1,234
INDIVIDUALS ACCESS AFFORDABLE HOUSING OR RENTAL ASSISTANCE
Housing Development
Page 4

791
PEOPLE RECEIVE JOB TRAINING OR COUNSELING
Workforce Development
Page 6

1,202
BUSINESS TRAINING PARTICIPANTS
Community Economic Development
Page 8

80
JOBS CREATED OR RETAINED
Community Economic Development
Page 8

2,058
RECEIVE NEEDED SERVICES
Community Services
Page 12

620
CHILDREN ENROLLED
Child and Family Development
Page 18

61,959
VOLUNTEER HOURS
In 2014, People Incorporated reached a significant milestone of 50 years of building futures and realizing dreams. On page 14 of this report you will see some highlights from this history as well as recognition of our founders, Fount and Thelma Henderson and Garland Thayer. We are grateful for their hard work and vision.

In continuing pursuit of that vision, People Incorporated provided new opportunities for building entrepreneurship and business creation with our Regional Small Business Boot Camps (page 10). Stimulating economic development on a larger scale, People Incorporated will be administering a new allocation of $35 million in New Markets Tax Credits in 2015. See page 11 for updates on past projects.
Housing Development

In 2014, the Homeownership program assisted **13 families** in becoming **homeowners**.

**175 clients** were provided **housing counseling services** for assistance with buying a home, repairing credit issues, mortgage default counseling, and reverse mortgage details.

13 chronically homeless men obtained **Permanent Supportive Housing** at King’s Mountain in Bristol.

**72 households** with **193 individuals** received rental or mortgage assistance through the Homeless Prevention and Rapid Rehousing Program (HPRP).

**77 households** were assisted with homeless prevention and **rapid re-housing services** through Supportive Services for Veteran Families.

**801** low- to moderate-income individuals resided in People Incorporated’s **affordable rental housing** complexes.

112 **affordable rental housing units** were developed.

**240 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.

**Weatherization repairs on 35 homes** improved living conditions and **reduced energy bills** for 83 individuals.

Housing rehabilitation programs completed funding and construction management services to **20 individuals in 9 households** to complete general housing renovations.

**Weatherization Works!**

Elderly and living alone, Clara Blankenship was in need of home repairs and measures to reduce her high energy costs. She contacted People Incorporated in 2011 and was promptly put on the waiting list for weatherization services.

On August 21, 2014, as a part of hosting a Citizen Day service project, Senator Tim Kaine and three members of his staff set aside time to finish the project. Along with Rob Goldsmith, People Incorporated’s President and CEO, and the agency’s weatherization crew, they assisted with repairs and insulation underneath the home, installation of four windows, and installing compact fluorescent light bulbs.

“Through Citizen Days I like to shine a light on groups like People Incorporated that do such good work,” said Senator Kaine. “These projects can drop someone’s utility bill by 20 to 30% per month, which makes a big difference.”

People Incorporated provided insulation, roof coating, roof leak repair, smoke detectors, a new dryer hose and vent, sidewall exhaust fan, plumbing vent caps, and a bathroom fan.

The need for this program is clear. The waiting list is long, and clients are willing to wait years for the services: Ms Blankenship went on the waiting list in 2011, and People Incorporated was finally able to assist her in 2014.
CHARLES AND TINA: A SUPPORTIVE SERVICES SUCCESS STORY
When the government shut down occurred in October 2013, Charles became unemployed. Charles and his wife, Tina, were referred to People Incorporated’s Supportive Services for Veterans’ Families (SSVF) program from The Salvation Army. People Incorporated assisted them in finding housing. The SSVF program assisted the Whites with rent, utilities, and home goods (bed and dishes). Charles, as of December 2014, has temporary employment and is seeking full time employment. The case manager continually assists him in his job search in order to improve the White’s income situation.

HOMEOWNERSHIP  Low- to moderate-income individuals gain financial stability, accumulate assets and equity, and make long-term investment in their future by becoming homeowners.

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

Below: The weatherization program improves living conditions and reduces energy bills. Senator Tim Kaine (center left) recognizes the value of the work.

HOMELESS PREVENTION RAPID REHOUSING PROGRAM (HPRP)  Short- to medium-term financial assistance and services assist program participants who are at risk of becoming homeless to become self-sufficient.

SUPPORTIVE SERVICES FOR VETERAN FAMILIES (SSVF)  Veterans and their families that are homeless or are at risk of homelessness are provided with supportive services and temporary financial assistance to promote housing stability.

AFFORDABLE RENTAL HOUSING  Low- to moderate-income individuals obtain safe, affordable housing at multi-housing complexes.

SECTION 8 RENTAL ASSISTANCE  Low-income individuals obtain safe, affordable housing through rental assistance that fills the gap between the housing cost and the amount that the household can afford.

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.

HOUSING REHABILITATION  Households receive critical housing improvements that allow them to maintain their residency in their own homes.
**IMPACT**

71 adults **attained gainful employment** as a result of assistance garnered through adult workforce development programs.

93% of adults who exited the program completed training to **advance job skills**.

71 youth who exited a program **attained gainful employment** as a result of help received through youth workforce development activities.

