

People inc.

Building Futures, Realizing Dreams™

Realizing visions for tomorrow

Celebrating 55 years • 2019 Annual Report

OUR MISSION

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

OUR VISION

Building Futures, Realizing Dreams: Our communities are safe and healthy places where people live with dignity, build futures, have a true sense of belonging, and realize their hopes and dreams for themselves, 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.

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™

1173 West Main Street
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www.peopleinc.net

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

EQUAL HOUSING OPPORTUNITY

YESTERDAY, TODAY, TOMORROW

55 years of Community Action



1964

Founding board chairman Fount Henderson went to Washington D.C. to seek Economic Opportunity Act funds. A grant of $55,000 was approved in December 1964 to launch Southwest Virginia programs.



2019

PHOTO LEFT AND INTERIOR PROGRAM PHOTOS BY KEN KRAKOW

People Incorporated has an economic impact on its service region of more than $60 million annually, providing opportunities for people to reach their goals and make a difference in the world.



2025

PHOTO LEFT, AND COVER PHOTO BY TIM COX

Strategic Plan Goal 1: Create conditions in the community that support self-sufficiency for all families

Realizing visions for tomorrow

Champions of Change—that's what a former client called us—and that is exactly what we do. We champion change. Change is hard, and most of us need help in times of transition. The most important role People Incorporated plays is to support and guide people through transitions—whether it is an individual, a family, or a community. We work with economically disadvantaged people to bring about the changes they want and need to live more successful and productive lives.

This year, People Incorporated:

- provided opportunities for 9,502 people to reach their goals to enhance their lives
- financed the creation of 529 new jobs
- provided safe, affordable housing to 868 families
- developed 80 additional units of affordable housing
- assisted 56 families in becoming first-time homeowners
- prepared 295 preschoolers for entry into public schools
- improved the health status of 599 children
- provided skills training leading to certifications to 197 people
- made personal loans up to $16,235 to 61 people
- made microenterprise loans to start 12 businesses and expand 17 more
- financed the development of four significant economic or community development projects

In 2019 People Incorporated set its course for the next five years with a new strategic plan that builds on our strengths and successes to increase our reach and impact. We will expand and enhance our community-level development services, focusing on the Whole Family approach. We will strengthen our community engagement, advocacy and communication, while also facilitating our board's understanding of and ability to oversee what has become a very sophisticated and complex organization.

Over the past year, we have and will continue our work towards becoming a more efficient, effective, and impactful organization. By doing so, we will be well prepared to meet the high standards of service and excellence that our clients and communities expect and deserve.

Sincerely,

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

Visit peopleinc.net or click the image at right to view People Incorporated's 2019–2024 Strategic Plan.





Rob Goldsmith, President and C.E.O.

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Looking for a fresh start

THE COCHRAN FAMILY

Bristol, Virginia

"We were basically starting over," Jordan Cochran said, recalling August 2018 when he and his family moved to Bristol, Virginia looking for a fresh start. An acquaintance told Jordan, a recent ex-offender, about People Incorporated's ex-offender services, which help formerly incarcerated individuals get a driver's license and find employment. "They helped me buy some work clothes and a coat."

When Christmas came, the family received Christmas gifts through People Incorporated's Giving Tree.

Having one car meant they started their day at 4:00 AM to get Jordan to work and the children to school. Buying a second car wasn't an option—until People Incorporated approved the Cochrans for a car loan. In February 2019, they purchased an affordable family vehicle with low mileage.

People Incorporated's multi-service delivery has helped the Cochrans achieve goals they didn't expect to reach. To improve their credit, Jordan and Mandy are receiving housing counseling services from People Incorporated so they can purchase their first home. They are on a pathway to a successful future.



"Thank you, People Incorporated, for all that you have helped me and my family with."

—*Jordan Cochran*

MULTI-GENERATION FY2019 IMPACT HIGHLIGHTS

312 individuals
attained employment through People Incorporated programs

215 households
received first-time homebuyer counseling

61 consumer loans approved
totaling $286,457



YESTERDAY, TODAY, TOMORROW

A History of Supporting Families



1966

Early programs included a community center with a cannery, vocational school, and sports facilities. Courses in nutrition, sewing, and other skills helped families meet critical needs.



2019

People Incorporated helps citizens with reentry after incarceration; providing peer counseling, job readiness skills, and job referral or placement services.



2025

People Incorporated's recently adopted strategic plan includes a goal to advocate for the needs of low-income individuals and communities. By becoming strong advocates, People Incorporated will help dismantle barriers to self-sufficiency.

A host of supportive services aid family

THE MARVIN FAMILY

Bristol, Virginia

Douglas Marvin and Kayla Taylor were facing homelessness when they first came to People Incorporated in 2017, and were able to find safe, affordable housing. When the couple became parents to baby Noah the next year, People Incorporated's health and education focused home visiting program helped them find a primary care doctor and local counseling services—and connected Douglas with workforce training and skills development. Kayla and he earned Career Readiness Certifications and he obtained a Commercial Driver's License (CDL). Credit and budgeting classes also enabled them to buy a car.

Thanks to People Incorporated's whole-family approach to services, the Marvins have access to the services and assistance they need for a long lasting impact. Noah attends one of the agency's Head Start centers and Douglas loves his new job as an over-the-road truck driver. Kayla is excited about the family's future. "People Incorporated treated us like family and supported us through everything."

MULTI-GENERATION FY2019 IMPACT HIGHLIGHTS

286 parents
received parenting support

891 households
found safe, affordable housing, and an additional 100 experiencing homelessness found temporary shelter

197 individuals
received Career Certifications or Credentials



"They didn't treat us like clients, they treated us like family and supported us through everything."

