

We're all about People



People inc.

*Building Futures
Realizing Dreams™*

ANNUAL REPORT 2015

A Community Action Partnership



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Helping people help themselves. . .
and each other *Page 4*



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PHOTOGRAPHS BY KEN KRAKOW AND MEGAN POLLARD

OUR PHILOSOPHY

Every person needs support from others. People Inc. 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.



ANNUAL REPORT 2015

One of the clients whose story is featured in this report made a statement that exemplifies what People Incorporated is all about: *"People Incorporated is a blessing to me and many others in the community, I hope that People Incorporated is always there to help others make their dreams come true."*

The Board and staff of the agency are embracing an outcomes-based model. Rather than focusing on individual services, this means looking at each person, family and community holistically, and asking ourselves what long-term differences were actually made. On the following pages you will read about the 6,367 people we served last year, helping people and communities reach their goals and improve their lives. Many—like the amazing people featured in the next page—received multiple services, meeting their multiple needs, and creating lasting change.

We're all about People

The twin keys to effecting long-term change are knowledge and resources. Knowledge can encompass topics from personal safety to financial literacy, from school readiness to job or business

training, from community development to homebuyer education. But until we pair increased knowledge with necessary resources, it doesn't usually effect change. Job training only works if there are jobs in the community. Starting a business requires both knowledge and capital. Families are strengthened when their increased knowledge about family functioning is paired with sufficient resources to meet basic needs. People and communities can and will pull themselves up by their bootstraps, but that requires having or acquiring both boots and straps.



People Incorporated is in the business of investing in people and communities, bringing together multiple programs and services to create lasting improvements. We are effective change agents in the communities we serve, helping them to realize their vision for the future. Working in partnership with people and communities is critical to our approach of providing opportunities for economically disadvantaged people and communities. It is best expressed in our mission statement: To provide opportunities for economically disadvantaged people to reach their goals in order to enhance their lives, their families, and their communities.

Sincerely,


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

 **People inc.**
Building Futures, Realizing Dreams™

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Helping People Help Themselves...and Each Other

We're all about People

People Inc. staff deliver high-quality services to people and communities, and the key question is: "So what difference have we made? So what has changed?" Simply delivering services is not the answer to poverty. The conditions that trap people in poverty are complicated and intertwined, and the solutions have to address a person's situation holistically.

Meeting each client and community "where they are" requires that staff do more than offer services. It requires skilled assessment of the barriers—usually multiple barriers—that are keeping people and communities in poverty and then developing a plan in partnership with clients. When this assessment, and the resulting concentrated focus of resources are accomplished, situations improve for the long term for people like those featured here—Jenny Garret, Dallas Copley, and Randy Tedder—rather than just for today.

The old adage about teaching people to fish is a good one, but it is incomplete. People Inc. is in the business of making sure that people not only know how to "fish," but have the tools, resources and knowledge they need to be self-sufficient, and to reach their goals in order to enhance their lives, their families, and their communities.

JENNY GARRETT: IT'S NEVER TOO LATE

When the company where she worked for 30 years closed its doors in 2011, Bristol, Virginia resident Jenny Garrett reached out to the Virginia Employment Commission who referred her to People Inc. With the help of People Inc.'s Workforce Innovation and Opportunity Act, she enrolled in Virginia Highlands Community College.

"All my life I wanted to go back to school but never had the opportunity, so this was fantastic," says Garrett.

"When my daughter started college at Virginia Tech years ago, I told her mom was going to go back to school, too."

Three years after experiencing unemployment for the first time in her life, Garrett graduated summa cum laude in April 2014 with an Associate of Applied Science degree in Accounting.

Even with her educational dream achieved, Garrett soon realized that companies were passing over her resume when they saw she was older and had no job experience in accounting.

Fortunately for Garrett, the next spring, Associated Tree Service owner, Randy Tedder, asked People Inc. to help him find an accounting/payroll clerk he could train on the job. Garrett was referred to the company and subsequently hired.



DALLAS COPLEY: STARTING OVER FROM ZERO

Dallas Copley struggled with alcohol and drug abuse, and ultimately made a decision that resulted in him serving a three year prison sentence. While incarcerated, he received treatment for substance abuse and began thinking about how he could start a new life.

After his release, Copley quickly discovered that finding housing and employment would not be easy with his criminal record. He turned to People Inc. for assistance.

People Inc.'s Homeless program staff were able to help Copley pay the initial deposit and the first three months rent for an apartment.

To help him become employable, People Inc.'s Workforce Innovation and Opportunity Act staff immediately scheduled Copley for both life skills and work readiness training to help him transition back into society and obtain gainful employment. Copley earned a gold level Career Readiness Certificate which certifies his workplace readiness skills.

Through an internship funded by the Workforce Innovation and Opportunity Act, Copley was hired by Associated Tree Service. Through People Inc.'s Virginia CARES program, Dallas was able to reinstate his driver's license.

During his first six months on the job, Copley received a salary increase and moved into



permanent housing closer to his job. Thanks to a recommendation from his case manager and Saving Grace Ministries, that donated a car, Copley has reliable transportation. (Saving Grace Ministries is a nonprofit organization dedicated to working with newly released ex-offenders.)

RANDY TEDDER: ON THE JOB TRAINING PAYS OFF

Retired Marine Randy Tedder has operated Associated Tree Service in Bristol, Virginia since 1991. Through People Inc.'s Workforce Innovation and Opportunity Act, Tedder was able to hire both Jenny Garrett and Dallas Copley. "I couldn't have asked for better employees," he says.

People Inc. has benefited from its relationship with Tedder as well. He recently toured King Mountain, People Inc.'s Permanent Supportive Housing facility in Bristol, Virginia, and offered to bring his equipment to the site and paint the windows, saving the facility more than \$1,000 in maintenance costs.



Workforce Development



60 adults attained gainful employment as a result of assistance garnered through adult workforce development programs, and **89%** reported retaining his or her job.

77% of adults who exited the program completed training to advance job skills.

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

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

255 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.

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

The Dislocated Worker Program enabled **142** individuals to reenter the workforce after furthering their education or receiving skills training.

89% of adults who exited the Dislocated Worker Program received training to advance job skills.

PROGRAM DESCRIPTIONS:

WYTHEVILLE ONE-STOP CAMPUS

As a Virginia Workforce Center, the One-Stop Campus provides a variety of employment, training, and career education services to job seekers, workers, employers, and youth.

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.

ADULT PROGRAM

Adult programs are designed to meet employer needs by helping job seekers upgrade skills, obtain employment, improve job retention, and increase earnings.



YOUTH PROGRAM

Youth programs provide eligible youth assistance in achieving academic and employment success. Effective and comprehensive activities, which include a variety of options for improving educational and skill competencies, provide effective connections to employers.

WILLIAM ROBERTS A New Career Path

After William “Bill” Roberts was injured on the job, he decided to pursue his dream of becoming a practical nurse, but he needed financial assistance. Before he contacted People Inc., Roberts had not asked for help before. For years he had been his mother’s caregiver with the help of home health and hospice. It was during this period that he realized how important expert health care is, and considered pursuing a career in nursing.



People Inc. enrolled Roberts in its Dislocated Worker Program and funded his training for practical nursing at Washington County Career and Technical Education Center. Financial assistance covered tuition, books, required immunizations, state board fees, uniforms, and travel.

“I was in shock at what all People Inc. would pay for, and it was like a miracle,” he says. “All the problems that had prevented me from going to school and getting an education were gone, and People Inc. was the reason for it.”

Roberts started class in August 2013. Today, he is employed by Mountain States Health Alliance-Smyth County Community Hospital as a licensed practical nurse.

