ANNUAL REPORT 2013

People inc.

*Building Futures*
*Realizing Dreams™*



# People build opportunities

*"As a Community Action Partnership, People Incorporated builds opportunities for individuals, families and communities in the regions we serve. The work we do empowers others to become self-sufficient and energizes communities toward economic growth and prosperity. This report highlights some of the faces and figures of those partnerships as people build opportunities."*

—Robert G. Goldsmith
President and C.E.O.

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## PEOPLE INCORPORATED IS BUILDING FUTURES, REALIZING DREAMS



Robert G. Goldsmith
*President and C.E.O.*

**2013** was a year of great opportunities and great challenges. Funding was down at the federal, state and local levels, while demand for our services continued to increase. Our communities are slowly recovering from the recent painful recession, but jobs are still scarce, and many of our neighbors continue to need some supports.

People Incorporated rose to meet this challenge, despite across-the-board funding cuts—supporting individuals, families and communities:

- 445 people learned new job skills
- 168 people gained employment
- 795 people increased their incomes or assets
- 149 families built, improved or purchased homes
- 581 children and their families were better prepared for learning through comprehensive educational, medical and social supports
- 33 entrepreneurs started or expanded their businesses, creating or retaining 77 jobs
- 187 children and adults received court advocacy services to resolve domestic issues

The economic impact of all of this activity in 2013 totaled more than $87.7 million. These are remarkable numbers, but they only begin to show the value of the lives that have been changed and the futures that have been improved. It is the extraordinary stories of these 6,197 people that truly capture the impact of People Incorporated. A few of those stories are in this report.

2013 also saw the expansion of the Shenandoah County Free Clinic, profiled on page 3. Our award-winning Toms Brook School project opened its doors to residents, ensuring that people have safe and affordable homes. Our strategic investment to help rebuild West Liberty, Kentucky, after a devastating natural disaster is serving as the catalyst for the emergence of a new and more vibrant local economy.

As a Community Action Partnership, People Incorporated provides opportunities for people to build their own futures. Looking forward to 2014, the 50th Anniversary of People Incorporated's founding, we see much work remaining to be done. Supporting economic growth, creating jobs, and providing for the well-being and improvement of the families and communities we serve has been the hallmark of our services for the past 50 years. The following pages help demonstrate the success and progress of our efforts to provide opportunities for people to reach their goals and improve their lives, their families, and their communities in 2013.

### Top stories of 2013

1. People Incorporated is recognized nationally as a Master Innovator in economic development. **Page 4**

2. Shenandoah County Free Clinic gives 2600 people access to critically needed medical care. **Page 3**

3. People Incorporated helps West Liberty, Kentucky rebuild after a devastating tornado. An unvanquished spirit and a strong sense of community strengthen the project's foundation. **Page 13**




## CONTENTS

INTRODUCTION and Highlights . . . . 2

FEATURES
- Shenandoah County Free Clinic: A Healthier Community . . . 3
- Entrepreneurship & Innovation . . 4
- People Incorporated: Economic Impact . . . . . 5

PROGRAMS
- Community Economic Development . . . . . 6
- Workforce Development . . . . . 10
- New Markets Tax Credits . . . . . 12
- Child and Family Development . . . . . 14
- Community Services . . . . . 16
- Housing Development . . . . . 19

SERVICE AREA and Locations . . . . 21

FINANCIALS
- Independent Auditor's Report . . 22
- Statement of Consolidated Financial Position . . . . . 23
- Statement of Consolidated Activities . . . . . 24

Client Profile FY2013 . . . . . 25

Impact Areas . . . . . 25

A message from the Board of Directors . . . . . 26

Funding Partners . . . . . 27

Looking Forward . . . . . 28

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## SHENANDOAH COUNTY FREE CLINIC

*A heart for health and home brings a community together*

# A healthier community



The expanded location for the Shenandoah County Free Clinic (SCFC) and Shenandoah Dental Clinic doubled the available space in which the clinics can provide medical, dental, and mental health care services to low-to-moderate income individuals and families residing in Shenandoah and the surrounding counties.

People Incorporated, grant administrator for the project, secured state funds and was responsible for maintaining compliance with funding requirements. The newly renovated facility will be able to serve an additional 1,800 individuals and provide an additional 2,600 appointments each year through expanded staffing and service days. As the Clinic grows its staff, the larger facility will enable the medical clinic to provide up to 7,200 medical appointments for 2,400 unduplicated low-income individuals. This is a 500% increase in the number of low- to moderate-income individuals who will have access to medical services. 420 of those will receive mental health services. An additional 1,500 low-income individuals will receive dental services, a 33% increase.




Inter-agency collaboration was the key to seeing the clinic expansion to fruition. The project was funded by Virginia Department of Housing and Community Development, the USDA, and the fundraising efforts of the Free Clinic and involved the efforts of a variety of partners throughout its progression from idea to reality. In addition to People Incorporated and the Free Clinic, partnering agencies include Shenandoah County Government, Northern Shenandoah Valley Regional Commission, Northwest Community Services Board, and Shenandoah County Department of Social Services, as well as many local practitioners.




*(top) The Shenandoah County Free Clinic will increase capacity for medical, dental, and mental health patients. (left) Inter-agency collaboration made the expansion of this facility possible.*

MASTER INNOVATOR

COMMUNITY ECONOMIC DEVELOPMENT
NATIONAL ENTREPRENEURSHIP & INNOVATION AWARD
2013

REPEAT PERFORMER

## PEOPLE INCORPORATED OF VIRGINIA

*2013 Community Economic Development Entrepreneurship and Innovation Award*

# Building opportunities . . .

People Incorporated was one of four Community Action Agencies (CAAs) working to alleviate poverty in America to receive the 2013 Community Economic Development Entrepreneurship and Innovation Award from Community Action Partnership.

Projects were evaluated based on effectiveness in job creation, asset building, and economic impact on low-income communities in three categories: Entrepreneurship, Protégé, and Master Innovator. People Incorporated was recognized as Master Innovator for its exceptional projects including the rehabilitation of the Toms Brook School into affordable rental housing, its provision of entrepreneurship training at local Small Business Boot Camps to stimulate local business activity, and its involvement in the adaptive reuse of a former hospital into the Union College of Nursing and Health Sciences.

In 2010, People Incorporated was the inaugural winner of the Master Innovator Award from the Community Action Partnership. People Incorporated continues to identify innovative ways to address needs in economically challenged communities by providing financing and services that benefit and stimulate local communities.



UNION COLLEGE

*Union College of Nursing and Health Sciences*

"In many communities, Community Action Agencies (CAAs) are THE go-to organizations for helping people, creating jobs and improving communities—and this role increases during challenging economic times," said Robert G. Goldsmith, President and CEO of People Incorporated. "That's why we continue to innovate, and we're proud not only that People Incorporated is recognized as one of the best Community Action Agencies in the country, but that we are having a considerable financial and personal impact on our neighbors."

"Despite the fact that CAAs are under increased pressure due to budget cuts and growing requests for services, they are still leading the way in terms of novel approaches that are really helping low-income people and communities thrive," said Stacy Flowers, Director of Community Economic Development at the Community Action Partnership. "People Incorporated embodies CAAs' unique ability to spearhead programs that promote economic security and reduce poverty."

*"People Incorporated embodies Community Action Agencies' unique ability to spearhead programs that promote economic security and reduce poverty."*

—Stacy Flowers, Director of Community Economic Development at the National Community Action Partnership

### ABOUT COMMUNITY ACTION PARTNERSHIP

Based in Washington, DC, the Community Action Partnership provides training and other services to more than 1,000 Community Action Agencies across America that are helping low-income people and families improve their lives, strengthen their communities and embody the spirit of hope.

Scan the QR code above to visit communityactionpartnership.com.