—Kayla Taylor



YESTERDAY, TODAY, TOMORROW

A History of Supporting Families



1966

In 1966, Home Counselors provided one-to-one and small group business training, life skills, and childcare counseling. Founder Garland Thayer is in the top row, center.



2019

People Incorporated helps families with children's health care as well as parenting support and counseling services to strengthen young families.



2025

Strategic Plan Goal 2: Pursue excellence in programs and services that are responsive to the needs of economically disadvantaged individuals and families

Paying it forward

BERNARD MILLS
Culpeper, Virginia

In September 2016 when Bernard Mills was released from prison, he headed for Culpeper, Virginia to be near family, but soon found himself homeless and unemployed. Through the homeless community, Bernard learned about Workforce personnel, who introduced him to People Incorporated, where he secured employment through ex-offender services.

While he stayed at the Culpeper Winter Heat Shelter, Bernard worked as a volunteer, received food, washed his clothes, showered and was able to sleep in a warm bed. In March 2018, People Incorporated enrolled him in Permanent Supportive Housing services, which provided him his own place to live.

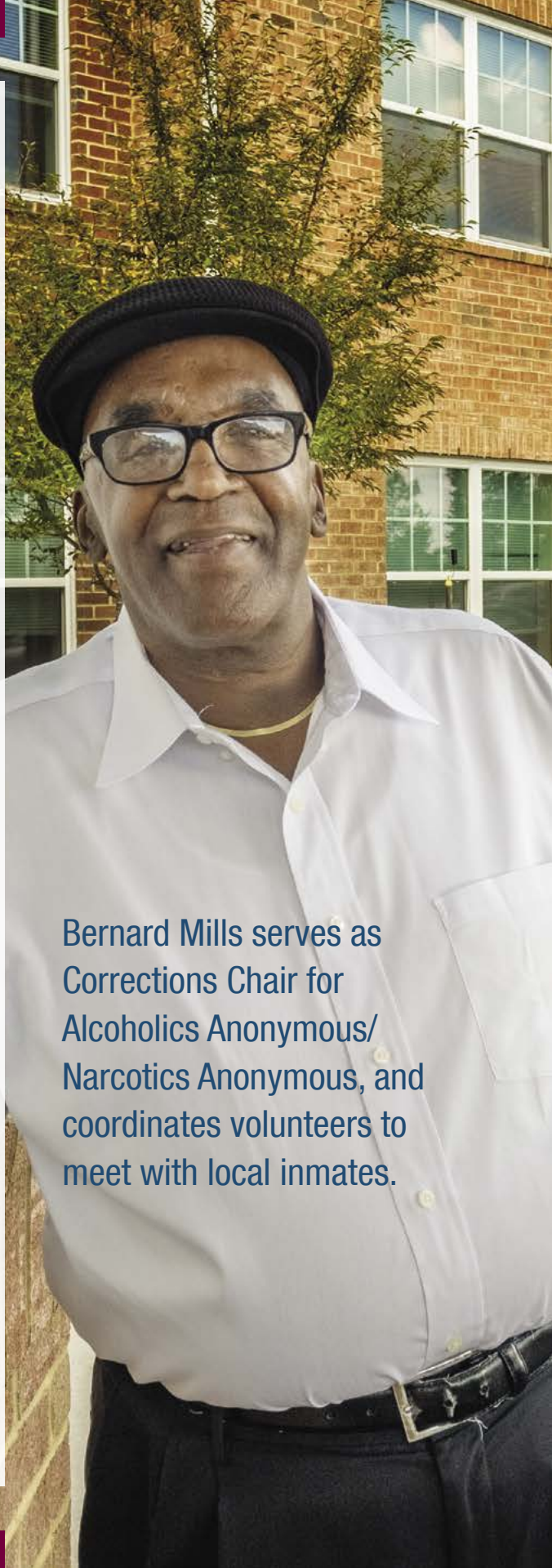
Today, Bernard is the Corrections Chair for Alcoholics Anonymous/Narcotics Anonymous, and volunteers his time to the 24-Hour Emergency Hot Line, and the Arm & Arm Re-entry Program. He is also the Sergeant At Arms in the Warrenton, Virginia Toastmaster's Club, and aspires to be a Motivational Speaker as his way of paying it forward. Because of People Incorporated and community partners in Culpeper, Bernard has achieved stability and is on the path to success.

MULTI-GENERATION FY2019 IMPACT HIGHLIGHTS

855 received job training
to advance their skills and earnings

Permanent Supportive Housing
26 individuals served

1,041 volunteers
worked more than 113,000 hours to help others in their community



Bernard Mills serves as Corrections Chair for Alcoholics Anonymous/ Narcotics Anonymous, and coordinates volunteers to meet with local inmates.

