virginia Department of Health

Virginia Department of Housing and Community Development

Virginia Department of Social Services

Virginia Housing Development Authority

Virginia Tobacco Indemnification and Community Revitalization Commission

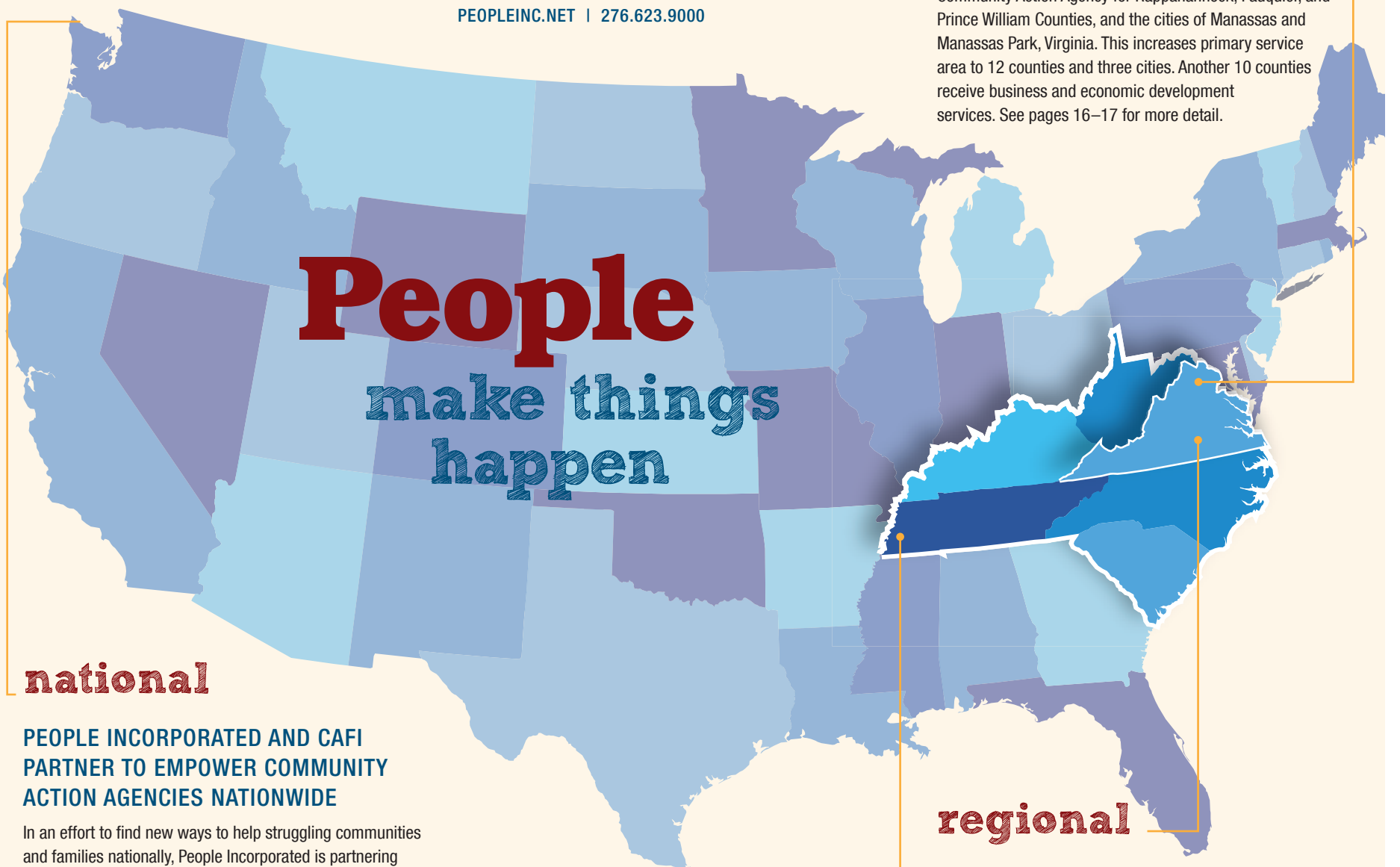
Washington County, Virginia

Wells Fargo Foundation

national and regional impact

Over the past five years, People Incorporated has steadily increased the availability of services for low-income people and places in unserved and underserved communities throughout the Commonwealth. We are grateful for the opportunity to expand our ability to meet our mission regionally and nationally, and we will continue working to provide opportunities for people to reach their goals in order to enhance their lives, their families and their communities.