60 youth who exited the program received **vocational training** leading to a certification or diploma.

216 youth exhibited new or **improved job skills** and/or advanced his or her **education** as a result of participation in employment-focused training and activities.

380 individuals who had become unemployed through no fault of their own received services through the **Dislocated Worker Program**.

The Dislocated Worker Program enabled 109 individuals to **reenter the workforce** after furthering their education or receiving skills training.

75% of adults who exited the program received training to **advance job skills**.

**WORKFORCE INVESTMENT ACT (WIA) SUCCESS STORY**

Robin Keene applied for the Workforce Investment Act (WIA) Adult program in June 2012 and was enrolled in July. With no work history or formal training, Robin’s path to employability began with occupational skills training as she worked toward and earned a Silver Career Readiness Certificate. She was accepted to the Wytheville Community College RN program and entered the degree program in August 2012. The WIA Adult program assisted Robin with supportive services such as transportation, uniforms, required supplies, and tuition assistance when her financial aid was exhausted. Robin successfully completed her RN training and received her Associate Degree Nursing in May 2014. She passed state boards and earned her RN license in June 2014. Robin immediately secured employment at Carillion Clinic in Christiansburg at a wage of $19.34 an hour. Robin’s focused effort and exceptional work ethic have started her on the path to a successful future.

“I became familiar with People Inc. after taking a chance and sending an email about possibly getting financial assistance with obtaining uniforms for the Nursing program at Wytheville Community College. I did not know at the time how important your organization would become and that it would play a key role in me obtaining my AA Degree in Nursing.”

—Workforce Investment Act participant Robin Keene
WORKFORCE INVESTMENT ACT (ADULT)  
Participants are assisted in locating employment that provides them a sustainable wage to support their families while providing employers with skilled and qualified workers.

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.

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

WORKFORCE INVESTMENT ACT (WIA) YOUTH  
**Meeting the goal of employment success, one step at a time.**

Getting a work-ready education did not come easy for Carroll County’s Tesla Pruitt. Facing multiple barriers to employment, including a conviction for shoplifting diapers for her small child, Tesla sought the assistance of the WIA Youth Program to accomplish her goals.

Upon enrollment in the program, Tesla and WIA staff set specific goals designed to help her achieve employability success. The Youth Workforce program helped connect Tesla to tutoring, academic services, work readiness training, childcare assistance, and mileage reimbursement to conquer barriers to employability success. Tesla worked hard to increase her basic skills, earn a silver career readiness certificate, enhance her work readiness skills, and successfully complete nursing training at Wytheville Community College.

Tesla and WIA staff engaged in a lengthy process to petition the Virginia Board of Nursing to allow Tesla to take the NCLEX examination required for licensure in practical nursing. Thankfully, her petition was approved, and she successfully passed the test to be licensed to provide nursing care in North Carolina and the Commonwealth of Virginia. Tesla has accepted an offer of employment at Universal Healthcare and will earn $19.00 per hour as a licensed practical nurse.

Now that she is gainfully employed at a living wage, Tesla is able to comfortably provide for herself and her young son. She is thankful for the second chance offered by People Incorporated’s WIA Youth Program.
Community Economic Development

29 loans totaling $5,162,822 have been made by Ninth District Development Financing since its inception.

32 new multi-funded loans, with an average loan amount of $14,907, were made for a total of $477,023 loaned.

12 businesses expanded due to assistance provided by People Incorporated Financial Services.

Assistance was provided to 19 business start-ups by People Incorporated Financial Services.

36 business loans were repaid in full to People Incorporated Financial Services.

80 jobs were created or retained as a result of community economic development program activities.

27 consumer loans totaling $113,838 were provided.

1,202 participants were trained in financial literacy and microenterprise, or received one-on-one technical assistance through People Incorporated Financial Services.

476 female entrepreneurs were trained.

92 business trainings were held.

51 financial (budget/credit counseling) trainings were held.

181 people attended credit counseling sessions.

BUSINESS IS RISING THANKS TO BUSINESS LOAN SERVICES

Laureen Unger needed working capital and equipment for her Edinburg bakery in September 2012. She sought People Incorporated’s Business Loan services. Ms. Unger’s business is flourishing. She now has an agreement with a local inn to provide the cakes for wedding receptions held there and her cookies were recently featured in a local newspaper article.
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.

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.

BUSINESS LENDING 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.

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

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 offerings this year included Financial Literacy, Microenterprise, and one-on-one technical assistance.

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

Good Times, Good Friends, Great Food!

JILL BRANHAM MAIN STREET PIZZERIA AND GRILL

Jill Branham, a Southwest Virginia native who owns and operates the Main Street Pizzeria and Grill in Haysi, Virginia with her husband Johnnie, recently won the $5,000 prize from the MySWVAOportunity Entrepreneur Challenge II hosted by People Incorporated Financial Services. “The Challenge gave us best practices and the confidence to put our ideas into action by opening the Main Street Pizzeria and Grill,” Jill states. “We now have a strong business foundation to build on, as well as substantial funding to help us get started. We can’t thank People Incorporated enough.”