“People Inc. is a blessing to me and many others in the community,” Roberts says. “I hope that People Inc. is always there to help others make their dreams come true.”



We're all about People

“People Inc. is a blessing to me and many others in the community. I hope that People Inc. is always there to help others make their dreams come true.”

—WILLIAM ROBERTS

Community Services



250 victims of domestic violence and/or sexual assault were assisted and **54** were provided with court advocacy services through the Domestic Violence program.

Emergency shelter was provided to **98 adults** and children, all facing homelessness because of domestic violence — a total of **3,516 nights of shelter**.

86 children were provided with advocacy services through the **CASA program**.

113 eligible adults received care at the Free Dental Clinic.

892 residents had income tax returns completed at a savings of approximately **\$178,400** in **professional tax preparation fees**.

837 had their income tax returns electronically prepared by volunteers who helped them claim **\$309,180** in **Earned Income Tax Credit**.

40 individuals volunteered hours of service, which provided a total economic impact of **\$1,575,938** during the 2015 EITC free income tax preparation.

127 ex-offenders benefited from services provided through Virginia CARES.

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

82 high school students learned about the benefits of **higher education** through Project Discovery; 24 students graduated and **22 enrolled in college**.

CHIP helped **118 families** including **160 children**, birth to age six, improve their **health** and **quality of life**.

PROGRAM DESCRIPTIONS:

COMPREHENSIVE HEALTH INVESTMENT PROJECT (CHIP) Families with children improve their self-sufficiency by reaching self-identified goals that strengthen the family unit. CHIP strives to help parents provide an environment where children grow up healthy, safe and ready to learn.



COURT APPOINTED SPECIAL ADVOCATE (CASA) Abused and neglected children obtain safe, permanent homes with the assistance of a court assigned volunteer to represent the child's best interest. Children represented by CASA are less likely to spend time in long-term foster care and less likely to re-enter foster care.

DOMESTIC VIOLENCE PROGRAM Survivors of domestic abuse or sexual assault achieve safety and independence as they receive housing and supportive assistance. The program provides 24-hour hotline service, temporary emergency shelter, referrals, support groups, transportation, and court advocacy for survivors of violence and sexual assault.

EARNED INCOME TAX CREDIT OUTREACH PROGRAM Individuals and families are assisted to claim all eligible tax credits through free federal income tax preparation and electronic filing of the return to maximize refunds.

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

PROJECT DISCOVERY Low-income high school students and potential first generation college students increase their chances of attending and succeeding in college by participating in this college access program. It provides workshops, leadership activities, and college campus visits.

RETIRED SENIOR VOLUNTEER PROGRAM (RSVP) The RSVP Home Visitor service is a unique volunteer opportunity for individuals age 55 and over to use their lifetime of experience to help enhance the lives of homebound seniors and adults with disabilities who are often isolated and lonely. Through regular weekly visits and other contacts, RSVP Home Visitor Volunteers provide social interaction, mental stimulation and emotional support.

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

WASHINGTON COUNTY FREE DENTAL CLINIC Community dentists volunteer and provide tooth extractions for low-income individuals. This program is only available in Washington County.

MEGAN BORDWINE

Success Through Project Discovery

Megan Bordwine showed her enthusiasm for learning and achievements throughout high school. While at Holston High School, Bordwine participated in cheerleading, HiWi Club, Performing Arts, and choir. She was chosen All-County and All-District in choir all four years of high school. During her four years in Project Discovery, she attended seventeen campus visits, twenty-two workshops, two Bonus Event trips, and two Year-end Recognition events.

Bordwine was very active in the program's community awareness projects. She participated in numerous Operation Christmas Child activities and food drives for Faith In Action. Most notably, she assisted the program during Washington County Family Fun Day in 2013 and 2014, and spoke on the program's behalf at the 2015 Budget Hearings.

"Project Discovery provided me with the opportunity to know and see what college life would be about," Bordwine says. "The campus visits really influenced my decision on what colleges to apply to as a senior."

Thanks to People Inc. and Project Discovery, Megan attends Emory & Henry College, where she received a \$10,000 scholarship. "I'm the first person in my family to go to college," she says. "I wouldn't have gone without People Inc."



Community Economic Development



Outcomes

6 IDA Clients are saving to reach their savings goal to purchase their asset, **1 client purchased a home** with their savings.

29 loans totaling **\$5,015,550** have been lent out by Ninth District Development Financing since inception.

2 Ninth District Development Financing loans were paid in full.

36 new multi-funded loans, averaging \$18,938, were made totaling \$1,900,938 dollars loaned.

12 business start-ups were assisted by People Incorporated Financial Services.

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

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

29 consumer loans totaling **\$161,548** were provided.

27 consumer loans were paid in full.

2,388 participants trained in Financial Literacy, **Microenterprise**, or received one-on-one **technical assistance** through People Incorporated Financial Services.

582 female business owners were trained.

92 business trainings were held with 941 attendees.

88 financial (budget/credit counseling) trainings were held with **356 attendees**.

24 businesses expanded due to assistance provided by People Inc. Financial Services.

PROGRAM DESCRIPTIONS:

BUSINESS LOAN SERVICES 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.



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.

CONSUMER LENDING The 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.

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 (NDDF) 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 Ninth Congressional District of Virginia.

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. The funds finance high impact businesses that create jobs and build opportunities and economic growth in low-income communities.

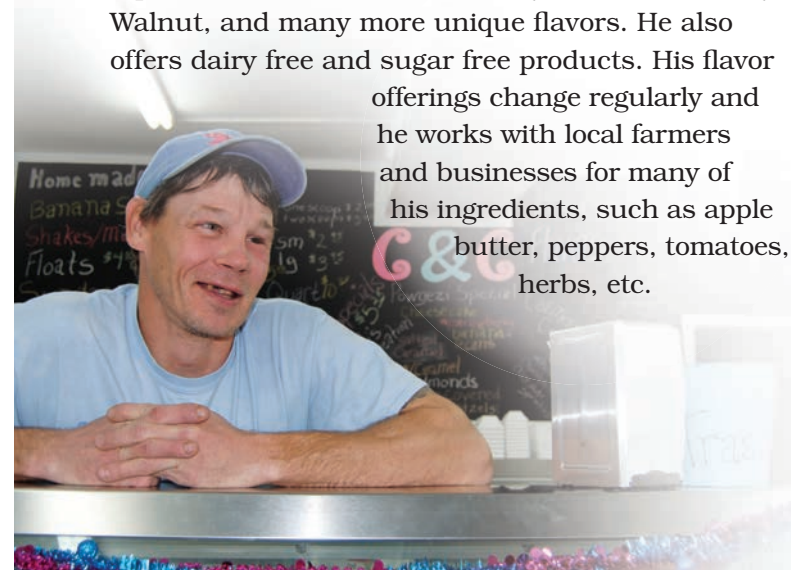
C&C Frozen Treats, William Huck

BUSINESS LOAN

William Huck spent most of his life in the culinary industry. His father owned a pizza shop and regularly ran a booth at festivals and fairs where Huck would work. Huck then made his career as a culinary chef at a 4-star restaurant. Now he is applying the skills learned as a chef into making his signature ice cream. C&C Frozen Treats provides gourmet handmade ice cream and Italian Ice, located in the Historic District of Front Royal, Virginia. Huck makes all of the ice cream and Italian Ice in-house using his own recipes. He typically has about 16 flavors of each available on any given day. Recent flavors include Butternut Squash, Habañero, Beets, Cherry Cordial, Whiskey Walnut, and many more unique flavors. He also offers dairy free and sugar free products. His flavor offerings change regularly and he works with local farmers and businesses for many of his ingredients, such as apple butter, peppers, tomatoes, herbs, etc.