People inc.
Building Futures, Realizing Dreams™

SERVICE AREA AND OFFICE LOCATIONS

ABINGDON OFFICE (HEADQUARTERS):
People Incorporated
1173 West Main Street
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PEOPLE INCORPORATED FINANCIAL SERVICES AND WORKFORCE DEVELOPMENT:
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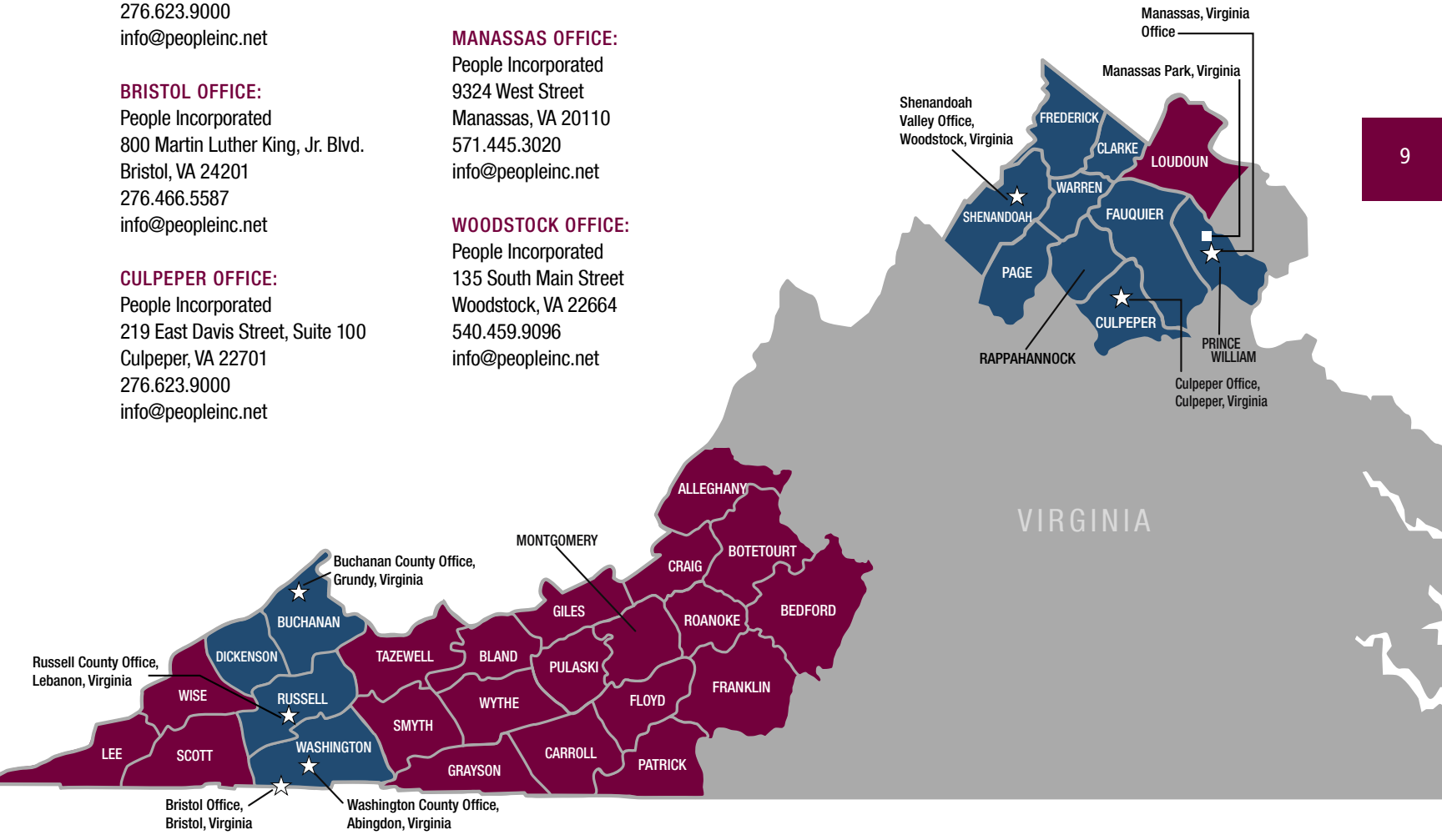
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SERVICE AREA KEY

- COMMUNITY ACTION SERVICE AREA
- WORKFORCE DEVELOPMENT AND COMMUNITY ECONOMIC DEVELOPMENT
- ☆ PEOPLE INCORPORATED OFFICE

PEOPLEINC.NET
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COMMUNITY ECONOMIC DEVELOPMENT

Building business, creating opportunity



1995



2000

Left: *Chad Miano received a business startup microloan in 1995 for his business, Miano Horse Logging. Today, in 2019, business is steady and strong.* *Above:* *Rob Goldsmith and Welthy Soni accept the keys to a 1991 Ford Taurus donated by Signet Bank for use by BusinessStart.*



2004

Above: *Barter Theatre, the State Theatre of Virginia, received financing for renovation and expansion. Barter Theatre welcomes more than 165,000 visitors to Abingdon, Virginia each year.*

COMMUNITY ECONOMIC DEVELOPMENT, A POSITIVE IMPACT SINCE THE BEGINNING

Community and economic development have been at the forefront of People Incorporated's work from the beginning. In the early 1970s, the agency founded Creekside Corporation, an affiliate focused on economic development in Southwest Virginia. Creekside helped jump start the region's Christmas tree industry and development of a maple syrup industry in the Whitetop community. Business lending efforts began in 1992, when BusinesStart was established as the first Microenterprise Development program in Virginia, enabling entrepreneurs to launch their businesses and create jobs. These small businesses promoted economic self-sufficiency, encouraged economic growth, and helped keep Virginia's economy healthy. In 2001, People Incorporated Financial Services (PIFS) was established to promote economic self-sufficiency and a better quality of life for the citizens of the region. The organization was certified as a Community Development Financial Institution in 2003.

COMMUNITY ECONOMIC DEVELOPMENT OUTCOMES FY2019

Personal loans total $286,457
helped 61 individuals meet critical needs

217 clients
participated in Financial Literacy Education

313 clients
received budget, credit counseling, or financial literacy education

COMMUNITY ECONOMIC DEVELOPMENT INITIATIVES FY2019

BUSINESS DEVELOPMENT AND LOAN SERVICES

People Incorporated offers financial assistance for microenterprise loans, business training and technical services to help start or expand businesses, which in turn, creates jobs.

CONSUMER LOANS

Loans with an affordable interest rate of Prime + 5% are offered to individuals for up to 36 months to provide assistance with many household expenses, car purchases and bill consolidation.



EARNED INCOME TAX CREDIT OUTREACH (EITC)

This service links EITC-eligible individuals to trained volunteers who provide tax preparation assistance.