Jill and Johnnie believe that the key to success is a healthy work environment. They are creating an atmosphere where staff enjoy their work and fellowship—building a team that is dedicated and devoted to consistently serving the best food, with the best service, in a great atmosphere. They currently have six full-time employees and anticipate hiring more soon.

Jill attended the MySWVAOportunity Entrepreneur Challenge II at the Breaks Park Conference Center for business owners/entrepreneurs in Buchanan and Dickenson Counties. Of the 17 participants, 12 completed the eight week Challenge, and 6 submitted and presented business plans.
People Incorporated’s Small Business Boot Camps
A COMMUNITY ECONOMIC DEVELOPMENT INITIATIVE

People Incorporated Financial Services promotes entrepreneurial innovation in a collaborative, regional approach by stimulating business creation and promoting networking through regional entrepreneurial training. Entrepreneurship and empowering locally owned small businesses are a proven fundamental economic development strategy that revitalizes rural communities.

Regional Small Business Boot Camps consolidate resources to provide intensive business training and working capital grants for promising start-ups. People Incorporated Financial Services has provided the training and technical assistance to participants in seven Small Business Boot Camps thus far in rural Southwest Virginia. 169 Boot Camp participants were provided business training from People Incorporated trainers and each person received at least one session credit counseling/technical assistance from People Incorporated staff. Twenty-seven of the participants opened new businesses. People Incorporated remains committed to assisting and supporting these individuals throughout the lives of their businesses.

Based upon the successful outcomes and interest generated in 2013 by the MySWVAOpportunity Entrepreneur Challenge held in Lebanon and the “Pop-Up” Marion Small Business Boot Camps, People Incorporated has launched a new series of Small Business Boot Camps in the fall of 2014: the MySWVAOpportunity Entrepreneur Challenge II. These workshops are being held with funding from the Appalachian Regional Commission, Virginia Tobacco Indemnification and Revitalization Commission and Wells Fargo bank.

The first Small Business Boot Camp was held in Dickenson/Buchanan County; future locations include Lee, Russell, Scott, Tazewell and the City of Norton.

This innovative approach of consolidating community resources to encourage small business growth addresses specific, identified business needs within each community. Business ownership continues to be a sound and proven method for individuals to obtain personal assets and grow personal wealth.

The Marion Downtown Revitalization Association received a 2013 Award of Excellence for Business Development from the Virginia Downtown Development Association for its innovative “Pop Up” Small Business Boot Camps in partnership with People Incorporated. Due to the Town’s focused efforts to revitalize their downtown, the Town also received the Virginia Main Street “Special Achievement Award” and was named “2013 SBA Small Business Community of the Year” by the U.S. Small Business Administration.
CROSSROADS LAWN CARE AND SNOW REMOVAL

The idea of starting a lawn care business was on Chris Parks’ mind—and it stayed there. That persistence meant he had to make it happen. With administrative support from his wife Stephanie, the Lebanon, Virginia resident established Crossroads Lawn Care and Snow Removal in the spring of 2013.

Initially, the Parks financed their own equipment. Customer demand was high and it was not long before they realized they needed additional equipment. The Parks tried to get loans from traditional lenders, but were turned down because their start-up status marked them as high-risk. One of these traditional lenders referred them to People Incorporated’s microenterprise and small business loan programs.

People Incorporated staff helped the Parks create a business plan and provided a loan for a snowplow and a salt spreader, allowing the new company to provide additional services. People Incorporated staff assisted the couple with marketing, and helped them determine appropriate pricing strategies to help secure contracts.

The Parks focus on service and customer needs, and they have had good response: they now have several large corporate clients in the tri-state area of Virginia, Tennessee, and West Virginia and have hired two employees.

The Parks like having a close relationship with their lender and knowing that they are able to receive technical assistance and business training through the same agency. The couple applauds People Incorporated staff for “seeing past the numbers” and helping them create a business that is an asset to their family and to the community.

NEW MARKETS TAX CREDIT PROJECTS

CONTINENTAL TIRE, SUMTER S.C.

The 40,500 residents of Sumter, South Carolina will see an estimated 1,600 new jobs in their community over the next decade with Continental Tire’s U.S. operations expansion. Ninety percent of the new jobs will be entry level. The $120 million, one million square foot facility opened spring 2014.

UNION COLLEGE OF NURSING AND HEALTH SCIENCES

People Incorporated’s financing allowed Union College in Barbourville, Kentucky to refurbish an abandoned hospital to offer on-campus Bachelor of Science in Nursing to area students and help meet the region’s shortage of medical professionals.

REBUILDING WEST LIBERTY, KY

West Liberty, KY has experienced a near phoenix-like rebirth following the devastation of the 2012 tornado that claimed seven lives and $50 million property damage. Emphasis has focused on entrepreneurship, eco-friendly business, and high-speed communications.
282 victims of domestic violence and/or sexual assault were assisted and 60 were provided with court advocacy services through the Domestic Violence program.

Emergency shelter was provided to 82 adults and children in 50 families, all facing homelessness because of domestic violence. These individuals were provided with temporary emergency shelter for a total of 3,647 nights.

182 children were provided with advocacy services through the CASA program.

107 eligible adults received dental care at the free Dental Clinic.