Huck was unable to receive a traditional loan due to his criminal record and credit. He gradually purchased supplies with cash and opened the doors with \$150 in his pocket. Since opening the doors in May 2015, C&C Treats continues to do well. During the summer months, Huck realized that he needed to be able to produce more ice cream to meet demand. He sought assistance from People Inc. for a new ice cream maker that will allow him to significantly increase production. In addition to the greater quantity he will be able to produce, he is also purchasing new display freezers that will allow him to make and display ice cream cakes and treats, dog treats, as well as pre-made quarts and pints. The increased production has the potential to double, or even triple his current income.

Huck is very thankful for the assistance of People Inc. and states, "People Inc. helped to give me a chance when no one else would."



Black Diamond School of Beauty, Habibah Ya'sin

BUSINESS LOAN

Habibah Ya'sin is the sole proprietor of Roanoke's Black Diamond School of Beauty, and her devotion to her trade and her community makes her stand out. When she approached People Inc. to apply for a business loan, Habibah brought with her 14 years of experience in cosmetology and eight years of entrepreneurial experience, plus more than a decade of community involvement in the area. Her objective was not just to open a business to provide success for herself, but to make available affordable, high quality training to students from vulnerable populations who could then graduate and succeed in their own salons.

Ya'sin had previously struggled with credit, and was unable to acquire financing from a traditional bank. Although her collateral was strong, her credit score was low and her idea was considered risky. She said, "People Inc. was able

to look past my credit score." People Inc. loaned her \$35,000 to get the materials and equipment to get her school up and running.

She currently has 16 students enrolled for the first class starting Jan. 5. Each student will receive a kit filled with supplies to begin their training and will learn techniques for hair, skin, and nails so that they have many opportunities for employment. She has hired Allyson Davoll-Cartwright as Director, as well as a lead teacher and teacher to begin the year with her in January. Future plans include expanding into a larger space and providing employment for graduates. She hopes to be able to find assistance for day care, transportation, and other needs for her students.

Ya'sin declared, "While I'm changing my life, I'm changing the lives of others."



Real McCoy Cabins, Don and Ginger Cates

NINTH DISTRICT DEVELOPMENT FINANCING LOAN

Don and Ginger Cates moved to Pocahontas, Virginia from Miami, Florida after spending many years traveling to the mountains of Southwest Virginia to enjoy the ATV trails. However, the draw was not



limited to the world-famous trails, as Ginger is an actual descendant of the famous feuding namesakes of the Hatfield-McCoy trails—a real McCoy!

After falling in love with the region, the family decided to try to take advantage of a tourism initiative and invest in land in the area of the ATV trails. Their daughter found a property online, and they began to study in earnest the potential of building cabins to lodge trail tourists. The local and regional development organizations were all on board, and The Real McCoy Cabins were on their way to reality.

With the assistance of the Ninth District Development Financing, the Cates were able to both repay their original property loan and begin the first phase of construction. They currently have three cabins open and operating and another 17 planned. As they move forward in their business venture,

Ginger says, "Without People Inc., this wouldn't have been possible."



New Markets Tax Credits Project

MASONIC THEATRE, CLIFTON FORGE, VA

The 1905 Beaux-Arts style Masonic Theatre of Clifton Forge, Virginia echoes with historic voices of the town's heyday as a railroad hub. Restoration of the 554-seat auditorium will add to Clifton Forge's growing arts and culture scene, which includes a nearby amphitheater, the Alleghany Highlands Arts and Crafts Center and the Clifton Forge School of the Arts. Local officials hope the new attractions will spur downtown revitalization and regional economic growth.

The \$6.3 million funding includes support from The Alleghany Foundation, MeadWestvaco Corp., the Virginia Department of Housing and Community Development, Alleghany County, the town of Clifton Forge and hundreds of other businesses, organizations and individuals. Support also includes \$6.2 million in New Market Tax Credits through People Inc. and state and federal historic tax credits. Since it was opened in 1905 by the local Masons' organization, the theater has hosted operas, plays, concerts, vaudeville shows, silent black-and-white movies and those with sound and color.

Rebuilding Communities Effectively

People Inc. has developed a successful strategy of using the Community Development Block Grant (CDBG) program as a tool to raise loan capital and create jobs for low income people in targeted low income communities, contributing to an area's broader neighborhood revitalization strategy.

OVER THE PAST 18 YEARS, People Inc. has utilized the CDBG program to develop and fund seven distinct microenterprise development oriented CDBG projects, which have created/retained over 450 jobs and the deployment of more than \$4.2 million in loan capital to disadvantaged businesses in the targeted communities. All of these revolving

loan funds continue today. As a condition for receipt of the CDBG funding, at least 51% of the jobs created through the initiatives are filled by low-income individuals at the time of hire.



Bristol, Virginia

The first microenterprise project creating a revolving loan fund capitalized by a CDBG was in Washington, Buchanan, and Dickenson counties.

In 2003, People Inc. used CDBG funding for a regional microenterprise project, in the Virginia counties of Smyth and Tazewell. People Inc. achieved all CDBG goals within the first year of activity.

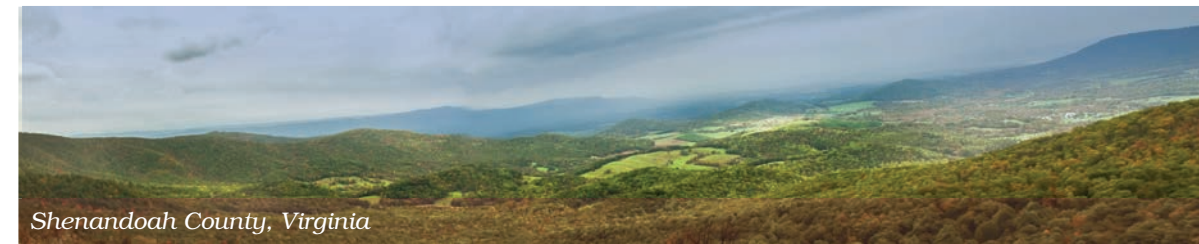
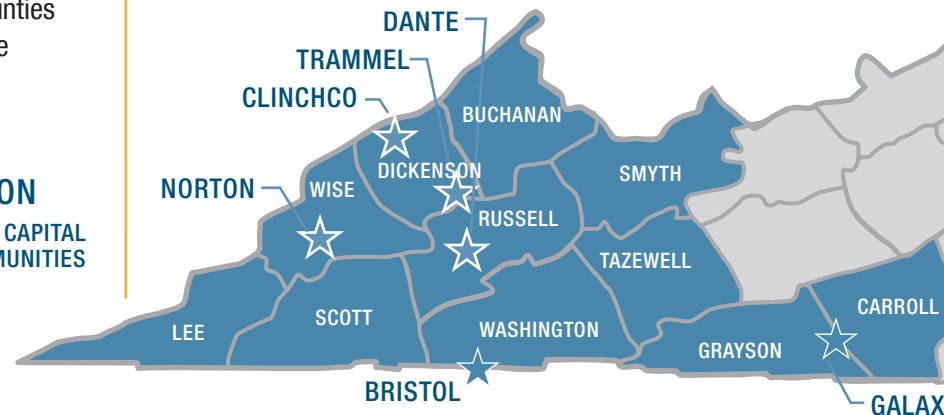
Since that time, People Inc. has continued to use this strategy for job creation on a regional basis in the following localities: County of Wise/City of Norton, Counties of Grayson and Carroll/City of Galax, Counties of Page and Shenandoah, Counties of Warren and Clarke, and the latest, the Counties of Fauquier, Culpeper and Rappahannock.