# impacting communities

## ECONOMIC IMPACT 2013

People Incorporated remains firmly committed to serving low-income people and communities by fostering self-sufficiency in vulnerable populations. By supporting low-income communities through economic development ventures, the agency stabilizes and revitalizes communities while creating employment opportunities. This is one of the reasons People Incorporated was awarded the 2013 Community Economic Development Entrepreneurship and Innovation Award from the Community Action Partnership, a national coalition of over 1,000 Community Action Agencies.

People Incorporated continues to have a considerable economic impact in the localities it serves. The agency employs 242 staff members, and purchases commodities and services from businesses and contractors located within its service areas. People Incorporated contributes to local tax bases by investing in businesses and high impact community development projects that create jobs, constructing high quality homes, rehabilitating blighted structures, and developing multi-family rental housing and community facilities. The agency uses a multi-faceted approach to identify innovative ways to address needs in economically challenged communities by providing financing and services that benefit and stimulate local communities.

People Incorporated's dedicated stewardship of its resources enables it to sponsor, develop, and invest in affordable housing and community development projects that align with community needs to produce tangible, sustainable benefits in communities. People Incorporated continues to be regarded as one of the most successful and influential Community Action Agencies in the nation.

## Economic Impact Data 2013



WAGE EFFECT

$29,953,912




GOODS AND SERVICES PURCHASED

$5,076,546

IN-KIND AND OTHER CONTRIBUTIONS

$8,076,298



COMMUNITY DEVELOPMENT DIRECT LENDING

$13,900,000



COMMUNITY DEVELOPMENT LEVERAGED LENDING

$30,700,000

TOTAL ECONOMIC IMPACT

$87,706,756

# Community Economic Development

**33**
Small business owners opened, sustained, or expanded their business

**77**
**JOBS**
created or retained

## 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.

- 33 small business owners opened, sustained, or expanded their business through access to financial assistance
- These loans created/retained 77 full time jobs, strengthened the businesses, and boosted each community's local economy
- 37 business loans were repaid in full to People Incorporated Financial Services

## 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 Budget and Credit Counseling, Customer Service, and Social Media.

- 1,223 clients were mentored through technical assistance
- 89 business trainings were held
- 457 female entrepreneurs were trained
- 18 financial trainings for Budget and Credit Counseling were held, with 413 individuals participating

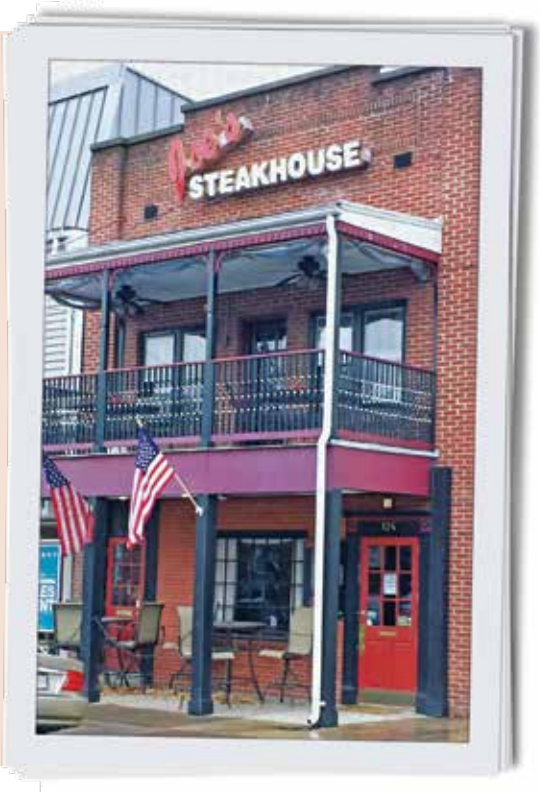
## How Joe's Steakhouse grew in the Shenandoah Valley

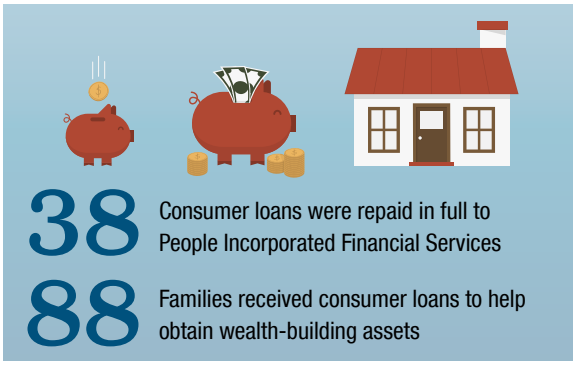
Joseph Wobbe recalls well the day his father, after receiving a tax refund, escorted his entire family of 11 down to a store to purchase steaks. Nothing was better than a juicy steak back then. And Joe has transferred that same love for a good steak to his current businesses—three Joe's Steakhouse restaurants—located in the Northern Shenandoah Valley of Virginia.

Joe and his partner H.B. Sager opened their first Joe's Steakhouse in May 2009 in Woodstock. Two years later, they approached People Incorporated Financial Services to request a small business loan to cover payroll expenses—so they could launch a second steakhouse in Front Royal. That transaction resulted in the addition of six new full-time jobs and five part-time jobs in the region.

Joe was also given technical assistance by a People Incorporated business development manager and took business training workshops to improve his business and marketing skills. In addition, employees attended a workshop, presented by People Incorporated, called "Give 'em the Pickle," featuring customer service motivator Bob Farrell.

With assistance from People Incorporated, Joe is helping to revitalize the communities around him and it's no surprise that a third Joe's Steakhouse will be opening soon in Winchester.






## CONSUMER LENDING

People Incorporated 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.

- 88 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.
- 38 consumer loans were repaid in full to People Incorporated Financial Services

## 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.

- 3 families established a pattern of regular savings to work toward their savings goal to purchase a home, strengthen their business, or pursue higher education.

# Forced move leads couple to People Incorporated

Mr. and Mrs. Paul Cable's world seemed to be collapsing around them when they were told the land on which their mobile home had sat for the last six years was being sold for commercial development.

Unfortunately, the couple was in poor health, had limited incomes and also had charge of their three-year-old granddaughter. Not only was this family being asked to relocate—which was stressful enough—but they now faced a myriad of unexpected costs surrounding the move. Considerable expense was involved in detaching their mobile home, physically moving it to a new site and activating utilities.

With no savings to fall back on, the family approached People Incorporated for help and got it. The family was approved for a consumer loan to cover all moving expenses. The loan was closed in May 2013, with manageable terms of 36 monthly payments. People Incorporated's Consumer Lending program was this couple's last resort for financing with flexible terms. Had they not come to People Incorporated, the family would likely have become displaced or even homeless, since they would not have qualified for a regular bank loan.



*The Paul Cable family.*

# Community Economic Development CONTINUED

## 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 provided loans to fund 26 projects, including conference centers, theatres, agribusinesses, museums and more.
- These projects have brought more than $4.5 million into the region, building economies and preserving jobs.




## 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 certified 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.

## APPALACHIAN MOUNTAIN SPIRITS




### Sound the "War Horns"!

L. Scott Schumaker is the sole proprietor of Appalachian Mountain Spirits, an artisan distillery in Marion, Virginia. Scott decided to showcase and preserve the Appalachian craft of moonshine and to brand a special whiskey as tribute to the 32nd Signal Corp Battalion which saw combat in Iraq and was commanded by LTC Sean Schumaker, his brother. Scott has introduced War Horn Whiskey, a locally distilled whiskey. And he is just getting started!

With financial backing from two other investors, Scott raised enough money to build housing for the distillery and purchase the equipment to begin operations; he is currently distilling whiskey, scotch and corn moonshine, using locally produced raw materials, supplies and grains. He has been approved by the Virginia Department of Alcohol Beverage Control and, since April 2013, has product in Virginia ABC stores. To keep up with this increased demand, he approached People Incorporated Financial Services to get financing for an additional still and inventory.