902 residents had returns completed at a savings of approximately $180,400 in professional tax preparation fees. 846 had their income tax returns electronically prepared by volunteers who helped them claim $271,539 in Earned Income Tax Credit.

35 individuals volunteered 1,431 hours of service, which provided a total economic impact of $1,273,147 during the 2013 EITC free income tax preparation.

259 ex-offenders benefitted from services provided through Virginia CARES.

5 ex-offenders were assisted with applications for the restoration of their rights.

100% of enrolled students improved performance in school through the Improving Scholars program.

94 high school students learned about the benefits of higher education through Project Discovery; 19 students graduated and 19 enrolled in college.

CHIP helped 99 families and 150 children, birth to age six, improve their health and quality of life.

FORMULA FOR A SECOND CHANCE: OPPORTUNITY + HARD WORK = SELF SUFFICIENCY

Mike Miller learned about the Virginia CARES (VA CARES) program while he was still incarcerated. In October 2013, Mr. Miller was released, and he connected with the program to seek employment assistance. In April 2014, Mr. Miller was employed by a local factory. Mr. Miller stated, “When I first got out of prison, you’re scared to death anyway, because you don’t know if you’re going to get a good job or be able to support yourself or your family. But People Incorporated, they directed me to some of the places that I thought I shouldn’t go. You need somebody out there like People Incorporated to kind of get you back.” Mr. Miller worked full time while trying to start his local business again. After several months of saving, he was able to find a place to lease, purchase tools, and build his customer base again.
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.

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.

FREE DENTAL CLINIC Low-income individuals who are unable to receive medical care through Medicaid, who do not have dental insurance, and who are income eligible receive dental services including tooth extractions and referrals for other dental services.

EARNED INCOME TAX CREDIT OUTREACH PROGRAM (EITC) Individuals and families benefit from free tax preparation and assistance in maximizing their refund.

VIRGINIA COMMUNITY ACTION RE-ENTRY SYSTEM (VIRGINIA CARES) Ex-offenders are assisted with the transition from state prison to life with family members and the community by receiving supportive services, both pre- and post-release, including counseling and employment assistance.

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.

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.

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.

LEADERSHIP: VOLUNTEER: SUCCESS

Emory & Henry College 2014 graduate and former Project Discovery participant Mary Beth Tignor didn’t have to leave campus to find employment. She was hired as Coordinator of Campus Service Programs for the Appalachian Center for Community Service, working to build a culture of service on campus and in the community.

Tignor’s experience as a leader and volunteer made her the perfect fit for the job. While a student, Tignor volunteered as manager of the College’s one-half acre organic garden. She and other students maintained the garden and sold the produce to local farmers markets, restaurants, and E&H Dining Services. Tignor also served as volunteer manager of the Glade Spring Farmers Market in 2012, developing a steering committee for continuity in leadership.

At the end of her sophomore year, Tignor and other E&H students traveled to Belize to help improve sustainable farming. Two years later, she returned to assist with other college tours. The first trip to Belize affirmed Tignor’s love of agriculture. The second pushed her to learn how to use that love as a career.
One of our former clients referred to People Incorporated as “Champions of Change.” After 50 years of working tirelessly to provide opportunities for individuals, families and communities to achieve their potential and realize their dreams, we know first-hand that change takes time. The need for the services that People Incorporated offers is great. There is untapped potential in the unemployed and the under-employed, in the undereducated, the unhoused and the illhoused, in the idle factories and the vacant stores we encounter.

The impact of People Incorporated’s work is great; the developmental services we provide make real differences for people and communities. Yet, we are convinced that there is more to be done, and too many stories left untold. This is why we are increasingly focused on outcomes. We are asking ourselves what differences were actually made in the life of a person, a family, or a community. It’s not enough to know just about the services we provide, even though we know we served 6,422 people last year, we want to know if, how, and why our services helped to effect real and lasting change. As we learn more about the impact and outcomes of our services, we will be better able to target resources where they will produce the greatest financial and social return on investment.

We do know that 679 people improved their education through our initiatives, including 35 new enrollees in Union College’s newly opened nursing and health sciences school in Barbourville, Ky. due to financial assistance provided by our New Markets Tax Credits (NMTC) program. We know that we enabled 291 people to gain new job skills, and 734 people to get jobs through our assistance, including over 500 to date at the new Continental tire plant in Sumter, SC which opened earlier this year with the assistance of another one of our NMTC investments. We know that 34 people started new businesses and created 80 new jobs, while 69 households became first-time homeowners with our help. And even though we know 411 people improved their health status and 678 improved their financial status with our assistance, we want to know more. We want to do more.

When a person or a family gains an asset such as a home, a business or an education, they will have improved upward mobility, and we believe that the same is true for communities. We know that we are most effective catalyzing change when we are able to marshal multiple resources to address multiple needs, and this is the foundation for our approach to providing opportunities for economically disadvantaged people and communities.

People Incorporated is committed to developing the resources necessary to bring its services to scale, and if history is any indication, we will.