Russell County, Virginia

COALFIELD REVITALIZATION

People Inc. has recently taken a role in community revitalization in the historic Southwest Virginia coal towns of Dante, Trammel, and Clinchco. Originally built as mining camps by Clinchfield Coal and Banner Coal Corporation, these communities have become distressed since the decline of the coal industry. All three communities sought assistance from People Inc. in 2014 with the hopes of revitalizing their communities by providing housing rehabilitation, economic development, and addressing community needs and desires. As a result, staff at People Inc. have been working closely with Russell County, Dickenson County, and the Town of Clinchco to begin the process. With help from People Inc., \$30,000 in planning grant funding from the Department of Housing and Community Development was awarded to the Town of Clinchco in 2015. Together, People Inc. and these distressed coal towns have begun the journey towards healthier and safer communities in which to live, work, and play.



Shenandoah County, Virginia

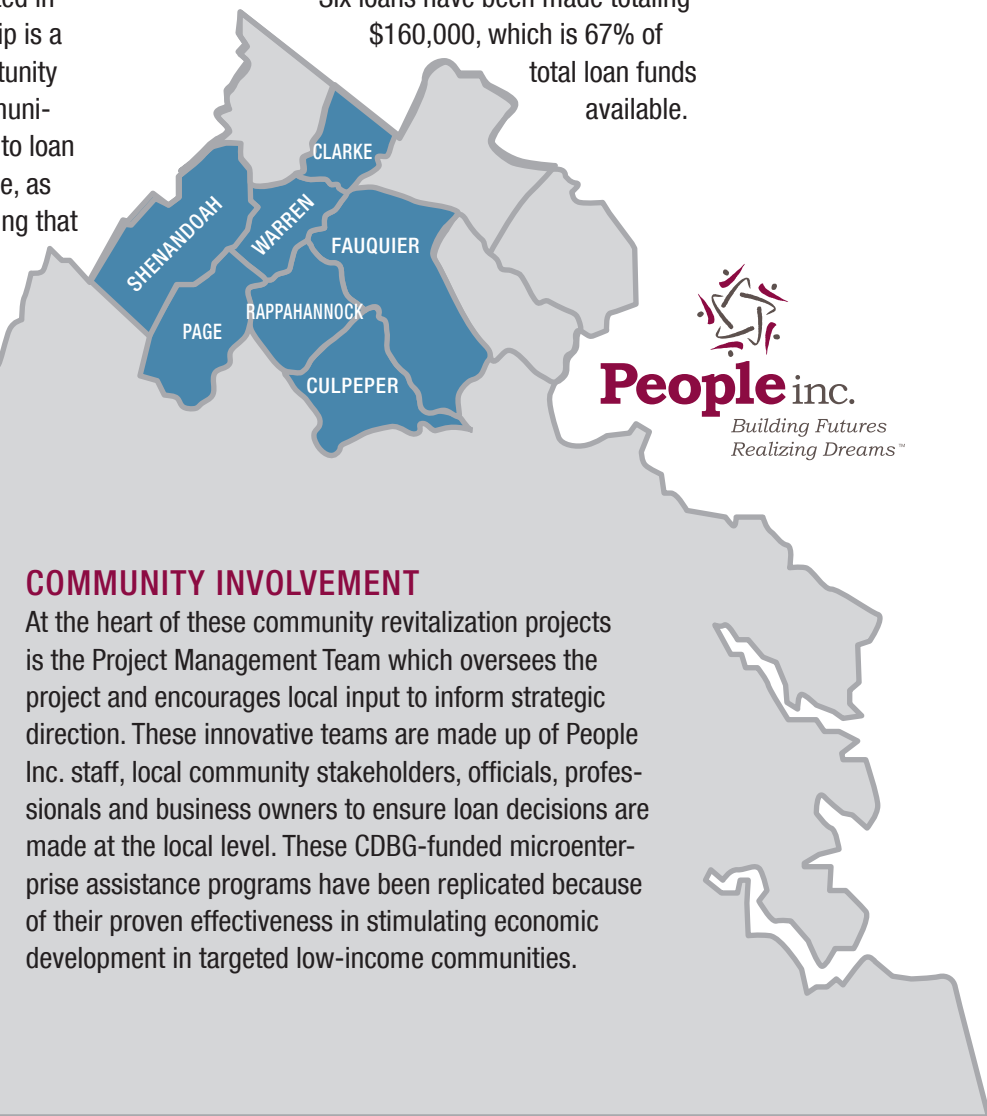
SMALL BUSINESS OWNERSHIP IN FAUQUIER, CULPEPER AND RAPPAHANNOCK COUNTIES

The latest microenterprise project to come under contract is to generate entrepreneurial and job creation activities in the counties of Fauquier, Culpeper and Rappahannock. These counties have united in this project because small business ownership is a proven approach to creating economic opportunity and empowerment, particularly in rural communities. Local business owners will have access to loan capital, business training, technical assistance, as well as entrepreneurial coaching and mentoring that will increase their business knowledge and management ability.

MICROENTERPRISE SUCCESSES IN WARREN-CLARKE COUNTIES

The Warren-Clarke Microenterprise project is in its final project year and has already achieved significant outcomes: job creation goals have already been exceeded with 26 jobs created and 24 saved.

Six loans have been made totaling \$160,000, which is 67% of total loan funds available.



COMMUNITY INVOLVEMENT

At the heart of these community revitalization projects is the Project Management Team which oversees the project and encourages local input to inform strategic direction. These innovative teams are made up of People Inc. staff, local community stakeholders, officials, professionals and business owners to ensure loan decisions are made at the local level. These CDBG-funded microenterprise assistance programs have been replicated because of their proven effectiveness in stimulating economic development in targeted low-income communities.

51% OF JOBS CREATED
FILLED BY LOW-INCOME INDIVIDUALS AT TIME OF HIRE

18
YEARS

\$4.2 MILLION
IN LOAN CAPITAL TO TARGET COMMUNITIES

Child and Family Development



132 children were served in People Inc.'s Early Head Start Program.

The program served **513 families**.

Average monthly enrollment for Head Start was **95%** and Early Head Start was **107%** of funded enrollment.

92% of Head Start children and **93%** of the Early Head Start children met income eligibility requirements.

100% of children in Head Start and Early Head Start received medical and dental exams.

Early Head Start served **36 children** diagnosed with various developmental disabilities.

Head Start served **53 children** diagnosed with various developmental disabilities.

43 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 having quality childcare.

Head Start and Early Head Start utilized **1,651 volunteers** for a total of **59,511 hours**, including **891 parents** of enrolled or formerly enrolled children.

150 individuals were employed by Child and Family Development, including **48 current or former** Head Start parents.

411
children
were served in
People Inc.'s
Head Start Program.

The program was not reviewed by the Office of Head Start during the 2014–2015 fiscal year. The financial audit results can be accessed by scanning this QR code:



PROGRAM DESCRIPTIONS:

DICKENSON COUNTY CHILD DEVELOPMENT CENTER

Children receive quality care so 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.

EARLY HEAD START

Early Head Start provides center- and home-based education, health, and human services to pregnant women and families with children up to age three. 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

Children ages three to five are better prepared to enter kindergarten through the provision of early childhood education, developmental screenings, health, nutrition, and human services. Their parents learn to support their family's development while reaching their own personal goals such as a GED or higher education.