INDIVIDUAL DEVELOPMENT ACCOUNTS (IDAs)

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

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.

NINTH DISTRICT DEVELOPMENT FINANCING

This revolving loan fund assists businesses and nonprofits in the ninth congressional district, particularly with projects that enhance tourism and expand economic development.

TECHNICAL ASSISTANCE AND TRAINING

Small business owners who receive technical assistance or attend business training workshops are better prepared to succeed in business and strengthen their balance sheets.

VOLUNTEER INCOME TAX ASSISTANCE (VITA)

Trained volunteers provide free tax preparation assistance to individuals making under $54,000.

Bobby of Diamond Doughnuts in Front Royal, Virginia (above) and Chad Penley with Abingdon's Penley's Discount Foods (left) received small business stabilization loans.

57 clients
were involved in credit counseling to strengthen personal finances

1,217 returns
prepared and submitted as part of the VITA Tax Preparation service

29 micro loans
for small business start-up and development totaled $547,961

3 tourism loans
totaled $910,261

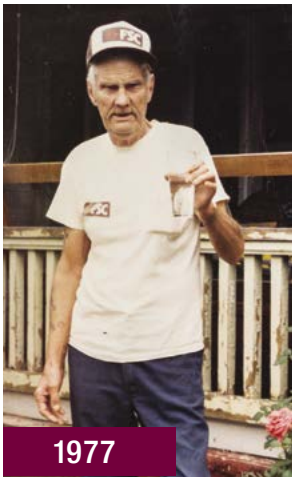
12 start-ups, 17 expansions
small business loans created 46.5 jobs and retained 51 jobs

HOUSING SERVICES

Home means shelter, security, stability



1978



1977

Far left: In 1978, the weatherization program received a grant from the Virginia Association of Community Action Agencies to purchase two Chevrolet crew cab pickups to transport men and materials to work sites.

Left: Client Jim Pierce experiences the wonder of indoor plumbing in 1977.

Below: People Incorporated's oldest multi-family housing community is a 1991 restoration of a historic school. Riverside Place was renovated to provide 22 energy-efficient housing units. The project received EarthCraft Virginia certification.



1991

HOUSING SERVICES, SINCE 1975

People Incorporated's Housing Services began in 1975 with the winterization of homes. Now known as the Weatherization Assistance Program, the weatherization crews insulate ceilings, weatherstrip doors, seal air leaks, add insulation, and repair heating and cooling systems to conserve energy and reduce heating and cooling costs.

People Incorporated provides these services in the City of Bristol and Buchanan and Washington Counties.



2010

Right: When Selina Steele gained custody of her six grandchildren, she realized that she would need more living space. She participated in Homeownership counseling, qualified for a home loan, and purchased a house near her own workplace and close to her grandchildren's school.



2008

Above: Sweetbriar is one of the 18 multi-family housing communities developed by People Incorporated.

HOUSING DEVELOPMENT INITIATIVES FY2019

AFFORDABLE RENTAL HOUSING
People Incorporated creates affordable apartment units for low- and moderate-income families and individuals throughout Virginia.

HOMEOWNERSHIP AND HOUSING COUNSELING
Low-and moderate-income families can gain financial stability, accumulate assets, and equity, and make a long-term investment in their future by becoming homeowners. The agency provides one-on-one homeowner education and housing counseling services to those interested in homeownership and provides low interest home loans to eligible individuals and families.

PERMANENT SUPPORTIVE HOUSING
Kings Mountain in Bristol, VA provides residence and supportive services to meet the needs of homeless men with disabilities. People Incorporated also operates scattered site supportive housing for individuals and families in Fauquier, Culpeper, and Rappahannock counties.


2019


2019


2019

MINOR HOME REPAIR
Assists low-income households with electrical, structural, plumbing, and roof repairs.

RENTAL ASSISTANCE
Provides financial assistance for rent to qualified families in Washington County.

VIRGINIA HOMELESS SOLUTIONS PROGRAM (VHSP)
Individuals and families who are homeless or at-risk of becoming homeless receive emergency assistance to prevent homelessness or shorten the length of time that an individual/ family is homeless.

WEATHERIZATION
Provides repairs and improvements to low-income residences to increase the home's energy efficiency and reduce total residential energy expenditures.

Above, left: The historic Toms Brook School in Toms Brook, Virginia was restored to create energy-efficient affordable housing in 2013. The multi-unit housing complex is a centerpiece of the Toms Brook community, and a comfortable home to many.

Above: The weatherization crew at work.

Left: Residents at Dante Crossing development in Dante, Virginia.

HOUSING DEVELOPMENT OUTCOMES FY2019

41 homes
received emergency home repair or energy efficiency improvements

26 families
avoided eviction and retained affordable housing

181 households
received assistance with utility deposits or rent and deposit payments

215 homebuyers
received first-time homebuyer counseling; eight families purchased a home and 50 had foreclosure prevention counseling

26 individuals
were helped through permanent supportive housing services

COMMUNITY SERVICES

Partners along the pathway of life

A HELPING HAND SINCE 1964

Community Services have been the core of People Incorporated's service philosophy since the organization's founding. As the agency expanded and diversified its services, Community Services grew and became a designated service department, hosting programs like Resource Mothers, which mentored and supported teen mothers, and Virginia CARES, which helps ex-offenders transition from prison to life in their communities.



Above: 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.











Top row: Community gardens bring generations together.

Center, left to right: Resource Mothers, 1986; A teen mother and young child enjoy a visit with their case manager.

Left: Our ex-offender services help incarcerated individuals prepare for successful re-entry.