Sincerely,

Robert G. Goldsmith
President and C.E.O.
1964

Progressive Community Club is incorporated as Virginia’s first Community Action Agency in August 1964, fundraisers include lunch sales at “Reddie Freddie.” Fount Henderson travels to Washington D.C. to seek Economic Opportunity Act funds. The first grant of $55,000 is approved December 1964. A 1964 FmHA proposal funded a community cannery. Other community center resources in the 60s included vocational school and sports facilities. Volunteers helped with repairs for drier, safer, warmer homes.

1966

The Neighborhood Youth Corps taught marketable skills and helped young people put those skills to work in community improvement projects. Other early programs included Home Counselors to link people in need to available services. Progressive Community Club was selected to receive the first two volunteers for a national program called VISTA.

1977

Bristol Youth head to Washington, D.C. as part of Rural Connection program.

1974

In 1974 Progressive Community Club was renamed People Incorporated of Washington County and Bristol, Virginia. As service areas expand, the first Head Start graduation in Dante, VA (1978) is celebrated.

1986

The original 1964 Service area of Washington County and Bristol, Virginia expands to include Russell County in 1977 and Dickenson and Buchanan Counties in 1989–92. Resource Mothers program provides mentor and friend to young mothers.

1990

The grand opening of Riverside Place, an adaptive reuse housing development. Rob Goldsmith, People Inc. Executive Director, with then-Congressman Rick Boucher.

1993

CEO Rob Goldsmith and BusinesStart program director Welthy Soni-Myers receive grant from Levi Strauss, 1993.

In 1992 People Incorporated’s BusinesStart is established as the first Microenterprise Development program in Virginia. Community Development Block Grant funds for Washington, Dickenson, and Buchanan County provide initial capitalization.

Timeline continues on page 16.
People Incorporated celebrates the completion of the 100th home.

1998, Free Dental Clinic established.

1998, Early Head Start program instituted for infants to age three.

1995, Signet Bank donates a Ford Taurus for transportation to the ten Southwest Virginia counties served by BusinesStart.

A second affiliate, People Incorporated Housing Group, is founded to develop affordable housing communities.

Project Discovery continues in its 30th year, opening opportunities for high school students to experience higher education.

The 8-year old BusinesStart program becomes a separate affiliate with expanded microloan and block grant opportunities.

1999, People Inc. takes its vast array of programs on the road.

Service areas expand in 2009 to include five northern Virginia counties in the Shenandoah region. Additional expansions to Fauquier, Prince William, Rappahannock, and Culpeper Counties occur in 2012–2014.

People Incorporated receives its first allocation of New Markets Tax Credits (NMTC), enabling it to bring investment capital into the area, enhancing economic development and opportunities in disadvantaged communities. The first NMTC project completed was in Grundy, Virginia.

The Shenandoah County Free Clinic gives 2600 people access to critically needed medical care. Dental services and mental health care access were also increased. Inter-agency collaboration made the expansion of this facility possible.
August 2014 was full of 50th year anniversary activities for People Incorporated of Virginia. On August 11, People Incorporated renamed their central office buildings to honor founding members, Garland Thayer and Fount and Thelma Henderson. Each building’s exterior now includes a dedication plaque and prominent name display, along with founding members’ photograph and plaque inside. Members gathered after the dedications to thank the founding members for their vision. Photos, left, top to bottom: Garland Thayer at the J. Garland Thayer Building; Henderson family members unveil the building identification at the Fount & Thelma Henderson Building.

On August 16, People Incorporated commemorated the 50th anniversary in Hayters Gap with a community picnic (below). The day was celebrated with a special presentation from members of the Virginia General Assembly, a retrospective of our roots, and a snapshot of who we have become. Commending People Inc. for 50 years of service, Delegate Israel O’Quinn, Delegate Terry Kilgore, and Former Delegate Joseph P. Johnson, Jr. presented House Joint Resolution No. 270 to Rob Goldsmith (below, top right). Fran Inge, Office of Volunteer and Community Services Director, presented a certificate to Rob Goldsmith thanking People Incorporated (below, center). Guest speakers, U.S. Representative Morgan Griffith (below, top left) and Garland Thayer highlighted the program, which also included family activities, food, door prizes, and fun.
**IMPACT**

134 children were enrolled in People Incorporated’s Early Head Start Program.

96% of Early Head Start enrollments met income eligibility requirements.

Early Head Start served 23 children diagnosed with various developmental disabilities.

430 children were enrolled in People Incorporated’s Head Start Program.

92% of Head Start enrollment met income eligibility requirements.

Head Start served 43 children diagnosed with various developmental disabilities.

46 children were enrolled in the Dickenson Day Care center providing all day services, allowing parents to maintain a job or complete their education in part because of the quality childcare provided.

**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.

**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.

**CHILD DEVELOPMENT CENTER**

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

Head Start and Early Head Start utilized 1,662 volunteers for a total of 61,959 hours served, including 892 parents of enrolled or formerly enrolled children.

95 individuals were employed, including 33 current or former Head Start parents.

Average monthly enrollment was 100% for Head Start and 100% for Early Head Start.

Each enrolled Head Start/Early Head Start child received an individualized education plan to prepare him or her for kindergarten.
Head Start’s impact builds Mom’s leadership skills and opportunities.