PARENT INVOLVEMENT ACTIVITIES

The Child and Family Development Program provides opportunities for families to become engaged in their child's education by encouraging them to volunteer in their child's classroom

and to set educational goals for their child with their child's Teacher. Through parent committee activities at each site, parents have the opportunity to assist staff in planning Family Fun Events and education field trips. Each parent committee elects two representatives to serve on the program's policy council. Participation in these groups and in the classroom provides a venue for parents to build upon leadership and advocacy skills. In 2015:



- Nineteen parents held a seat or served as an alternate on the policy council.
- Two parents served on the People Inc. Board of Directors.
- One parent held office on the Virginia Head Start Association Board of Directors
- Activities designed specifically to engage fathers in the lives of their children directly involved 142 fathers

KINDERGARTEN READINESS

Head Start children are assessed three times during the school year using Teaching Strategies GOLD, a research-based assessment tool, to monitor individual progress in the developmental areas of social, emotional, physical, language, literacy, cognitive and mathematics. Working together, teachers and families use the results to develop individualized education strategies to prepare each child for kindergarten. Early Head Start children are assessed four times per year and also receive individualized instruction to support their transition to Head Start.

Jessica, Marty, and Jamison: COMING IN FROM THE COLD

Marty and Jessica Larichiuta experienced homelessness, abuse, and unemployment before moving to Grundy, Virginia, to live with a relative until they could get back on their feet financially. Although she was pregnant, Jessica found a part time job within walking distance. Marty also found employment, and rode his bicycle several miles to and from work.



The family received clothing, diapers, and transportation to appointments, from Buchanan County shelter staff. While at the shelter, Jessica enrolled in the Early Head Start Program. Her Home Visitor helped prepare the couple for their child's birth, and provided transportation to doctor's appointments. The family also received TANF benefits. Thanks to People Inc.'s continued support, the Larichiuta family moved out of the shelter and into their own home just in time for the birth of their son, Jamison. The Home Visitor continues to provide information and age appropriate educational games for Jamison.

Today, Jessica is an active Head Start Policy Council participant. Inspired by her experiences, Jessica is working toward a certificate in Early Childhood Development, and plans to graduate in summer 2016.

The Larichiuta family has come in from the cold to a better life. "If it wasn't for People Inc., Jessica says, "I wouldn't be back in school with a new start on life."

HEAD START AND EARLY HEAD START FINANCIAL INFORMATION

FUNDING SOURCES

FEDERAL FUNDING	\$ 4,141,309
LOCAL FUNDING	\$ 21,870
TOTAL	\$ 4,163,179

EXPENDITURES AND BUDGET

Budget Category	2014–2015 Actual (%)*	2015–2016 Proposed (%)
Personnel	50.2%	49.6%
Fringe Benefits	23.2%	24.9%
Travel	0.5%	0.0%
Equipment	0.0%	0.0%
Supplies	2.4%	1.8%
Contractual	0.0%	0.0%
Other	23.7%	23.7%
Total	100.0%	100.0%

* 2014–2015 actual is based on Head Start and Early Head Start funds for the budget period 12/01/13 through 6/30/15.

Housing Development

PROGRAM DESCRIPTIONS:

HOMELESS PREVENTION AND RAPID RE-HOUSING

This program provides a variety of assistance that includes short-term or medium-term rental assistance, housing relocation, and stabilization services.

KINGS MOUNTAIN SUPPORTIVE HOUSING

Chronically homeless men with disabilities receive housing and supportive services so they can move toward self-sufficiency. Services include job training, transportation, and assistance with mental health care and substance abuse counseling.

HOME OWNERSHIP Low-and moderate-income families receive one-on-one or group homeowner education and housing counseling services, including foreclosure prevention counseling. Down payment assistance is also provided to eligible individuals and families for homeownership.

AFFORDABLE RENTAL HOUSING One, two, and three bedroom apartments with affordable rents are available to seniors, individuals, and families located throughout Virginia.

SECTION 8 RENTAL ASSISTANCE Rental assistance payments are available in Washington County for privately owned, scattered site existing housing.



WEATHERIZATION

Eligible households receive energy audits and housing improvements including insulation, window and door upgrades, and

heating system repairs that increase energy efficiency and safety.

- | | |
|-------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Bristol City
Bristol Homes | Shenandoah County
Toms Brook School Apartments,
Toms Brook |
| Buchanan County
Deskins Apartments, Oakwood | Valley Vista Apartments,
Woodstock |
| Craig County
West Lance Apartments,
New Castle | Washington County
Abingdon Green, Abingdon
Abingdon Terrace, Abingdon
Highland View Apartments,
Abingdon |
| Floyd County
Spruce Hill Apartments, Floyd | Riverside Place Apartments,
Damascus |
| Lee County
Jonesville Manor, Jonesville | Sweetbriar, Abingdon |
| Norton City
Norton Green, Norton | Whites Mill Point Apartments,
Abingdon |
| Pulaski County
Pulaski Village, Pulaski | |
| Russell County
Dante Crossing, Dante | |
| Scott County
Clinch View Manor,
Gate City | |



Outcomes

The Homeownership program assisted **11 families** in becoming homeowners.

188 clients were provided housing counseling services for assistance with buying a home, repairing credit issues, mortgage default counseling, and reverse mortgage details. **45 clients** were assisted with foreclosure prevention counseling.

14 chronically homeless men obtained Permanent Supportive Housing at King's Mountain in Bristol.

135 households with 316 individuals, who were homeless or at risk of homelessness, received rental assistance through Virginia Homeless Solutions Program.

878 low- to moderate-income individuals resided in People Inc.'s affordable rental housing complexes.

76 affordable rental housing units were developed.

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

59 veteran households with 126 individuals were assisted with homeless prevention and rapid re-housing services.

Housing rehabilitation programs provided funding and construction management services to **15 individuals in 8 households** to complete general housing renovations.

Weatherization repairs on

57
homes

Improved conditions and reduced energy bills for

122
individuals

Housing renovation



Rehabilitation of Highlands View Apartments, a 44-unit family development, and Abingdon Terrace Apartments with 32 one-bedroom units for low to moderate income seniors, was completed in late 2014. Both complexes are in Washington County, Virginia. Rehabilitation improvements included new roof for Highlands View, Energy Star appliances and windows, high-efficiency HVAC units, Energy Star water heaters, kitchen and bathroom cabinets and flooring, and other amenities. Universal design is incorporated in both properties to improve accessibility for residents. The rehabilitation of decent, safe and affordable housing and supporting facilities help meet the need of low to moderate income individuals and households.

**People Incorporated of Virginia
2015 Board of Directors**

Executive Committee

- Chris Shortridge,
Buchanan County, Chair
- David McCracken,
Washington County, Vice Chair
- Alice Meade,
Russell County, Secretary
- Evelyn McCracken,
*Washington County,
Assistant Secretary*
- John Ayers,
Shenandoah County, Treasurer
- At-Large Members*
- Catherine Brillhart,
City of Bristol
- Tommy Burriss, *City of Bristol*
- Tony Carter, *Warren County*
- Ronald King, *City of Manassas*
- Dennis Morris,
Shenandoah County
- Jan Selbo, *Fauquier County*

Board Members

- Trey Adkins, Naileen Torres
- Almodivar, Greg Bailey,
- Amanda Ball, Shannon Berry,
- Janet L. Justice Crickmer,
- Beverly Dunford, Pam Dunn,
- David Ferguson, Winona Fleenor,
- Yvette Goode, Bobbie Gullett,
- Coleen Hillerson, Tony Hooper,
- James Kraft, Stephanie Lillard,
- Phillip McCall, Paul Moessner,
- G. David Moore, Jr.,
- Terry P. Mullins, Jean Neal,
- Rebecca Pippin, Vicki Porter,
- Joyce Rice, Doris C. Shuman,
- Lisa St. Clair, Kati Statzer,
- Danny Swartz, Larry H. Tiller,
- Larry D. Yates, Cathy M. Zielinski