People Incorporated Financial Services not only provided Scott with a small business loan, but provided him with three hours of classroom instruction, two hours of business plan assistance, one site visit and three one-on-one credit counseling sessions.

Scott is also the owner of the Mercantile and Stillhouse Store on Main Street in Marion. At the mercantile he sells all of his Appalachian Mountain Spirits souvenirs and other locally made goods. He has five full time employees. Appalachian Mountain Spirits will be a "Ground to Glass" agricultural operation and will produce its own grains, have tours and tastings. This agricultural label will also allow the company to have special government considerations in their product placement and sales.

## BUILDING ENTREPRENEURSHIP IN GRAYSON COUNTY

A partnership between People Incorporated Financial Services and the Grayson County Industrial Development Authority has created a Revolving Loan Fund Program offering microenterprise loan products and services for the county's entrepreneurs.

The program will expand access to affordable capital and business technical assistance to encourage entrepreneurship and grow the local economy. Eligible new or expanding businesses will be provided loans in amounts of up to $20,000, which can be used for working capital to purchase inventory, supplies, furniture or equipment. People Incorporated will also provide business development services including one-to-one technical assistance, workshops and other business- and credit-related classes.






*"The purpose of the program is to stimulate job creation, capital investment and economic diversity throughout the county by offering a unique capital access program specifically designed for small businesses and entrepreneurs who may be looking to bolster their business or seize upon new business opportunities."*

—Jonathan Sweet,
Grayson County Administrator

# Community Development

## BLOCK GRANTS REVITALIZE GLADE SPRING AND FIDDLEHEAD JUNCTION

Fiddlehead Junction, with restaurants and variety shops, is helping bring vitality back to Glade Spring Virginia's Town Square area. Artisans, craftsmen, and specialty shop vendors have filled the space with attractive, competitive retail options. Initiatives like Small Business Saturday, Shop Small, and Buy Local are increasing traffic and sales. Glade Springs' old friend, St. Nicholas, stopped by for a few days in early December—a huge boon for holiday smiles and sales.







FIDDLEHEAD

*MADE (above) a specialty craft shop, is just one of the many vendors and eateries in Glade Spring's popular Fiddlehead Junction.*

# Workforce Development




**Wages**
compared to minimum wage



**445**
clients in People Incorporated Workforce Development programs



**168**
Workforce Investment Act program participants attained gainful employment



**237**
Youth received training leading to certification or diploma

## 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.

- 80 youth who exited the program attained gainful employment as a result of help received through youth workforce development activities.
- 237 clients received vocational training leading to a certification or diploma.
- 73 youth exhibited new or improved job skills and/or advanced their education as a result of participation in employment-focused training and activities.

## WORKFORCE INVESTMENT ACT (ADULT)

As the One-Stop Operator for the New River Mount Rogers Workforce Development Area, People Incorporated provides key components of the service delivery system: services to low-income individuals, workforce development, direct training, and employer relations. Participants are assisted in locating employment that provided them a sustainable wage to support their families while providing employers with skilled and qualified workers.

- 88 adults attained gainful employment as a result of assistance provided through adult workforce development programs.
- 87% of these participants retained their job.
- 82% of enrolled adults completed training to advance their job skills.

## WIA gets the job done.

Jason Collins likely knows the importance of completing a high school degree better than anyone. When he lost his construction job during the downturn, he realized he had few options – since he'd never finished high school or taken the GED exam.

When things worsened financially, he sought help from People Incorporated's Workforce Investment Act (WIA) adult program, which advised him to complete GED classes through Mount Rogers Adult Education.

From People Incorporated, Jason received training services and career assessments, which uncovered a high aptitude for mechanical occupations. Based on local employment needs, he was advised to pursue classes that taught electrical power line installation and repair. Through WIA-funded groundsman training, he earned several job-focused certifications that, within a year, led him to a solid, full-time job.

"I'm thankful that I can now provide for my family," says Jason, noting that he's excited about his career path and has high expectations for the future.



*Workforce Investment Act participant Jason Collins.*

# Support along the path to self sufficiency

Chelsey Hagy grew up in a middle-class home and enrolled in community college at seventeen. After she became pregnant and the father of her child was incarcerated, Chelsea had to leave school. Determined to support herself, Chelsey worked two part-time jobs but still couldn't make ends meet. With no other options, she turned to public assistance and was still working when her child was born. Chelsey lived in public housing and with assistance from food stamps, WIC and TANF, she was able to purchase diapers, formula and clothes each month for her young son.

Then, when he was eight months old, Chelsea's son was diagnosed with a genetic syndrome that would require extensive and costly medical care throughout his life. Through Medicaid, Chelsey's son was able to obtain the physical, occupational, speech, and behavioral therapy that he needed to deal with the development disorder.

A couple of years later, Chelsey married and had a second child, but later separated from her husband. During this time, Chelsey had enrolled in the nursing program at Virginia Highlands Community College, seeking a career that could successfully support her family. While pursuing her degree, her sons attended Early Head Start, where the family benefited from early childhood education, preventive healthcare, nutrition classes and parental instruction.

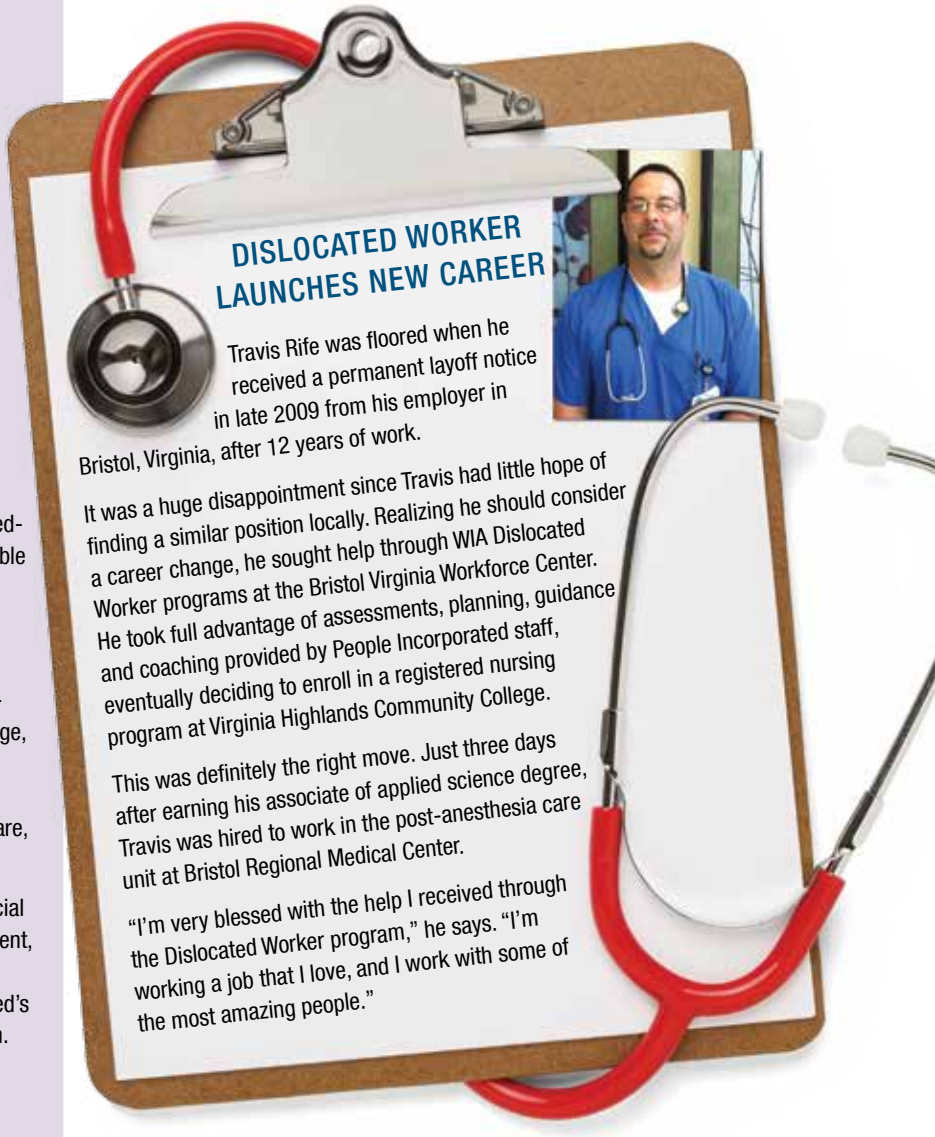
With two semesters left to earn her nursing degree, Chelsey's financial aid was exhausted. Determined to graduate and become self-sufficient, Chelsey applied for tuition assistance through People Incorporated's Workforce Development Program. The program paid for her tuition, books, uniform, and exam fees.