COMMUNITY SERVICES OUTCOMES FY2019

84 people
received emergency extractions through the Dental Clinic

317 individuals
received services to escape domestic violence, including shelter, clothing, or legal help

2,631 calls
received on crisis hotline

COMMUNITY SERVICES INITIATIVES FY2019

HOME VISITING AND CASE MANAGEMENT

People Incorporated provides parent education and health-focused home visits to Medicaid-eligible families, with young children, and pregnant women.



Above: CASA volunteers and staff develop a workplan to advocate for neglected and abused children.

COURT APPOINTED SPECIAL ADVOCATE (CASA) SERVICES

CASA provides trained volunteers who represent the best interests of abused or neglected children as court assigned advocates.

DOMESTIC VIOLENCE SHELTER AND OUTREACH

Provides temporary emergency shelter, supportive services, and advocacy to help victims of domestic violence and/or sexual assault. A 24-hour crisis hotline offers immediate counseling and support.
State hotline: 1-800-838-8238



RETURNING CITIZENS

People Incorporated helps ex-offenders and their families make the transition from prison to life in the community. Services include pre-release life skills, post-release referrals to community service providers, and help in securing employment.

WASHINGTON COUNTY FREE DENTAL CLINIC

Volunteer professionals provide dental care for eligible Washington County residents screened and referred by Social Services and the Health Department.

EMPOWERING CULPEPER

A volunteer led initiative that distributes food to income-eligible families in Culpeper County on a monthly basis.

Above: People Incorporated connects high school students with future possibilities, increasing motivation for school success.

COLLEGE ACCESS

Drop-out prevention and college access preparatory services for high school students arrange college campus visits, provide academic support counseling, goal-oriented workshops, SAT fee waivers and test preparation, and information on financial aid and college admissions.

IMPROVING SCHOLARS

Twice weekly tutoring and mentoring services for at-risk middle and high school students.

safe shelter
122 individuals dealing with Domestic Violence received temporary shelter

15 people
obtained a drivers license

110 individuals
received college readiness preparation or support

79 high school students
completed leadership training

197 career
certifications or credentials earned

WORKFORCE DEVELOPMENT

Tools and training, positioned for success



1966

JOB-READY FOR 55 YEARS

In 1966, the Neighborhood Youth Corps (NYC) marked People Incorporated's first Workforce Development efforts, and provided job training for youth aged 16–21 while improving community facilities and services. A grant of $367,040 initially employed 117 out-of-school youths to work up to 15 hours a week, and 203 in-school youths to work up to 32 hours a week for $1.25 an hour. Work assignments had to provide a community service which would not otherwise be performed, or had to contribute to the development and conservation of natural resources or recreational areas.

People Incorporated has continued to provide workforce development services throughout many legislative changes, including the Comprehensive Employment and Training Act in 1973, the Job Training and Partnership Act in 1982, and the Workforce Investment Act in 1998. People Incorporated currently works with the Workforce Innovation and Opportunity Act (2014), which helps job seekers access employment, education, training, and support services to succeed in the labor market.



2012



2015

Above, top to bottom: The Neighborhood Youth Corps, 1966; Workforce Investment Act (WIA) Youth Services participants host a food drive as part of Global Youth Service Day; WIOA Youth Services participants learn about career opportunities at Federal Pacific.

WORKFORCE DEVELOPMENT INITIATIVES FY2019

WORKFORCE INNOVATION AND OPPORTUNITY ACT ADULT SERVICES

One-Stop Career Centers provide adults age 18 and over with workforce preparation, talent development services, and job placement. Connections with GED preparation, continuing education, and employment placement services are also provided.



Above: Ronald Call completed an Associate's Degree in Electrical Technology and is now employed as a maintenance technician.



WORKFORCE INNOVATION AND OPPORTUNITY ACT YOUTH SERVICES

Education, training, and employment opportunities for youth ages 14 through 24 are designed to eliminate the multiple barriers to employment for youth. This service develops skilled workers with flexibility to adapt to changing demands of local economies.

DISLOCATED WORKER SERVICES

Designed to meet employer needs by helping job seekers upgrade skills, obtain employment, improve job retention, and increase earnings. Employment and training services are provided for eligible workers who are unemployed through no fault of their own or have received an official layoff notice.

Above: WIOA Youth Services participants complete their first year of LPN training at Smyth Career and Technology Center.

EMPLOYMENT SKILLS TRAINING

Eligible individuals in Southwest Virginia complete a week-long employment simulation and receive job search and preparation services. Participants may also be eligible for low-interest vehicle loans to remove transportation related barriers to obtaining and maintaining employment.

WORKFORCE DEVELOPMENT OUTCOMES FY2019

job coaching
330 adults, 243 youth, and 282 dislocated workers received job coaching

58 youth
placed in summer jobs

340 employed
340 individuals attained employment

855 individuals
received job skills training

13 individuals
obtained a high school diploma

20 CDLs
20 individuals earned a commercial driver's license

CHILD AND FAMILY DEVELOPMENT

Head Start and Early Head Start



FAMILY ENGAGEMENT

People Incorporated establishes goal-oriented relationships with families that focus on shared goals for children's learning and development and overall family well-being. Families are encouraged to engage in their child's education and develop parenting skills through research-based curriculums. Families volunteer in classrooms and through parent committee activities. Through volunteer work and by serving on other committees and the program policy council, family members gain leadership and advocacy skills. Staff utilize a strengths-based approach with families to identify needs, obtain resources, and help families to reach their goals.