A MESSAGE FROM THE BOARD OF DIRECTORS

Accountability and Results:

The members of People Incorporated’s Board of Directors volunteer their time because they see the agency as a doer, as an organization that really makes a difference in the lives of the people and the communities that it serves. Nationally, the federal government has recently established a system of Organizational Standards to determine the effectiveness of People Inc. and its 1000 sister Community Action Agencies across the country. The 58 Organizational Standards that were developed for Community Action are considered by some to be a high bar for agencies, requiring specific and detailed accounting in three areas, comprising nine categories:

Maximum Feasible Participation: Consumer Input and Involvement, Community Engagement, Community Assessment

Vision and Direction: Organizational Leadership, Board Governance, Strategic Planning

Operations and Accountability: Human Resource Management, Financial Operations and Oversight, Data and Analysis

2015 saw People Incorporated meet all 58 Standards, a year ahead of the mandate, due both to the agency’s already high performance and focus on demonstrable results as well as to Board and staff diligence in assessing and taking steps to meet the few remaining Standards.

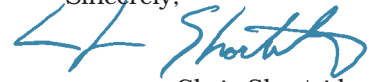
This focus on results is based in effective planning. The Board regularly assesses the measures and metrics that comprise its Five Year Strategic Plan to ensure that we are on track to meet the goals we set in three focus areas:

- Goal 1:** People Incorporated is an Agency of Excellence
- Goal 2:** People Move Out of Poverty; and
- Goal 3:** Communities Experience Positive Development

2015 saw significant progress as the agency increased staffing and services in the Shenandoah Valley and the Northern Piedmont regions, instituted an employee retirement plan, and expanded its portfolio of community investment through Community Development Block Grant and New Market Tax Credit investment activities. The Board receives regular reports on progress toward meeting the goals of the Strategic Plan, and annually assesses the plan itself to ensure its goals remain in alignment with documented community needs.

This report is full of data that shows the agency’s commitment to helping people and communities. The accompanying stories though, paint the human picture of determination and success, often against staggering odds. Together the data and the stories show the depth and breadth of People Incorporated’s commitment to, and work for the people and communities we have the privilege of serving. We look forward to another year of helping people help themselves.

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
info@peopleinc.net

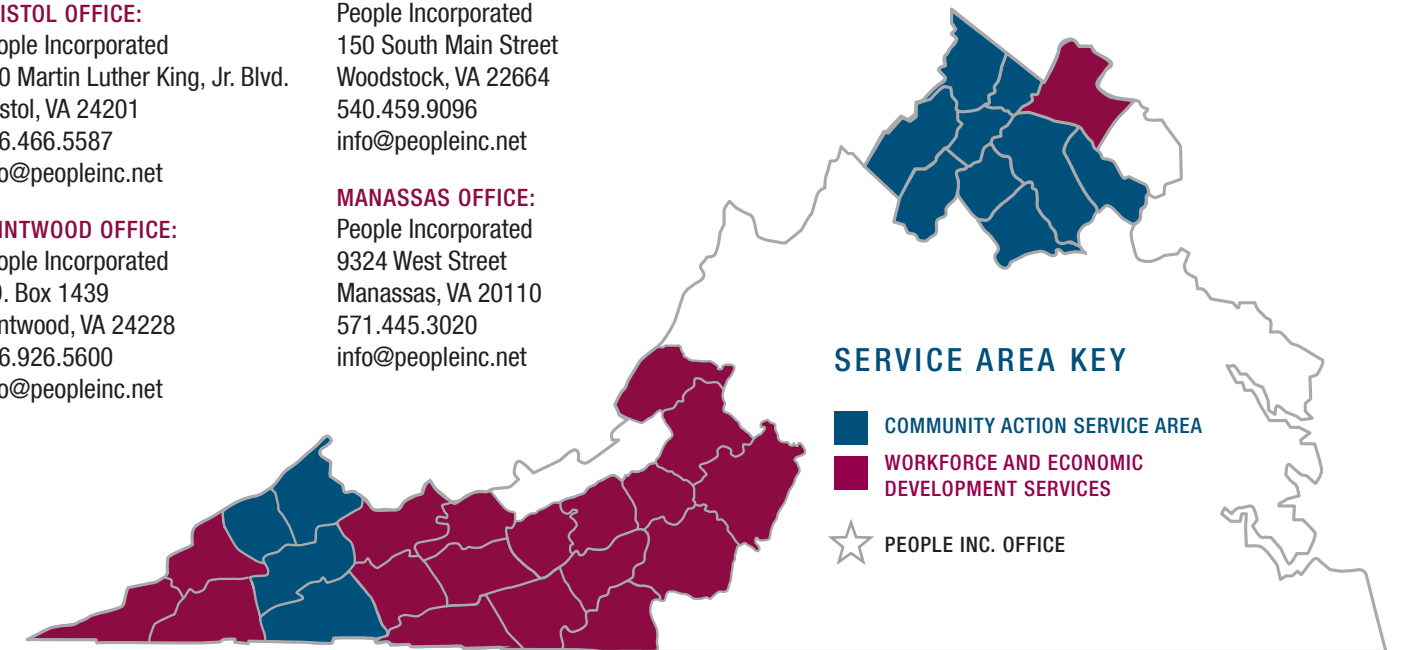
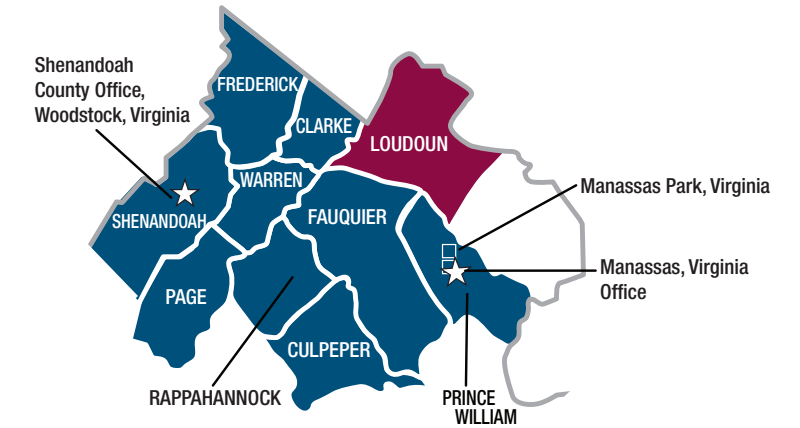
CLINTWOOD OFFICE:
People Incorporated
P.O. Box 1439
Clintwood, VA 24228
276.926.5600
info@peopleinc.net

GRUNDY OFFICE:
People Incorporated
20694 Riverside Drive
Grundy, VA 24614
276.935.4747
info@peopleinc.net