*(Left to right) Labor secretary Thomas Perez, Chelsey Hagy, and Wade Henderson, President and CEO of the Leadership Conference on Civil and Human Rights.*

Chelsey graduated in May and became a state licensed nurse in June. She is now a full-time nurse with Advanced Cardiac Life Support licensure at Mountain States Health Alliance in Abingdon. She works full time and nursing students from her alma mater often shadow her in her daily duties.

Chelsey and her children no longer need government assistance, and her eldest son is in a special education kindergarten class with a teacher he loves. She has also remarried and purchased her first home. "I cannot imagine where my life would be now, if it were not for the support and the opportunities that were given to me," Chelsey said. "If I as a single mother of two—one of whom has special needs—can do it, anyone can."




## 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.

- 395 individuals who had become unemployed through no fault of their own received services through the Dislocated Worker Program.
- The Dislocated Worker Program enabled 146 individuals to reenter the workforce after furthering their education or receiving skills training.

# New Markets Tax Credits

## An Investment in Tomorrow

*People Incorporated initiated several New Markets Tax Credits (NMTC) projects in 2013, preserving jobs and rebuilding towns in the rural south, and building the manufacturing base for low-income communities.*

Awarded in February of 2011, a third New Markets Tax Credits award allowed People Incorporated to increase financing for business operations and real estate projects in underserved areas throughout Central Appalachia and the rural south. People Incorporated provided debt 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



CONTINENTAL TIRE

- The new Continental Tire facility, opened in January 2014, will bring almost 1,600 new jobs to Sumter, South Carolina, and serve as an economic catalyst for the severely distressed county.
- West Liberty, Kentucky, was virtually destroyed by a major tornado on March 2, 2012. More than 400 homes, businesses and government structures were affected and seven lives were lost. The town is rebuilding, fortified by a bedrock foundation of entrepreneurial spirit, community support, and low-interest loans coordinated by People Incorporated.
- Union College Center for Health and Natural Sciences opened its doors to students in the Fall of 2013. The former hospital has been remodeled as an environmentally sustainable facility. It has been refurbished and utilizes state-of-the-art equipment. The school will graduate 135 new nurses over the next three years to better meet the health care needs of local communities.



UNION COLLEGE

### UNION COLLEGE RENOVATION BRINGS BOOST TO BARBOURVILLE

People Incorporated's New Markets Tax Credits funding was the final financing piece that allowed Union College in Barbourville, Kentucky, to turn a deserted county hospital into the new Center for Health and Natural Sciences.

The center provides space to offer a bachelor of science in nursing degree on campus and adds opportunities that encourage students to start their careers locally. The project also helps meet the area's severe shortage of medical professionals.

Union sought insight from local healthcare professionals and monetary assistance from community development agencies, such as People Incorporated to help get funding to do the renovations.

The project was a single solution for resolving a number of ocal issues—adding educational opportunities to the area, increasing economic and career development and adapting an obsolete structure for reuse.

### UNION COLLEGE CENTER FOR HEALTH AND NATURAL SCIENCES FACTS

- Location: Barbourville, Kentucky
- Construction Completed: October 2013
- Size: ~150,000 square feet
- Cost: $17 million
- Purpose: Instructional and Classroom Facilities
- For more information visit www.unionky.edu or scan the QR code above.

## NEW MARKETS TAX CREDIT FUNDING: STRATEGIC INVESTMENT

# Rebuilding West Liberty, Kentucky



FARON COLLINS/LEXINGTON HERALD-LEADER

*One year after a devastating tornado in West Liberty, Kentucky, work continues on the Old Morgan Courthouse, (below) which was heavily damaged by the March 2, 2012 tornado. People Incorporated has administered low interest loans with New Markets Tax Credits to help rebuild the town. (left) The aftermath of the devastation is shown in aerial photos from March 3, 2012.*



CHARLES BERTRAM/LEXINGTON HERALD-LEADER

## SUMTER, SOUTH CAROLINA: CONTINENTAL TIRE

# Investment brings jobs and strengthens community

Continental Tire's one-million-square-foot production facility located on a 500-acre site in Sumter, South Carolina, currently employs 250 people and opened for production in January 2014.

By 2017, five million passenger and light truck tires will be produced annually by 800 employees at the facility. When the full production level is reached in 2021, production capacity is expected to increase to eight million tires per year and Continental will have brought 1,600 new jobs to the county.




Scan this QR code to visit www.readySC.org, Continental Tire's job recruiting website.



CONTINENTAL TIRE

# Child and Family Development

*"[Serving on the] Policy Council has helped me have more confidence in future decision-making opportunities."*

James Keen, Head Start parent and Vice Chairperson, Head Start Policy Council

**581**
children enrolled

**96**
children with developmental disabilities served

## 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.
- 94% of Early Head Start enrollments met income eligibility requirements.
- Early Head Start served 20 children diagnosed with various developmental disabilities.

## 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.

- 450 children were enrolled in People Incorporated's Head Start Program.
- 90% of Head Start enrollment met income eligibility requirements.
- Head Start served 76 children diagnosed with various developmental disabilities

## 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 age-appropriate activities that enhance their school experiences.

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







# Head Start opens a child's world

Sometimes a simple display of determination can transform a family. And that's exactly what happened when little Abby Keen of Glade Spring, Virginia, announced one day: "I want to go to school."



Just three years old, she had watched longingly each day as a yellow Head Start bus passed by her house. Abby's father, James, decided to inquire about local Head Start programs, completing an application. Soon his daughter was actually getting on the yellow bus and riding to Hayter's Gap Head Start Center in Saltville.

During her second year of attending, another Head Start was started in Glade Spring, and Abby transferred to that facility. In 2013, the little girl entered public school kindergarten, leaving her spot at Glade Spring to be filled by her younger sister, Bailey.

James is so impressed with how the program has helped both his daughters that he now volunteers, serving on Head Start's Policy Council. The Keen family's involvement shows how Head Start can not only affect a child's development but also transform an entire family.



*Volunteers have always been a big part of Head Start programs, but recent years have included more dads as volunteers. Here, a Hayter's Gap dad helps out in the classroom.*



## HEAD START & EARLY HEAD START INVOLVEMENT

**745** PARENT VOLUNTEERS

**57,866** PARENT VOLUNTEER HOURS

**1,347** COMMUNITY VOLUNTEERS

**61,353** COMMUNITY VOLUNTEER HOURS

**183** EMPLOYEES

including 71 current or former Head Start parents.

## HEAD START & EARLY HEAD START SERVICES

Children enrolled in Head Start and Early Head Start receive medical services and have scheduled preventative care each year.

Head Start and Early Head Start children receive oral health exams and/or oral health screenings each year.