HEAD START AND EARLY HEAD START FINANCIAL INFORMATION

FUNDING SOURCES

FEDERAL FUNDING	$ 4,548,402
LOCAL FUNDING	$ 24,113
TOTAL	$ 4,572,515

EXPENDITURES AND BUDGET

Budget Category	2018–2019 Actual (%)	2019–2020 Proposed (%)
Personnel	48.0%	47.20%
Fringe Benefits	26.0%	26.50%
Travel	1.0%	1.24%
Equipment	2.0%	4.09%
Supplies	3.0%	1.60%
Contractual	0.0%	0.00%
Other	21.0%	19.37%
Total	100.0%	100.00%

SCHOOL READINESS

HEAD START

Children ages three to five are provided high quality educational services to support their developmental growth and prepare them for school success. Children receive developmental, health, and nutrition screenings to promote early detection and to address their individual developmental needs. Families receive support as they set and work toward goals for their children and family and receive parenting education that enhances their knowledge. Program includes both center and home-based options.

EARLY HEAD START

Prenatal families and children ages zero to three years receive individualized services to promote parent understanding of child development and to support children's developmental growth. Children receive developmental, health, and nutrition screenings to identify and address issues early. Families in center and home-based settings work toward goals they set for their children and for themselves. Expectant families receive education on pre- and post-natal care to promote healthy outcomes.



AFFORDABLE CHILD CARE

Affordable quality daycare for qualifying families is available at the Dickenson County Child Care Center in Clintwood, Virginia. Supervised, age-appropriate activities designed to promote learning take place in full-day infant-toddler and preschool classrooms, before and after school child care, and full day summer care for school children.

HEAD START FY2019 DATA

TOTAL NUMBER OF CHILDREN AND FAMILIES SERVED:

Early Head Start	189 children and 154 families served
Head Start	295 children and 277 families served

AVERAGE MONTHLY ENROLLMENT AS PERCENT OF FUNDED ENROLLMENT:

Early Head Start	102%
Head Start	100%

PERCENTAGE OF CHILDREN SERVED THAT MET ELIGIBILITY GUIDELINES:

Early Head Start	94% children met income eligibility requirements, which includes up to 130% of federal poverty level, 90% must be income eligible.
Head Start	92% children met income eligibility requirements, which includes up to 130% of federal poverty level, 90% must be income eligible.

PERCENTAGE OF ENROLLED CHILDREN WHO RECEIVED MEDICAL AND DENTAL EXAMS:

Early Head Start	100% received medical and dental exams
Head Start	100% received medical and dental exams

INFORMATION ON FAMILY ENGAGEMENT ACTIVITIES:

591 parents and former parents of enrolled children volunteered 80,991 hours in their child's classroom/Home-Based visits, at group socialization and in completion of take-home activities.

1 parent served on the People Incorporated Board of Directors

83% of families set goals for themselves

191 fathers participated in a family assessment process

164 fathers participated in the family goal setting process

508 community volunteers and businesses donated 10,757 hours of their time and provided services and discounts to benefit children and families.

DISABILITY INFORMATION:

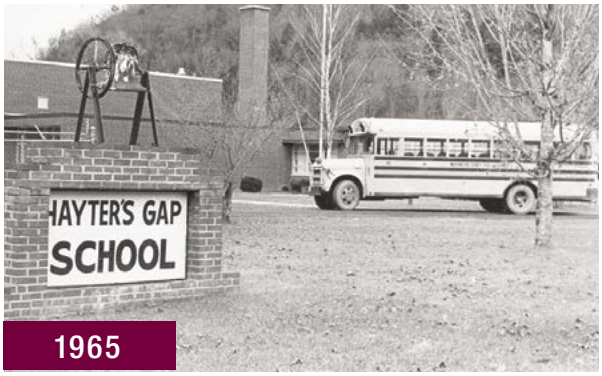
23% of the children in Head Start and 28% in Early Head Start were diagnosed with developmental disabilities.

OFFICE OF HEAD START MONITORING REVIEW 2019

No federal reviews were conducted during this period.

YESTERDAY, TODAY, TOMORROW

A History of Supporting Families



1965

People Incorporated started Virginia's first Head Start program at Hayter's Gap School. Head Start prepares children for school and gives them access to health and nutrition services.



2019

Today's Head Start promotes early childhood education, health, nutrition, social services, parent education, family development, and parental involvement



2025

People Incorporated will provide quality educational experiences that prepare children for success throughout their education

FUNDING PARTNERS FY2019

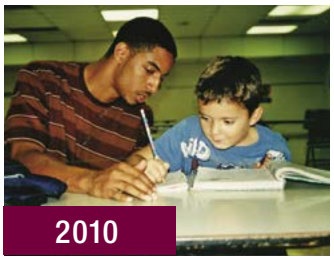
Advantage Capital Partners
APCO Weatherization Services
Abingdon Green Apartments, LLC
Abingdon Terrace Apartments, LLC
Abingdon Village Apartments, LLC
Appalachian Markets Capital Investment Fund, LLC


1964

Appalachian Regional Commission
BB&T Foundation
Bristol Hotel
Brunswick Manor, LLC
CHIP of Virginia
City of Bristol, VA
Clinch View Manor, LLC
Commonwealth Crossing
Continental Tire Sumter, LLC
Dante Housing, LLC
Deskins Apartments, LLC
Deutsche Bank
Dickenson County, Virginia
Fauquier County, Virginia
FAHE
Federal Emergency Management Agency
Federal Home Loan Bank of Atlanta
Friends of Southwest Virginia


1973

Historic Masonic Theatre, LLC
Individual Donors
Jonesville Manor Apartments, LLC
Kohl's Foundation
Knauf Insulation, Inc.
Morgan County Real Properties I, Inc
Morgan County Real Properties II, Inc.
Neighborworks America
New River Mount Rogers Workforce Investment Board
Ninth District Development Financing, Inc.
Northern Piedmont Community Foundation
Norton Green Apartments, LLC
Opportunity Finance Network
PFWV, LLC
Project Discovery of Virginia
Pulaski Village Apartments, LLC
Riverside Place Apartments, LLC
Robinson Grand Theater
Round the Mountain
Rural New Markets Fund, LLC
SkyPAC Tenant, Inc.
Sweetbriar, LP
Tazewell County, Virginia
Town of Haysi, Virginia
Tribal Manufacturing
Southwest Virginia Legal Aid
Southwest Virginia Workforce Development Board
Spruce Hill Apartments, LLC
Tobacco Region Revitalization Commission
Toms Brook Apartments, LLC
UC Real Properties, Inc.
U.S. Department of Agriculture
U.S. Department of Criminal Justice Services
U.S. Department of Energy
U.S. Department of Health and Human Services
U.S. Department of Housing and Community Development
U.S. Department of Housing and Urban Development
U.S. Department of Treasury