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regional

EXPANDED REGIONAL SERVICE AREA

In 2012, People Incorporated was designated as the Community Action Agency for Rappahannock, Fauquier, and Prince William Counties, and the cities of Manassas and Manassas Park, Virginia. This increases primary service area to 12 counties and three cities. Another 10 counties receive business and economic development services. See pages 16–17 for more detail.

national

PEOPLE INCORPORATED AND CAFI PARTNER TO EMPOWER COMMUNITY ACTION AGENCIES NATIONWIDE

In an effort to find new ways to help struggling communities and families nationally, People Incorporated is partnering with Community Action Financial Institute (CAFI), an affiliate of the national Community Action Partnership, to stimulate economic development in low-income communities for the express purpose of creating jobs for low-income families. This initiative was launched through a grant from the Office of Community Services of the U.S. Department of Health and Human Services' Administration for Children and Families.

As an established business lender and provider of business and financial technical assistance, People Incorporated is well-positioned to share their economic development expertise with CAFI to provide other community action agencies access to funding resources and technical assistance.

People Incorporated will assist CAFI in establishing a revolving loan fund using Community Economic Development funds. This fund will help other community action agencies establish and launch lending operations and activities as an innovative approach to job creation in low-income or underserved communities.

regional

PEOPLE INCORPORATED ADMINISTERS NEW MARKETS TAX CREDITS IN SIX STATES

People Incorporated initiated several New Markets Tax Credits (NMTC) projects in 2012 that resulted in job creation and economic growth for low-income communities in Virginia, Kentucky, and South Carolina. Awarded in February 2012, our third NMTC award of funds allowed People Incorporated to increase lending to operating businesses and real estate projects in underserved areas throughout Central Appalachia and the rural South by providing debt and equity financing for qualifying businesses at significantly reduced interest rates and with more flexible terms and conditions than are typically available through conventional markets. See pages 8 and 9 of this report for more information.

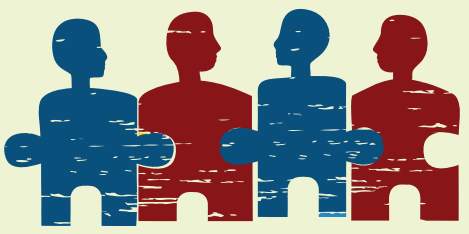
regional

PEOPLE INCORPORATED FINANCIAL SERVICE SHARES EXPERIENCE FOR GREATER GOOD

Designation as a Virginia Enterprise Initiative Regional Service Provider in 2009 opened People Incorporated Financial Services to new opportunities to establish community revitalization partnerships such as the Bristol Downtown Revitalization Loan Fund (Bristol Tennessee/Virginia, 2011); the Town of Haysi, Virginia (2011); the successful award of a Planning Grant in Downtown Luray and Page County, Virginia (2012); and the Warren/Clarke County Microenterprise Assistance program—all of which provide localized economic development opportunities and maximize program impact by leveraging People Incorporated Financial Services' expertise and experience. In response to community needs, People Incorporated Financial Services recently began providing microenterprise products and services in Sullivan County, Tennessee and Mercer County, West Virginia.

People
make things happen

1173 West Main Street
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THE COMMUNITY ACTION PROMISE

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live.

We care about the entire community, and we are dedicated to helping people help themselves and each other.

People inc.
Building Futures, Realizing Dreams™

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