# Community Services

## 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.

- CHIP helped 75 families and 104 children, birth to age six, improve their health and quality of life.
- 95% of CHIP families received all of the four core services: screening; assessment and planning; education and support; and follow-up, referral and outreach.
- CHIP staff made 631 home visits.





### CHIP BRINGS HOPE AND HELP TO MOMS AND INFANTS

Few life situations are more frightening than being young, pregnant and virtually homeless. But that was what 21-year-old Brittany faced last year when she came to People Incorporated for help. She was immediately referred to the organization's Comprehensive Health Investment Project (CHIP) for expectant and new mothers and their infants.

The young mother not only received information on prenatal care, child development and parenting but also learned about the importance of setting goals and planning for the future. Through sessions with a CHIP worker, Brittany ultimately decided to move in with her grandfather, who supported her during the pregnancy and after her baby, Sophia, was born in March 2013. The family also helped by babysitting so Brittany could start a part-time job.

Because Brittany had shown interest in a healthcare career, her CHIP worker also gave her information about becoming a personal care aide. This led Brittany to enroll and finish PCA training at Dickenson County Vocational School.

With support from CHIP, Brittany is a model parent and well on her way to meeting all her personal independence goals.

## 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.

- 145 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.

- 246 victims of domestic abuse received assistance through the program and 42 were provided court advocacy services.
- Emergency shelter was provided to 74 adults and children, all facing homelessness because of domestic violence.
- These individuals were provided with temporary emergency shelter for a total of 3,153 nights.

## Parolee makes successful re-entry

When he first approached People Incorporated, newly-released parolee Jeremiah Cole was living at the Salvation Army Homeless Shelter and working in its retail store. His parole officer had referred him to the agency's Virginia CARES program, which helps ex-offenders successfully mainstream back into society. Working with a Virginia CARES caseworker, Jeremiah identified his housing and employment goals and learned the steps he needed to take to attain them.



Jeremiah first needed to obtain three important items: copies of his birth certificate, social security card and photo identification. He worked hand-in-hand with his caseworker, who even accompanied him to the Social Security Office and Department of Motor Vehicles. Additionally, Jeremiah continued to work on self-improvement by attending citizenship and support group workshops and taking computer classes at the Bristol Public Library. He also prepared a resume, cover letter and conviction statement in preparation for job hunting.

With housing assistance provided by People Incorporated, Jeremiah soon found an apartment and was offered a job. During his off time, he continued to volunteer with the Salvation Army. Having undergone an impressive transformation, Jeremiah now has a job he enjoys at a lumber mill and the support of his recently reunited family.

### VIRGINIA COMMUNITY ACTION RE-ENTRY SYSTEM (VIRGINIA CARES)

Virginia CARES
The Commonwealth's Statewide Reentry Solution

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

- 488 ex-offenders benefited from services provided through Virginia CARES.
- 19 ex-offenders were assisted with applications for the restoration of their rights.

### EARNED INCOME TAX CREDIT OUTREACH PROGRAM (EITC)




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

- 817 residents had returns completed at a savings of approximately $168,000 in professional tax preparation fees.
- 752 had their income tax returns electronically prepared by volunteers who helped them claim $244,458 in Earned Income Tax Credit.
- 32 individuals volunteered 1,099 hours of service, which provided a total economic impact of $1,129,034 during the 2012 EITC free income tax preparation sessions.

# Community Services
## CONTINUED

### 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 students improved performance in school through the Improving Scholars program.

### FREE DENTAL CLINIC

126 eligible low-income individuals received dental care at the free Dental Clinic.



KEN KRAKOW

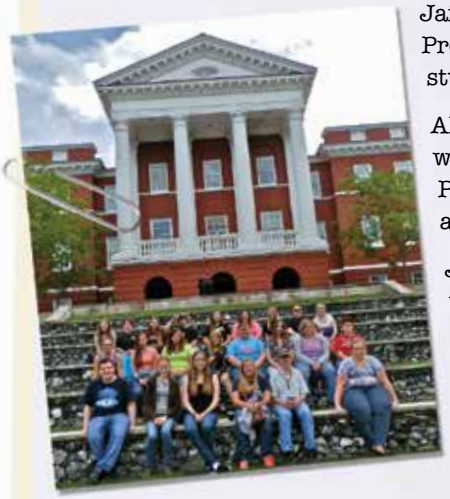
### PROJECT DISCOVERY

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.

- 148 high school students learned about the benefits of higher education through Project Discovery
- 29 of these participants graduated from high school and 27 enrolled in college.

Project Discovery

## Project Discovery Makes College Dreams Reality



*Project Discovery students tour Washington and Lee University in Lexington, Virginia.*

Jaimie Neece is a prime example of the effectiveness of People Incorporated's Project Discovery program that helps first generation college-eligible students pursue a higher education.

Always an exceptional student, Jaimie says she was encouraged through workshops and numerous trips to college campuses that were sponsored by Project Discovery during her years at Lebanon High School. She also received a $3,000 college scholarship through the program.

Jaimie went on to attend Liberty University in Lynchburg, Virginia, where she majored in education and English as a second language (ESL), with a minor in Spanish.

The main success story, however, is that as an adult, she returned to her hometown and is now employed by the Russell County School System's ESL program.

"Project Discovery enabled me to continue my progress throughout high school, while also helping me learn to further my education," says Jaimie. "The program's support was a valuable asset in furthering my education and has helped me build confidence in my future. I encourage all students to enroll in Project Discovery."

# Housing Development

## HOMEOWNERSHIP PROGRAM

- 27 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.
- 237 individuals were provided housing counseling.
- 94 individuals were assisted with foreclosure counseling.

## 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.



KEN KRAKOW

## 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.



Four apartment complexes were purchased or renovated in FY2013:

WEST LANCE, SPRUCE HILL, CLINCHVIEW MANOR, ABINGDON VILLAGE

## SUPPORTIVE SERVICES FOR VETERANS' FAMILIES

NEW

Veterans and their families that are homeless or are at risk of homelessness are provided with supportive services, such as personal financial planning and housing counseling, along with temporary financial assistance in various categories in order to help promote housing stability.

- 28 households were assisted with homeless prevention and rapid re-housing services.



## HOMELESS PREVENTION PROGRAM

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

- 70 households (193 individuals) who were homeless or at risk of becoming homeless received financial assistance with rent or utility payments through Homeless Prevention Program (HPRP).
- 888 families have participated in the program since 2009.

# Housing Development
## CONTINUED

### KINGS MOUNTAIN SUPPORTIVE HOUSING

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

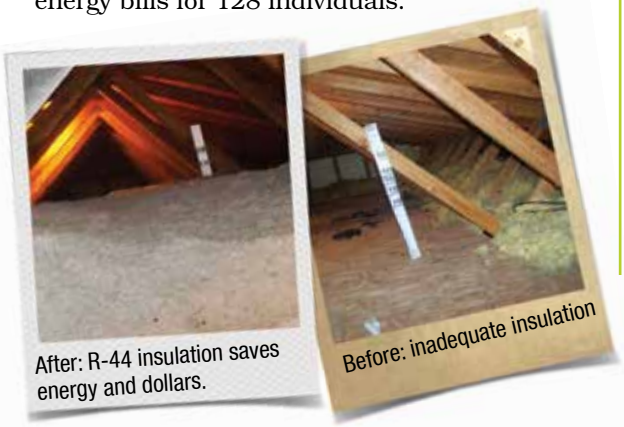


- 17 formerly chronically homeless individuals set goals toward greater independence and self-sufficiency as residents of Kings Mountain Supportive Housing.

### 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 repairs on 72 homes improved living conditions and reduced energy bills for 128 individuals.



After: R-44 insulation saves energy and dollars.