When a family advocate knocked on her door almost three years ago, Bristol, Virginia resident Christy Whitaker had no idea of the impact that People Incorporated’s Head Start program would have on her family. Christy and her husband are the parents of four young girls who love going to school and enjoy studying ballet. The youngest Whitaker daughter is now enrolled in Early Head Start, but she is not the first of her siblings to participate in the program.

When the family advocate first met with the Whittakers, their then three-year-old daughter was struggling with speech and basic preschool learning. Christy thought Head Start would be a great option to help her daughter prepare for Kindergarten. Christy states, “The teachers were wonderful, she loved going to school every day, quickly caught up on her school skills, and was even enrolled in speech therapy. She graduated from the Head Start program and is succeeding in Kindergarten.”

The children were not the only members of the Whittaker family who benefited from the program. Christy volunteered for the Parent Committee and as representative for the Head Start Policy Council. Christy is still a member of the Parent Committee and she serves as secretary for People Incorporated’s Head Start Policy Council, Assistant Secretary for the People Incorporated Board of Directors, and on People Incorporated’s Housing and Financial Services Boards.

Outside of the agency, Christy is President of her daughters’ Parent Teacher Organization, a parent member of the Southwest Region of the Virginia Head Start Association and was recently appointed Treasurer of the Virginia Head Start Association Board of Directors. Christy is especially excited about her work with the statewide agency: “It has given me the opportunity to serve on the planning committee for the Virginia Head Start Association conference for 2015 to be held in Southwest Virginia.”

Inspired and supported through her work with Head Start, Christy is pursuing a degree in early childhood education. “I always knew I wanted to work with kids. After seeing firsthand what a difference early education made in my child’s life—and learning all of the aspects of this amazing program through the boards and committees I have served on—I know that Head Start will be part of my life for many years to come.”

Head Start and Early Head Start participants are better prepared, emotionally and behaviorally, to enter the public school system.
A MESSAGE FROM THE BOARD OF DIRECTORS

This year, 2014, has been a busy year for People Incorporated.

The accomplishments I note below all reflect the work of many people coming together in their efforts to bring opportunity to their neighbors. These included 151 members of our boards, councils, committees and other advisory groups, 1,824 other volunteers, 255 staff, and our many, many partners and collaborators.

This year, the Board of Directors adopted a detailed five-year strategic plan that includes four major goals; 1) to strengthen organizational management; 2) to continue to diversify, stabilize and increase the agency’s financial resources; 3) to pursue opportunities for growth of programs, services, and territories to reduce poverty and revitalize communities; and 4) to communicate and promote the agency’s mission and image. Under strategic goals two and three, we received the Governor’s designation as Culpeper County’s Community Action Agency and we expanded our Board of Directors to include representation from Culpeper.

We celebrated the 50th anniversary of People Incorporated’s founding this year with a variety of activities that generated significant positive publicity for the agency. Some of our activities included a homecoming picnic in Hayter’s Gap with more than 300 people in attendance; naming our two office buildings in Abingdon for our founders Fount and Thelma Henderson and Garland Thayer; adoption of resolutions or proclamations by fourteen localities commending People Incorporated for its work to alleviate poverty; and, adoption of a resolution recognizing the work of People Incorporated by the Virginia General Assembly.

This year, we reopened our Damascus Head Start Center. We completed the rehabilitation of five newly acquired apartment complexes. As in past years, our Workforce Investment Act programs led the state in performance; our youth had the state’s top literacy and numeracy gains, and our adult and dislocated workers programs had Virginia’s top Return on Investment numbers. This year, we initiated “Small Business Boot Camps” and Entrepreneur Challenges. We have begun start-up for Retired Senior Volunteer Program in the Northern Shenandoah Valley. We also secured an additional allocation of $35 million in New Markets Tax Credits.

I am excited about the course that People Incorporated is on. We looked back this year at our 50 years of growth and accomplishments, and this was also a year of accomplishments in its own right. I believe we are poised to take even more exciting steps forward in the foreseeable future.

Sincerely,

Chris Shortridge
Chairman, Board of Directors
People Incorporated of Virginia

Scan this QR code to donate with credit card through PayPal, or visit peopleinc.net/volunteer-donate.htm.
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:
People Incorporated
20694 Riverside Drive
Grundy, VA 24614
276.935.4747
buchanan@peopleinc.net

LEBANON OFFICE:
People Incorporated
122 Price St.
Lebanon, VA 24266
276.889.0999
russell@peopleinc.net

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

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

SERVICE AREA KEY

- Primary Service Area
- Secondary Service Area
- People Incorporated Office

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

50 YEARS: WE’re ALL ABOUT PEOPLE
INDEPENDENT AUDITOR’S REPORT
December 8, 2014

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

We have audited the accompanying financial statements of People Incorporated of Virginia and Affiliates (a nonprofit organization) which comprise the statement of financial position as of June 30, 2014, and the related statements of activities and cash flows for the year then ended, and the related notes to the financial statements.

Management’s Responsibility for 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.

Auditor’s Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free 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.

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, 2014, 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.

Other Matters

Other Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying schedule of expenditures of federal awards, as required by Office of Management and Budget Circular A-133, Audits of States, Local Governments and Non-Profit Organizations and the schedule of functional expenses, is presented for the purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or the financial statements themselves, and other 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.