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

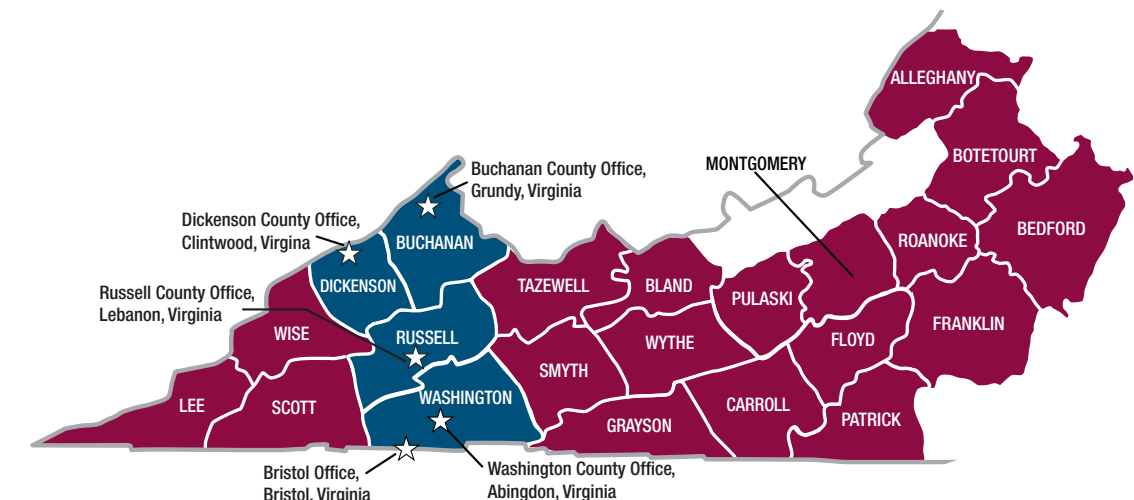
WOODSTOCK OFFICE:
People Incorporated
150 South Main Street
Woodstock, VA 22664
540.459.9096
info@peopleinc.net

MANASSAS OFFICE:
People Incorporated
9324 West Street
Manassas, VA 20110
571.445.3020
info@peopleinc.net



SERVICE AREA KEY

- COMMUNITY ACTION SERVICE AREA
- WORKFORCE AND ECONOMIC DEVELOPMENT SERVICES
- ☆ PEOPLE INC. OFFICE



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



INDEPENDENT AUDITOR'S REPORT October 30, 2015

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, 2015, 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 and Affiliates as of June 30, 2015, 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 page 35 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 October 30, 2015, 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.

HICOK, FERN & COMPANY, CERTIFIED PUBLIC ACCOUNTANTS, October 30, 2015



STATEMENT OF CONSOLIDATED FINANCIAL POSITION For June 30, 2015

ASSETS	Total
Current Assets	
Cash and cash equivalents	\$ 2,234,388
Vacation trust account	180,518
Receivables:	
Grants	1,375,339
Clients	150,616
Contracts	954,626
Rents, Interest, and Other (net of allowance of \$8,326)	99,775
Retainage	441,767
Developer Fees	5,056
Related Party	1,302,559
Inventory	61,091
Prepaid expenses	225,433
Other current assets	7,018
Total Current Assets	\$ 7,038,186
Long-term Assets:	
Notes receivable (Net of allowance for bad debts of \$59,951)	2,754,708
Notes receivable - related party	4,637,143
Property, plant, & equipment	24,890,490
Accumulated depreciation	(6,645,574)
Total Long-term Assets	25,636,767
Other Assets:	
Deferred Developer Fees	3,001,310
Investments	576,505
Total Other Assets	3,577,815
Total Assets	\$ 36,252,768
LIABILITIES & NET ASSETS	
Current Liabilities:	
Accounts payable	\$ 425,657
Accrued expenses	528,354
Deferred revenue	394,748
Retainage Payable	101,482
Refundable deposits	1,292,024
Lines of Credit	433,666
Lease obligations payable - current	42,776
Notes payable - current	402,661
Total Current Liabilities	\$ 3,621,368
Long-term Liabilities:	
Compensated absences	1,402,051
Lease obligations payable - net of current	63,163
Notes payable - net of current	3,307,518
Total Long-term Liabilities	4,772,732
Other Liabilities:	
Deferred Developer Fees	3,001,310
Total Other Liabilities	3,001,310
Total Liabilities	\$ 11,395,410
NET ASSETS	
Unrestricted	7,391,655
Temporarily restricted	17,465,703
Total Net Assets	24,857,358
Total Liabilities & Net Assets	\$ 36,252,768

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

Hicok, Fern & Company

Certified Public Accountants

Thomas M. Hicok,

CPA, CVA, MAFF^{1,2,3,4}

James H. Fern, CPA, CVA³

David B. Brown, CPA

Juan J. Garcia, CPA

Karen L. Jackson, CPA

Rodney P. Jackson, CPA⁴

P.O. Box 821

West Main Street

Abingdon, Virginia

24212-0821

276-628-1123

Fax: 276-676-3000

e-mail:

hicokfern&co@firmcpa.com

Members of American Institute of Certified Public Accountants

Members of Virginia Society of Certified Public Accountants

All Accountants Licensed In Virginia
With Additional Licensures Noted:
¹KY; ²NC; ³TN; ⁴WV

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

STATEMENT OF CONSOLIDATED ACTIVITIES

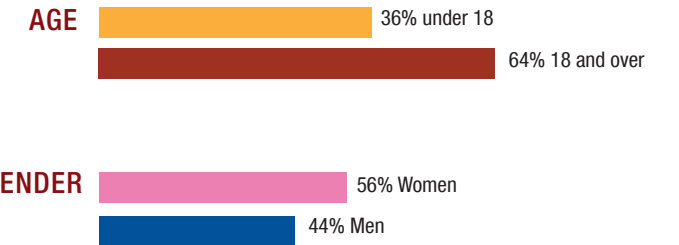
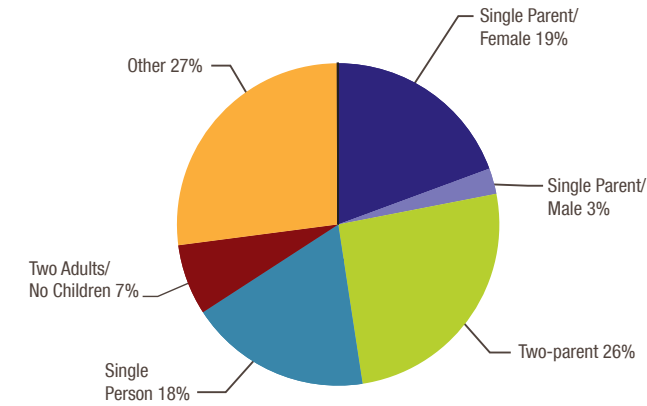
For the year ended June 30, 2015

REVENUES	Unrestricted	Temporarily Restricted	Total
Grants	\$ 1,167,353	\$ 10,043,099	\$ 11,210,452
Other	5,587,940	-	5,587,940
Interest	96,297	103,277	199,574
Contributions	13,025	6,320	19,345
In-Kind	281,100	-	281,100
Net assets released from restrictions:			
Satisfaction of program restrictions	9,932,510	(9,932,510)	-
Total Revenues	17,078,225	220,186	17,298,411
EXPENSES			
Program Services			
Community Services	1,216,564	-	1,216,564
Community Development	134,350	-	134,350
Community Economic Development	1,111,298	-	1,111,298
Children & Family Services	4,610,947	-	4,610,947
Housing	5,329,332	-	5,329,332
Workforce Development	1,898,814	-	1,898,814
Support Services			
General and Administrative	1,536,578	-	1,536,578
Fundraising	452,856	-	452,856
Total Expenses	16,290,739	-	16,290,739
Change in Net Assets	787,486	220,186	1,007,672
Net Assets At Beginning of Year	6,604,169	17,245,517	23,849,686
Net Assets At End of Year	\$ 7,391,655	\$ 17,465,703	\$ 24,857,358