Before: inadequate insulation



## Family Gets Relief through Toms Brook Housing

People Incorporated's 2012 renovation of the historic Toms Brook School in Shenandoah County brought a positive change to the life of Candace Barnett in 2013. When the mother of three separated from her husband this past summer, she had to find safe, affordable housing for her family in short order.

A friend who had once attended Toms Brook School told Candace about the old site's transformation into apartments and that People Incorporated managed the property. When the mother investigated, she was happy to find the rent was lower than other apartments she'd seen—and that the location was in her children's school district. On August 16, 2013, Candace and her children moved into a three-bedroom unit at the renovated site. An added plus is that her children are now being picked up and dropped off by the school bus right at the front door of Toms Brook School Apartments—which had not been the case at their previous home.



Although the family had some initial difficulty transitioning from a house to an apartment, both mom and children are now settled in and enjoying their new home.

## SERVICE AREA AND OFFICE LOCATIONS

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

**PEOPLE INCORPORATED FINANCIAL SERVICES AND WORKFORCE DEVELOPMENT:**
1217 West Main Street
Abingdon, VA 24210
276.623.9000
info@peopleinc.net

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

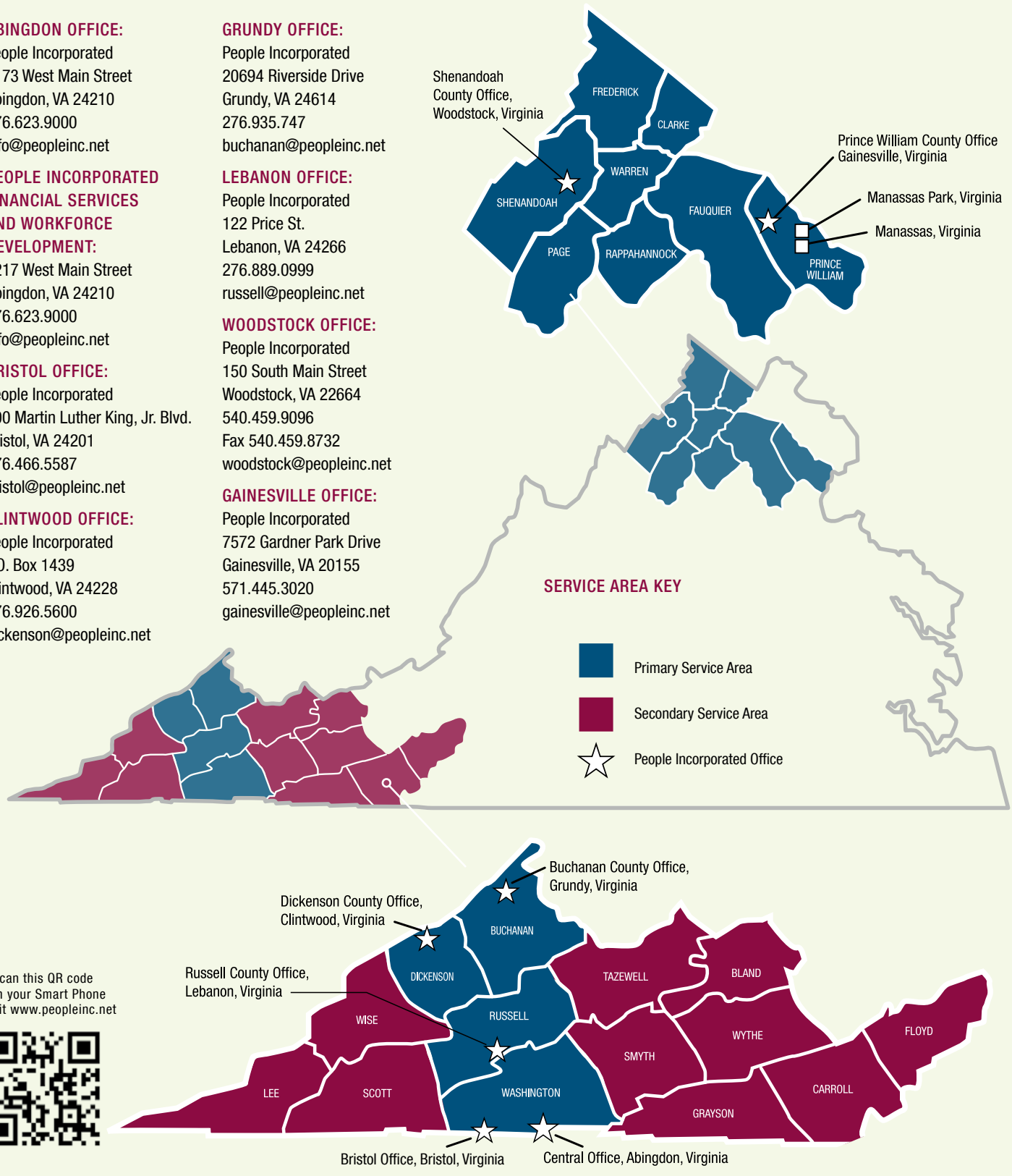
**CLINTWOOD OFFICE:**
People Incorporated
P.O. Box 1439
Clintwood, VA 24228
276.926.5600
dickenson@peopleinc.net

**GRUNDY OFFICE:**
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Grundy, VA 24614
276.935.747
buchanan@peopleinc.net

**LEBANON OFFICE:**
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Lebanon, VA 24266
276.889.0999
russell@peopleinc.net

**WOODSTOCK OFFICE:**
People Incorporated
150 South Main Street
Woodstock, VA 22664
540.459.9096
Fax 540.459.8732
woodstock@peopleinc.net

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




Scan this QR code with your Smart Phone to visit www.peopleinc.net

# INDEPENDENT AUDITOR'S REPORT

*December 16, 2013*

*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*

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

We have audited the accompanying financial statements of People Incorporated of Virginia (a nonprofit organization) which comprise the statement of financial position as of June 30, 2013, and the related statements of activities and cash flows for the year then ended, and the related notes to the financial statements.

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of People Incorporated of Virginia as of June 30, 2013, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The Schedule of Federal Awards which is required by the U.S. Office of Management and Budget Circular A-133, Audits of States, Local Governments and Non-Profit Organizations, and the Schedule of Expenditures which is presented for purposes of additional analysis has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

In accordance with Governmental Auditing Standards, we have also issued a report, dated December 16, 2013, on our consideration of People Incorporated of Virginia's internal control over financial reporting and our tests of its compliance with certain provisions of laws, regulations, contracts and grants, and other matters. The purpose of that report is to describe the scope of our testing of 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 compliance. This report is an integral part of an audit performed in accordance with Governmental Auditing Standards in considering People Incorporated of Virginia's internal control over financial reporting and compliance.

Hicok Fern Brown & Garcia

HICOK, FERN, BROWN & GARCIA, CERTIFIED PUBLIC ACCOUNTANTS, December 16, 2013

## STATEMENT OF CONSOLIDATED FINANCIAL POSITION

*For June 30, 2013*

| ASSETS | | Total |
|---|---|---|
| Current Assets | | |
| Cash and Cash Equivalents (Note 1 & 2) | $ | 1,095,985 |
| Vacation Trust Account | | 207,663 |
| Due from Grantor | | 1,829,390 |
| Accounts Receivable | | 392,270 |
| Inventory (Note 1) | | 66,617 |
| Prepaid Expenses | | 309,910 |
| Other Current Assets | | 515 |
| Total Current Assets | $ | 3,902,350 |
| Long Term Assets | | |
| Notes Receivable (Net of allowance for bad debts of $17,057) (Note 3) | | 3,061,328 |
| Property, Plant, and Equipment (Note 4) | | 24,272,938 |
| Accumulated Depreciation | | (4,958,103) |
| Total Long Term Assets | | 22,376,163 |
| TOTAL ASSETS | $ | 26,278,513 |
| **LIABILITIES & NET ASSETS** | | |
| Current Liabilities | | |
| Accounts Payable | $ | 685,554 |
| Accrued Expenses | | 322,939 |
| Deferred Revenue | | 147,464 |
| Refundable Deposits | | 1,289,155 |
| Notes Payable—Current | | 550,686 |
| Total Current Liabilities | | 2,995,798 |
| Long Term Liabilities | | |
| Compensated Absences (Note 6) | | 714,279 |
| Notes Payable—Net of Current (Note 7) | | 3,297,764 |
| Total Long Term Liabilities | | 4,012,043 |
| Total Liabilities | | 7,007,841 |
| **NET ASSETS** | | |
| Unrestricted | | 1,832,634 |
| Temporarily Restricted (Note 8) | | 17,438,038 |
| Total Net Assets | | 19,270,672 |
| Total Liabilities & Net Assets | $ | 26,278,513 |

A complete copy of our audited financial statements is available at www.peopleinc.net or upon request.