The Schedule on pages 34 has not been subjected to the auditing procedures applied in the audit of the financial statements and, accordingly, we do not express an opinion or provide any assurance on them.

Other Reporting Required by Governmental Auditing Standards

In accordance with Governmental Auditing Standards, we have also issued a report, dated December 8, 2014, on our consideration of People Incorporated of Virginia and Affiliates’ internal control over financial reporting and our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with Governmental Auditing Standards in considering People Incorporated of Virginia and Affiliates’ internal control over financial reporting and compliance.
## STATEMENT OF CONSOLIDATED FINANCIAL POSITION

*For June 30, 2014*

### ASSETS

<table>
<thead>
<tr>
<th>Current Assets</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents (Note 1 &amp; 2)</td>
<td>$2,175,632</td>
</tr>
<tr>
<td>Vacation trust account</td>
<td>$9,372</td>
</tr>
<tr>
<td>Receivables</td>
<td>$4,772,903</td>
</tr>
<tr>
<td>Inventory (Note 1)</td>
<td>$68,354</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>$279,100</td>
</tr>
<tr>
<td>Costs in excess of billings (Note 3)</td>
<td>$21,394</td>
</tr>
<tr>
<td>Other current assets</td>
<td>$86,081</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td><strong>$7,412,836</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Long-term Assets</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Notes receivable (Net of allowance for bad debts of $48,842) (Note 4)</td>
<td>$2,591,078</td>
</tr>
<tr>
<td>Notes receivable—related party</td>
<td>$3,411,057</td>
</tr>
<tr>
<td>Property, plant, and equipment (Note 6)</td>
<td>$24,427,530</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td>$(5,801,220)</td>
</tr>
<tr>
<td><strong>Total Long-term Assets</strong></td>
<td><strong>$24,628,445</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Other Assets</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deferred developer fees</td>
<td>$2,471,668</td>
</tr>
<tr>
<td>Investments (Note 8)</td>
<td>$576,752</td>
</tr>
<tr>
<td><strong>Total Other Assets</strong></td>
<td><strong>$3,048,420</strong></td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$35,089,701</strong></td>
</tr>
</tbody>
</table>

### LIABILITIES & NET ASSETS

<table>
<thead>
<tr>
<th>Current Liabilities</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable</td>
<td>$785,639</td>
</tr>
<tr>
<td>Accrued expenses</td>
<td>$433,980</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>$143,520</td>
</tr>
<tr>
<td>Billing in excess of costs (Note 3)</td>
<td>$459,305</td>
</tr>
<tr>
<td>Retainage payable</td>
<td>$53,356</td>
</tr>
<tr>
<td>Refundable deposits</td>
<td>$1,291,346</td>
</tr>
<tr>
<td>Accrued losses on contracts</td>
<td>$212,230</td>
</tr>
<tr>
<td>Lines of credit (Note 11)</td>
<td>$456,082</td>
</tr>
<tr>
<td>Notes payable—current (Note 11)</td>
<td>$401,871</td>
</tr>
<tr>
<td><strong>Total Current Liabilities</strong></td>
<td><strong>4,237,329</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Long-term Liabilities</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compensated absences (Note 10)</td>
<td>$1,321,740</td>
</tr>
<tr>
<td>Notes payable—net of current (Note 11)</td>
<td>$3,209,278</td>
</tr>
<tr>
<td><strong>Total Long-term Liabilities</strong></td>
<td><strong>4,531,018</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Other Liabilities</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deferred developer fees</td>
<td>$2,471,668</td>
</tr>
<tr>
<td><strong>Total Other Liabilities</strong></td>
<td><strong>2,471,668</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>$11,240,015</strong></td>
</tr>
</tbody>
</table>

### NET ASSETS

| Unrestricted                                         | $6,604,169 |
| Temporarily Restricted (Note 12)                     | $17,245,517 |
| **Total Net Assets**                                 | **23,849,686** |
| **Total Liabilities & Net Assets**                   | **$35,089,701** |

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, 2014

REVENUES

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants</td>
<td>$ 3,216,565</td>
<td>$ 8,807,077</td>
<td>$ 12,023,642</td>
</tr>
<tr>
<td>Other</td>
<td>7,579,124</td>
<td>102,880</td>
<td>7,682,004</td>
</tr>
<tr>
<td>Interest</td>
<td>139,430</td>
<td>122,386</td>
<td>261,816</td>
</tr>
<tr>
<td>Contributions</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>In-Kind</td>
<td>311,429</td>
<td>-</td>
<td>311,429</td>
</tr>
</tbody>
</table>