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

CLIENT PROFILE FY2015 For the year ended June 30, 2015

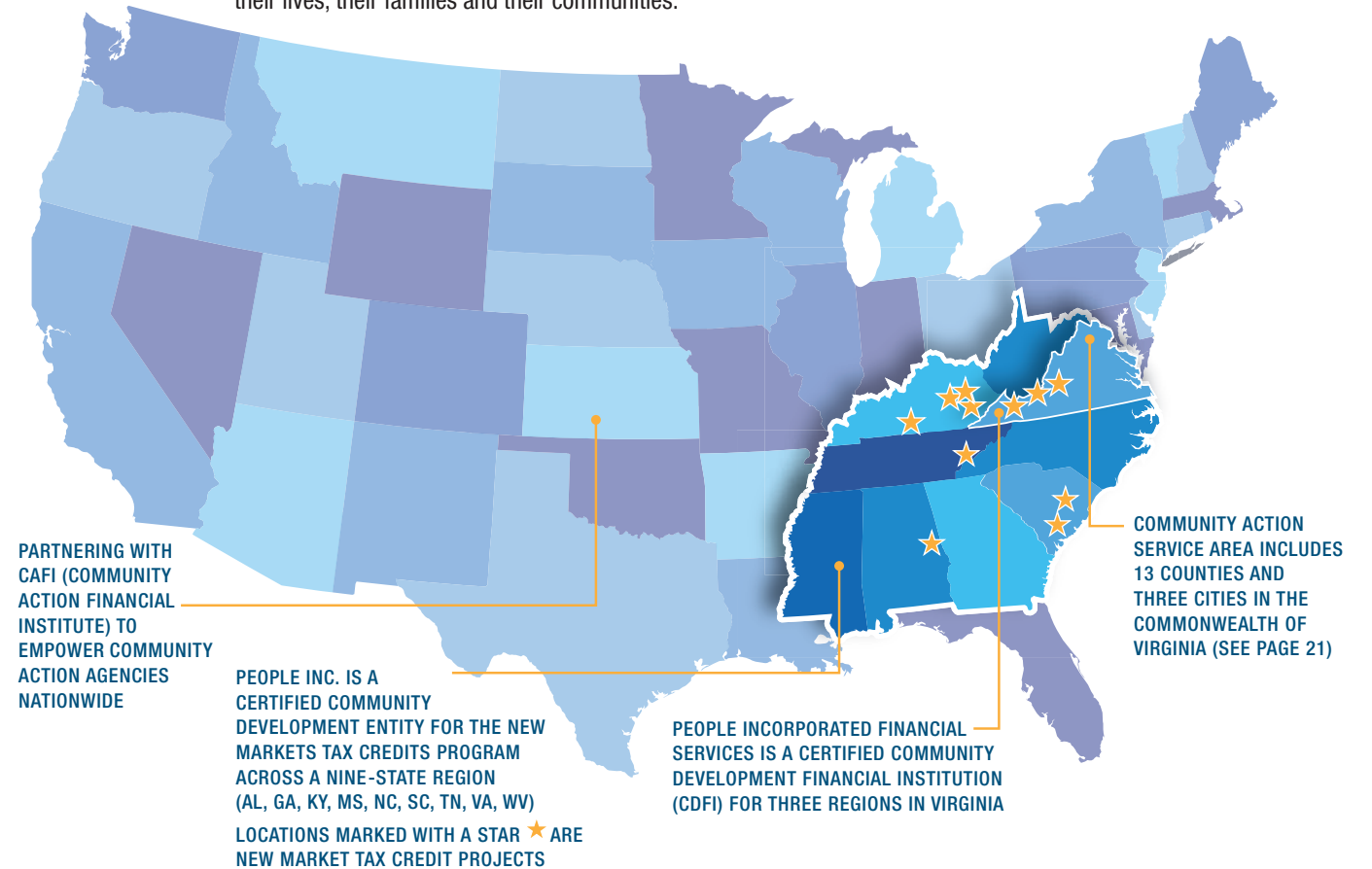
FAMILY STRUCTURE



NATIONAL AND REGIONAL IMPACT

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

WWW.PEOPLEINC.NET
276.623.9000



Funding Partners

\$500 OR MORE

Abingdon Green Apartments, LLC
Abingdon Redevelopment Housing Authority
Abingdon Terrace Apartments, LLC



Abingdon Village Apartments, LLC
Appalachian Markets Capital Investment Fund, LLC
Appalachian Regional Coalition to End Homelessness
Appalachian Regional Commission
Branch Banking and Trust Company (BB&T)
Bristol Redevelopment Housing Authority
Bristol Virginia Public Schools
Buchanan County Housing, LP
CHIP of Virginia
City of Bristol, Virginia
Clinch View Apartments, LLC
Commercial Specialty Truck Holdings, LLC
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
Eastman Federal Credit Union
Families and Children Trust Fund
Fauquier County, Virginia

Federal Emergency Management Agency
Federal Home Loan Bank of Atlanta
Federation of Appalachian Housing Enterprise
First Bank & Trust Company
Historic Masonic Theatre, LLC
Individual Donors
Jonesville Manor Apartments, LLC
LowCountry BioMass, LLC
Mill Point Apartments, Inc
Morgan County Real Properties I & II, LLC
Neighborworks
New River/Mount Rogers Workforce Investment Board
Ninth District Development Financing, Inc.
Norton Green Apartments, LLC
Opportunity Finance Network
Project Discovery of Virginia
Pulaski Village Apartments, LLC
Riverside Place Apartments, LLC
Rural New Markets Fund, LLC
SkyPAC Tenant, Inc.
Southwest Virginia Legal Aid
Southwest Virginia Cultural Heritage Foundation
Southwest Virginia Workforce Investment Board



Spruce Hill Apartments, LLC
Sweetbriar, LP
Toms Brook Apartments, LLC



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 the Internal Revenue Service
U.S. Department of the Treasury
U.S. Small Business Administration
Valley Vista Apartments, LLC
Virginia Community Action Partnership
Virginia Community Action Re-entry Solutions, Inc
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
Warren County, Virginia
Washington County, Virginia
Wells Fargo Foundation
West Lance Apartments, LLC

Economic Impact

FISCAL YEAR 2015

As one of the most effective community action agencies in the nation, People Inc. utilizes a comprehensive and coordinated framework for progressive economic development. People Inc. is committed to supporting the long-term viability of economic development projects that stabilize and revitalize communities while creating employment opportunities. The agency stimulates the local communities these people live and work in by collaborating in regional activities and opportunities, and by deploying capital into the regions served as well as successfully leveraging outside private investment.

People Inc. creates significant economic impact in the localities it serves. The agency employs 238 staff members, and purchases commodities and services from businesses and contractors located within its service areas. Total economic impact for the past year totaled \$76.6 million; this includes wages paid, in-kind services provided within our communities, goods and services purchased by the agency, and lending. People Inc. 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 multi-family rental housing and community facilities. The agency uses a diversified approach when addressing a comprehensive range of issues to identify innovative ways and partnerships that collectively address local and regional needs in economically challenged communities.

People Inc.'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. It encourages communities to act collectively in order to create and enhance an environment that is conducive to economic opportunity.

ANNUAL ECONOMIC IMPACT Total 2015

Wage Effect
\$ 30,544,656

In-Kind
\$ 5,888,385

Goods and Services Purchased
\$ 7,449,247

Community Development Direct Lending
\$ 23,255,849

Community Development Leveraged Lending
\$ 9,528,000

Total Economic Impact
\$ 76,666,137

Number of Employees at People Inc.
238



The video, "We're all about People" tells the story of the first 50 years of People Inc.—the first rural Community Action Agency in the nation. Visit peopleinc.net or scan the QR code to see the 13-minute film.



People inc.

Building Futures, Realizing Dreams™

1173 West Main Street | Abingdon, VA 24210
276.623.9000 | info@peopleinc.net

www.peopleinc.net