## STATEMENT OF CONSOLIDATED ACTIVITIES

*For the year ended June 30, 2013*

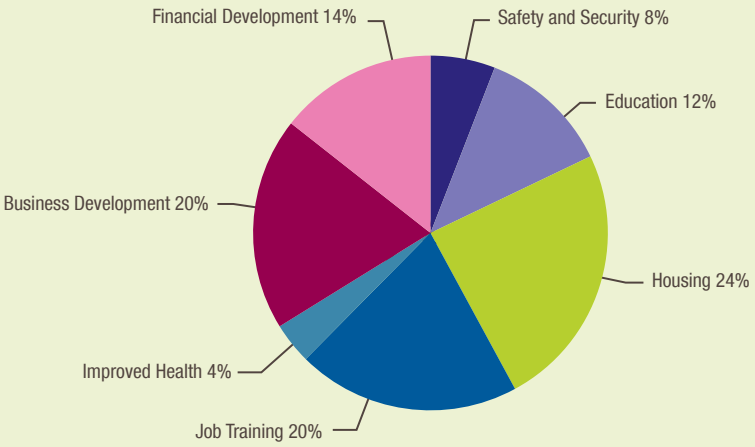
| REVENUES | Unrestricted | Temporarily Restricted | Total |
|---|---|---|---|
| Grants | $ 1,113,582 | $ 9,851,554 | $ 10,965,136 |
| Other | 4,484,051 | 206,750 | 4,690,801 |
| Interest | 60,286 | 128,782 | 189,068 |
| Contributions | 15,983 | - | 15,983 |
| In-Kind | - | 369,762 | 369,762 |
| Net Assets Released from Restrictions: | | | |
| Satisfaction of Program Restrictions | 10,260,548 | (10,260,548) | - |
| Total Revenues | 15,934,450 | 296,300 | 16,230,750 |
| **EXPENSES** | | | |
| Program Services | | | |
| Community Services | 1,107,790 | - | 1,107,790 |
| Community Development | 292,416 | - | 292,416 |
| Community Economic Development | 573,224 | - | 573,224 |
| Children & Family Services | 4,187,431 | - | 4,187,431 |
| Housing | 6,800,418 | - | 6,800,418 |
| Workforce Development | 1,951,960 | - | 1,951,960 |
| Support Services | | | |
| General and Administrative | 1,394,375 | - | 1,394,375 |
| Fundraising | 515,967 | - | 515,967 |
| Total Expenses | 16,823,581 | - | 16,823,581 |
| Change in Net Assets | (889,131) | 296,300 | (592,831) |
| Net Assets At Beginning of Year | 2,721,765 | 17,141,738 | 19,863,503 |
| Net Assets At End of Year | $ 1,832,634 | $ 17,438,038 | $ 19,270,672 |

A complete copy of our audited financial statements is available at www.peopleinc.net or upon request.

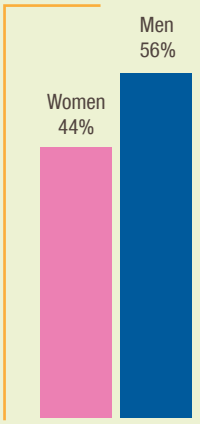
# CLIENT PROFILE FY2013 | IMPACT AREAS

*For the year ended June 30, 2013*

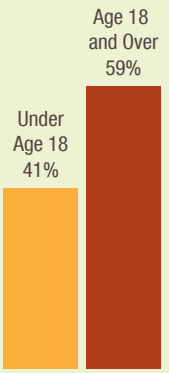
## CLIENT SERVICES




## GENDER



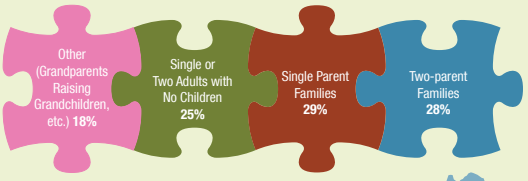

## AGE

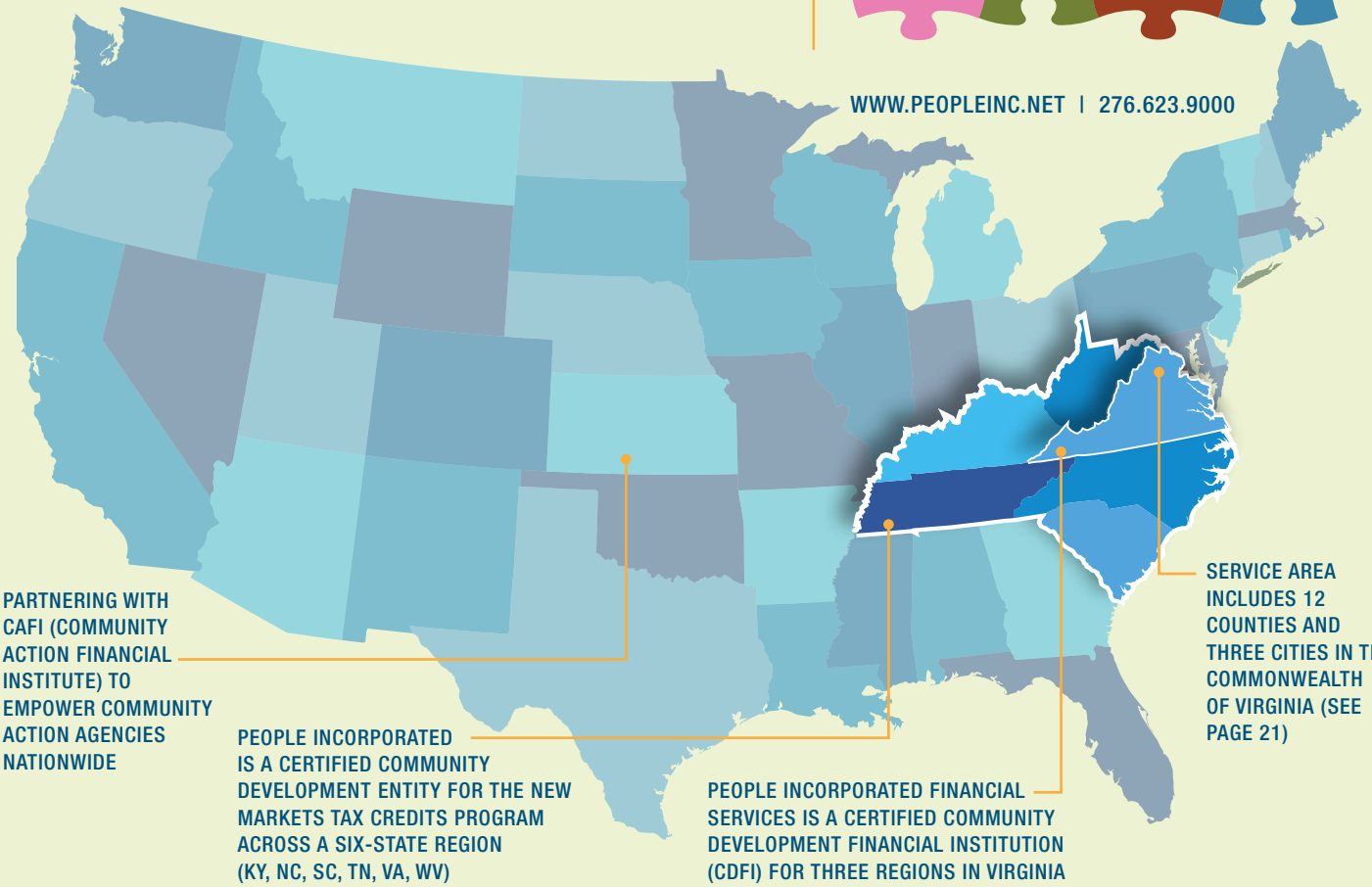



## NATIONAL AND REGIONAL IMPACT

People Incorporated is excited about the opportunities to expand our ability to meet our mission regionally and nationally as we continue to provide opportunities for people to reach their goals in order to enhance their lives, their families and their communities.