Net assets released from restrictions:

| Net assets released from restrictions | 9,224,864 | (9,224,864) | - |

Total Revenues: 20,471,412 (192,521) 20,278,891

EXPENSES

Program Services

<table>
<thead>
<tr>
<th>Program Services</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Services</td>
<td>1,119,442</td>
<td>-</td>
<td>1,119,442</td>
</tr>
<tr>
<td>Community Development</td>
<td>139,814</td>
<td>-</td>
<td>139,814</td>
</tr>
<tr>
<td>Community Economic Development</td>
<td>699,955</td>
<td>-</td>
<td>699,955</td>
</tr>
<tr>
<td>Children &amp; Family Services</td>
<td>4,265,401</td>
<td>-</td>
<td>4,265,401</td>
</tr>
<tr>
<td>Housing</td>
<td>8,793,978</td>
<td>-</td>
<td>8,793,978</td>
</tr>
<tr>
<td>Workforce Development</td>
<td>1,718,006</td>
<td>-</td>
<td>1,718,006</td>
</tr>
</tbody>
</table>

Support Services

<table>
<thead>
<tr>
<th>Support Services</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>General and Administrative</td>
<td>1,178,173</td>
<td>-</td>
<td>1,178,173</td>
</tr>
<tr>
<td>Fundraising</td>
<td>551,737</td>
<td>-</td>
<td>551,737</td>
</tr>
</tbody>
</table>

Total Expenses: 18,466,506

Change in Net Assets: 2,004,906 (192,521) 1,812,385

Net Assets At Beginning of Year (Restated): 4,599,263 17,438,038 22,037,301

Net Assets At End of Year: $ 6,604,169 $ 17,245,517 $ 23,849,686

A complete copy of our audited financial statements is available at www.peopleinc.net or upon request.
CLIENT PROFILE FY2014  For the year ended June 30, 2014

CLIENT SERVICES

FAMILY STRUCTURE

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.

AGE

39% under 18
56% 18 and over

GENDER

42% Women
54% Men

PEOPLE INCORPORATED IS A CERTIFIED COMMUNITY DEVELOPMENT ENTITY FOR THE NEW MARKETS TAX CREDITS PROGRAM ACROSS A NINE-STATE REGION (AL, GA, KY, MS, NC, SC, TN, VA, WV)

PARTNERING WITH CAFI (COMMUNITY ACTION FINANCIAL INSTITUTE) TO EMPOWER COMMUNITY ACTION AGENCIES NATIONWIDE

PEOPLE INCORPORATED FINANCIAL SERVICES IS A CERTIFIED COMMUNITY DEVELOPMENT FINANCIAL INSTITUTION (CDFI) FOR THREE REGIONS IN VIRGINIA

SERVICE AREA INCLUDES 13 COUNTIES AND THREE CITIES IN THE COMMONWEALTH OF VIRGINIA (SEE PAGE 21)

WWW.PEOPLEINC.NET
276.623.9000

39% under 18
56% 18 and over

42% Women
54% Men
“When we give cheerfully and accept gratefully, everyone is blessed.”

—Maya Angelou

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
Corporation for National and Community Service
Dante Housing, LLC
Deutsche Bank
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 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
US Bank
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

“Funding Partners $500 or more”
ECONOMIC IMPACT 2014
People Incorporated is steadfast in its commitment to serve low-income people and communities, not only by fostering self-sufficiency in its most vulnerable populations, but by supporting the long-term viability of economic development projects that stabilize and revitalize communities while creating employment opportunities. Due to this broader focus, 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 significant economic impact in the localities it serves. The agency employs 255 staff members, and purchases commodities and services from businesses and contractors located within its service areas. People Incorporated contributes to local tax revenues by investing in businesses and transformative community development projects that create jobs, constructing high quality homes, rehabilitating blighted structures, and developing multifamily 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 activities and services that benefit and stimulate local communities.

People Incorporated’s dedicated stewardship of its resources and its ability to leverage outside capital enables it to sponsor, develop, and invest in affordable housing and community development projects that align with community needs to revitalize, mobilize, and energize entire communities. People Incorporated maintains its reputation as one of the most successful and influential Community Action Agencies in the nation.

ANNUAL ECONOMIC IMPACT

<table>
<thead>
<tr>
<th>Description</th>
<th>Total 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage Effect</td>
<td>$30,015,224</td>
</tr>
<tr>
<td>InKind</td>
<td>$7,993,433</td>
</tr>
<tr>
<td>Goods and Services Purchased</td>
<td>$9,733,693</td>
</tr>
<tr>
<td>Community Development Direct and Leveraged Lending</td>
<td>$12,218,474</td>
</tr>
</tbody>
</table>

Total Economic Impact: $59,960,824

Number of Employees at People Incorporated: 255

The 40,500 residents of economically depressed Sumter, South Carolina will see an estimated 1,600 new jobs in their community over the next decade as a result of the construction of a new million-plus square foot manufacturing facility. Continental Tire’s new facility will expand the international automotive supplier’s operations in the United States. The project received a combined $57.06 million loan from the Community Reinvestment Fund, National Development Council, and People Incorporated Financial Services as a result of the New Markets Tax Credit Program administered by Treasury’s CDFI Fund. Ninety percent of the new jobs created, which offer competitive wages, will be entry level. These jobs are desperately needed in Sumter, where the unemployment rate is about 1.5 times the national average (as of September 2014).

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 economically disadvantaged 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.

The 50th anniversary video, “We’re all about People” tells the story of the first 50 years of this high-impact organization—the first rural Community Action Agency in the nation. Visit peopleinc.net or scan the QR code at right to see the 13-minute film.