2010

U.S. Small Business Administration
Valley Vista Apartments, LLC
Virginia Community Action Re-entry Solutions, Inc.
Virginia Community Action Partnership
Virginia Department of Health
Virginia Department of Housing and Community Development
Virginia Department of Social Services
Virginia Highlands Community College


2001

Virginia Housing Development Authority
Internal Revenue Service
Warren County, Virginia
Washington County, Virginia
Wells Fargo Foundation
West Lance Apartments, LLC
Whites Mill Point Apartments, LLC
W.R. & R.G. Bendel Living Trust

People inc.
Building Futures
Realizing Dreams™

2019
Board of Directors

Executive Committee

Chris Shortridge, Chair
David McCracken, Vice Chair
Alice Meade, Secretary
Cheyenne Bowman, Assistant Secretary
Billy Taylor, Treasurer

At-Large Members

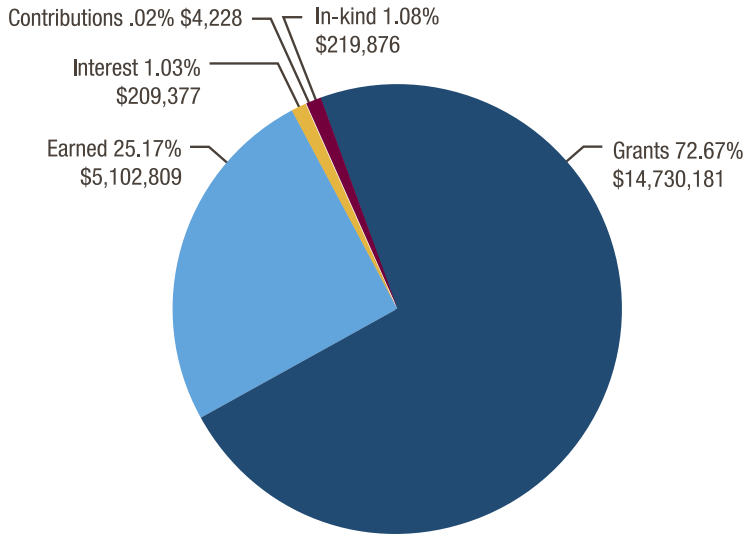
John Ayers
Tommy Burris
Tony Carter
Tony Hooper
Elijah Johnson
Phil McCall
Lisa Peacock
Jan Selbo

Board Members

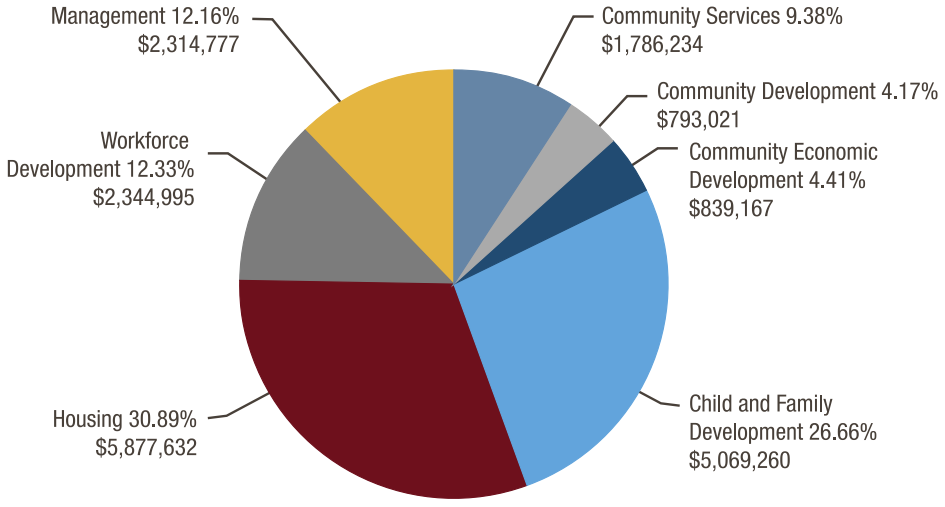
Kevin Blevins
Eula Ellison
Winona Fleenor
Jeffrey Frye
Bobbie Gullett
Coleen Hillerson
Randi Knights
Liz Lewis
Dennis Morris
John Richard Neese
Jennifer Parker
Nadine Pottinga
Anita Robinson
Kati Statzer
Larry H. Tiller
Larry D. Yates
Steven M. Botello
Anthony Farnum
Sandra Frederick
Michele Gehr
Maggie Harris
Sally Jones
Christine Kriz
Steven Liga
Jean Neal
Mark Nelson
Vicki Porter
Jordan Reynolds
James E. Runion III
Danny Swartz
Wanda Williams
Cathy M. Zielinski

FINANCIAL SUMMARY

REVENUES BY FUNDING TYPE FY2019



EXPENSES BY MAJOR GROUP FY2019



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

MESSAGE FROM THE BOARD OF DIRECTORS

Fifty-five years ago, a group of community leaders in a small rural community in the Appalachian hills of Southwest Virginia came together to improve their community, and particularly to create better opportunities for the youth living there. People Incorporated became one of the nation's first community action agencies that year, and over the years it has taken the mission and vision developed by its founders to many more communities across the Commonwealth of Virginia and beyond.