## FAMILY STRUCTURE



## People Incorporated of Virginia 2013 Board of Directors

### Executive Committee

Chris Shortridge
*Buchanan County, Chair*

David McCracken
*Washington County, Vice Chair*

Alice Meade
*Russell County, Secretary*

Christy Whitaker
City of Bristol, *Assistant Secretary*

John Ayers
*Shenandoah County, Treasurer*

*At-Large Members*

Coleen Hillerson, *Clarke County*

Doug Ratliff, *Dickenson County*

Jan Selbo, *Fauquier County*

Liv Heggoy, *Frederick County*

Ronald King, *City of Manassas*

Addie Whitaker,
*City of Manassas Park*

Robert Griffith, *Page County*

Janine Sewell,
*Prince William County*

Beverly Dunford,
*Rappahannock County*

Tony Carter, *Warren County*

### Board Members

Trey Adkins, Greg Bailey
Amanda Ball
Catherine Brillhart
Tommy Burris, Mary Cook
Dr. Janet L. Justice Crickmer
Winona Fleenor, Yvette Goode
Bobbie Gullett, Tony Hooper
Phillip McCall
Evelyn McCracken
Paul Moessner
G. David Moore, Jr.
Dennis Morris, Anne Murray
Connie Royal, Denise Stanley
Tina Watson, Larry D. Yates

# A MESSAGE FROM THE BOARD OF DIRECTORS

*2013 has been an exciting year for People Incorporated*

People Incorporated truly embodies the Promise of Community Action. Despite funding cuts and uncertainties, People Incorporated provided life- and community-changing services throughout our growing service area. Whether it is supporting a desperately needed expansion of medical services in Shenandoah County, providing job training to dislocated workers and ex-offenders, or giving the best start possible to Head Start children and their families, we are there to make our communities a better place to live.

In 2013, despite reduced funding, People Incorporated served an astounding 6,197 people with programs and services that helped them to help themselves. But our Community Action Partnership does more than serve individuals; People Incorporated helps foster change at the community and regional levels. The Shenandoah Free Clinic was able to expand, our Toms Brook apartments welcomed their first residents, and Grayson County now has a revolving loan fund to support local entrepreneurs due in large part to our capacity and the comprehensive approach to community development that we have evolved over the past fifty years.

People Incorporated was one of four agencies working to alleviate poverty in America to receive the 2013 Community Economic Development Entrepreneurship and Innovation Award from the national Community Action Partnership. This is even more meaningful as in 2010, People Incorporated was the inaugural winner of the Master Innovator Award from the Community Action Partnership. Winning a second Master Innovator Award demonstrates how we continue to identify innovative ways to address needs in economically challenged communities by providing financing and services that stimulate local economies and help move individuals and families out of poverty.

But doing good work is not enough, not even when recognized by awards. As a board and as an organization, we must measure, understand and communicate how the work we do changes people's lives and improves communities. This report is part of telling that story. In 2014, we expect to continue to see budget cuts in program funding, and being able to demonstrate positive outcomes will be key to continuing to win funding for our region.

A particular strength of People Incorporated is our ability to combine multiple funding sources to support our 29 programs and services. For every $1 in core funding that we receive, we generate $15 of additional funding and an impressive $80 in economic impact. These are powerful statistics, but it also means that any reduction in our core funding has an enormous ripple effect. We use these core dollars to fill gaps in funding for other programs and services. If the core funding is not adequate to fill the gaps, we could have to turn back other funding and discontinue some services that benefit our communities.

This year more than ever, People Incorporated and the people we serve need your continued 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

*"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."*

*—The Promise of Community Action*

611 Jefferson, LLC
Abingdon Redevelopment Housing Authority
Abingdon Terrace Apartments, LLC
Appalachian Markets Capital Investment Fund, LLC
Appalachian Regional Coalition to End Homelessness
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
Central Appalachia Regional Network
Chase NMTC West Liberty I Investment Fund, LLC
Child Development Resources, Inc
CHIP of Virginia
City of Bristol, Virginia
Community Action Partnership
Continental Tire Sumter, LLC
Dante Housing, LLC
Dickenson County Department of Social Services
Dickenson County, Virginia
East Gate Village, LLC
Eastman Federal Credit Union
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, LLC
Mill Point Apartments, Inc
Morgan County Investment Fund, LLC
Morgan County Real Properties I&II, LLC
National Association for the Education of Homeless Children and Youth
New Grundy, LLC
New River/Mount Rogers Workforce Investment Board
Ninth District Development Financing, Inc
Northeast TN/VA HOME Consortium
Northern Shenandoah Valley Regional HOME Consortium
Opportunity Finance Network
People Incorporated Financial Services Sub-CDE VII, LLC
People Incorporated Financial Services Sub-CDE VIII, LLC
Project Discovery of Virginia
Riverside Place Apartments, LLC
Ruby Tuesday Inc.
Rural Local Initiatives Support Corporation (Rural LISC)
Rural New Markets Fund, LLC
Rural Policy Action Partnership
Shenandoah County, Virginia
SKYLINE Community Action Partnership Inc.
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
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 Justice
U.S. Department of Labor
U.S. Department of the Internal Revenue Service
U.S. Department of the Treasury
U.S. Small Business Administration
Valley Vista Apartments, LLC
Virginia Coalition to End Homelessness
Virginia Community Action Partnership
Virginia Community Action Re-entry Solutions, Inc
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
Walmart
Washington County, Virginia
Wells Fargo Foundation

50 Years of Community Action!

1964 – 2014

People inc.

*Building Futures, Realizing Dreams™*











Photos, from top left:

Hayter's Gap School's principal, Garland Thayer, started an after school activity program for community children and the Progressive Community Club organization—the forerunner of People Incorporated.

Early signage for People Incorporated offices.

Home repair program in the 1960s.

VISTA volunteers, 1966, with director Garland Thayer (center, back). People Incorporated was the first rural community action agency in the United States and the first community action program to welcome VISTA volunteers.

## LOOKING FORWARD

*In 2014, People Incorporated and Community Action will be commemorating 50 years of serving our communities.*

*From the first day of community members coming together to help their neighbors in 1964, to today's comprehensive menu of services and programs, People Incorporated is dedicated to its mission of providing opportunities for people to reach their goals in order to enhance their lives, their families, and their communities.*

## 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.

COVER ILLUSTRATION BY ANDY RASH, DESIGN BY HILLHOUSE GRAPHIC DESIGN, LLC

Helping People. Changing Lives. Community Action PARTNERSHIP
AMERICA'S POVERTY FIGHTING NETWORK

People inc.
*Building Futures, Realizing Dreams™*

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276.623.9000 | info@peopleinc.net

**www.peopleinc.net**