The organization retains the entrepreneurial spirit of its founders and today, in addition to being the Community Action Agency for thirteen counties and three cities in Virginia, People Incorporated is a HUD certified Community Housing Development Organization, a U.S. Department of Treasury certified Community Development Financial Institution as well as a certified Community Development Entity for New Markets Tax Credits. Recently, the agency was recognized by the Aspen Institute as a Rural Development Hub in a national study of rural development.

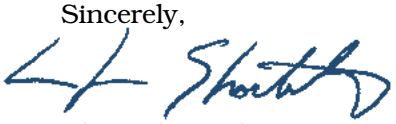
Over the years, People Incorporated has created transformative initiatives for communities as well as for individuals and families. It has helped communities gain access to sanitary water and waste water services, built and rehabilitated affordable housing, financed community facilities such as educational institutions and workforce training facilities, and financed business and real estate developments.

This year, the agency completed the rehabilitation of two recently-acquired apartment communities that will provide affordable rental housing for over 80 households for the next 30 years, and also purchased two additional apartment communities that will be rehabilitated next year. People Incorporated provided financing for the redevelopment of an old vacant flour mill into retail and office space, and also provided financing for the expansion of a school of health sciences and free clinic.

In addition, People Incorporated was funded this year as a pilot site to demonstrate a Whole Family Approach to providing holistic services for children and families that will take our human development work to the next level, creating and supporting an individual development plan for each member of the family. We expect that this will enhance the effectiveness of everything else that we do and will increase the odds of the family members escaping poverty.

On both the community and individual level, People Incorporated continues to have outsized impact for the people and places that it serves. Although its work takes place on a much greater scale, the mission and vision of People Incorporated's founders remains intact to this day, and will continue to guide the organization well into the future.

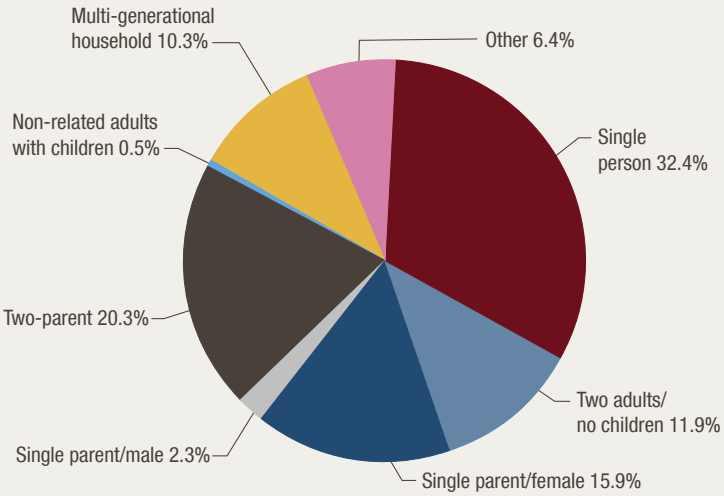
Sincerely,



Chris Shortridge
Chairman, Board of Directors, People Incorporated of Virginia

CLIENT PROFILE & DEMOGRAPHICS

FAMILY STRUCTURE

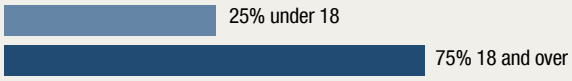


TOTAL PERSONS 9,502
TOTAL HOUSEHOLDS 5,889

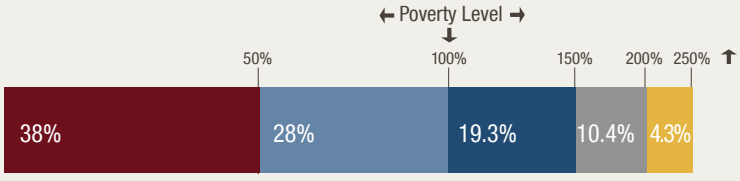
GENDER



AGE



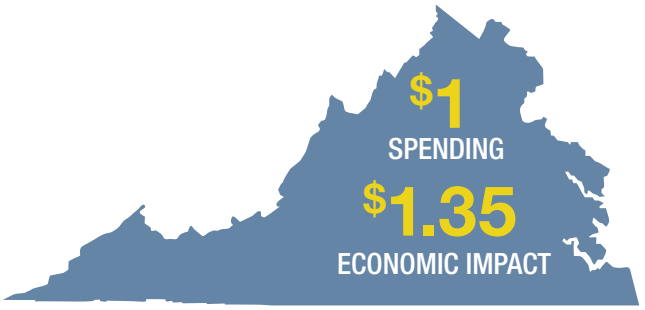
HOUSEHOLD INCOME



Percent of People Incorporated clients, by % of HHS poverty level

ECONOMIC IMPACT

Total Economic Impact in Virginia, Fiscal Year 2019



For every $1 dollar People Incorporated spends in Virginia, it generates $1.35 dollars in economic impact.

Direct Effect ..... **$ 12,361,079**
People Incorporated's direct spending/output into Virginia's economy

Indirect Effect ..... **$ 2,236,928**
Money that has shifted from People Incorporated into other sectors of the economy

Induced Effect ..... **$ 2,138,325**
Household spending that has been produced through People Incorporated's activities

Community Development Direct Lending ..... **$ 19,028,000**

Community Development Leveraged Lending ..... **$ 24,289,582**

People Incorporated's Total Economic Impact ..... **$ 60,053,914**



Scan this QR code to donate with credit card through PayPal, or visit www.peopleinc.net/volunteer-donate.htm

People inc.

Building Futures
Realizing Dreams™

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276.623.9000 | info@peopleinc.net

www.peopleinc.net