



TRANSFORMING LIVES IN CHANGING TIMES

2021 ANNUAL REPORT



People inc.

Building Futures, Realizing Dreams™

Rob:

The COVID-19 pandemic continues to persist, bringing both new challenges and new opportunities for People Incorporated. I am deeply impressed by our staff's ability to remain flexible as we continue to transform lives during changing times.

An effective COVID-19 vaccine allowed the agency to transition from fully remote work back into the office and out into communities this year. We've continued to adjust by providing new services – like internet access to clients working remotely or schooling from home – and using new technologies that allow us to work safely with communities, communicate, and meet the agency's goals.

My reflections on the agency's accomplishments over this past year are tinged with both pride and nostalgia as I prepare to retire at the end of the year. It will be a bittersweet transition for me, but I know that I am leaving the agency in capable hands with Bryan Phipps, our current Senior Vice President and future President and CEO. Bryan has over 17 years of experience with People Incorporated and, more importantly, a heart for its mission and values. I look forward to witnessing the progress, change, and growth the agency experiences with Bryan's leadership.

Sincerely,



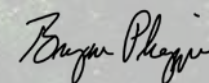
Rob G. Goldsmith
President and CEO

Bryan:

Despite the challenges of the ongoing pandemic, People Incorporated served over 10,000 individuals this year with services ranging from early childhood education to tourism loans. We have successfully integrated a hybrid work model for most of our employees and reopened our eight Head Start centers with safety measures in place.

I am both humbled and excited to step into a new role at People Incorporated as we continue to respond to our communities' needs and change with the times. One thing that hasn't changed, however, is our mission of providing opportunities for economically disadvantaged people to reach their goals in order to enhance their lives, families, and communities. Whatever changes may come, this mission remains the same.

Sincerely,



Bryan Phipps
Senior Vice President

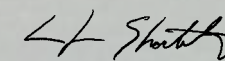


In a year full of many unknowns, the only constant has been change. This is especially true for our organization as we begin to embark on a leadership change, while also continually adapting to the impact of a global pandemic.

Over the past year, People Incorporated expanded its service capabilities with the use of new technology, transitioned to a hybrid work environment, and became more adept at serving clients in a variety of ways. The stories featured in this year's report illustrate how adaptive both our clients and organization have been during this year's transitions.

The agency is also preparing to say goodbye to Rob Goldsmith, who has served as President and CEO for over 40 years. People Incorporated's Board of Directors is grateful for Rob's presence and leadership over the years. The impact that Rob has had on the organization is immeasurable, and his tremendous legacy will surely guide us as we move forward.

The board is confident in its decision to name Bryan Phipps the next President and CEO of the agency. We are sure that Bryan will continue to build from Rob's strong foundation into an exciting future filled with opportunity and expansion. I look forward to working with Bryan in the coming year as we build futures and realize dreams together for people across Virginia.



Chris Shortridge
Chairman, Board of Directors



Chris Shortridge
CHAIRMAN, BOARD OF DIRECTORS



HOPE IN HEALTHCARE

EMORY & HENRY SCHOOL OF HEALTH SCIENCES

Amanda Fleenor and Connor Carrigan

Connor Carrigan was born and raised in Abingdon and always knew he wanted to care for people as a career. After graduating from college, Connor worked as a counselor before deciding he wanted to transition into the medical field. He decided to apply to one program in particular – the Master of Physician Assistant Studies at Emory & Henry College's School of Health Sciences.

Emory & Henry College began renovating the former location of the Smyth County Community Hospital in Marion in 2016 and completed the first phase of that project in 2019, successfully rehabilitating the former hospital for use as an educational facility. When it was time to finance the second phase of the project that year, the School of Health Sciences turned to People Incorporated for help financing new programs at the school, increased patient capacity at the free clinic on campus, and improved facilities.

People Incorporated structured a New Markets Tax Credit investment to provide needed capital for continued rehabilitation of the former hospital. The tax credit allocation allowed the agency to invest over \$10.4 million into the School of Health Sciences. As the school expanded its program offerings, the investment went towards increased classroom space, faculty offices, an anatomy lab, and expansion of the Mel Leaman Free Clinic located on campus. In total, People Incorporated's investment created 114 new jobs in the community.



The free clinic provides essential healthcare services, at no cost, to the uninsured and low-income community members of the region. The second phase of the project expanded its patient capacity from 300 annual patients to an estimated 2,000 with the addition of four more exam rooms, a procedure room, a dental room, and large laboratory space.

Amanda Fleenor, a faculty member since 2019, says the expansion of the free clinic is a “win-win” for the community, faculty, and students. With double the exam space, the clinic can have multiple providers working at a time, including specialists. Patients no longer need to travel for these services, reducing their barriers to care. “We do more than medicine at the clinic,” says Amanda. “We are a connection



within the community to help patients get what they need outside of medicine.” Students gain real world experience at the free clinic, preparing them for their clinical rotations, and faculty members continue to practice by volunteering at the clinic.

Expanded and updated facilities have also attracted new students to the program. “Candidates always comment on how nice and new our facilities look,” says Amanda. It was this combination of service to the community, state-of-the-art facilities, and the opportunity to instruct that led Amanda to work with the school: “This has renewed my passion for why I pursued this work in the first place.”



REVITALIZING COMMUNITIES

MILLVIEW APARTMENTS and Mayor Bill Polk

When Mayor Bill Polk and his family moved to the Town of Remington in 1980, Millview Apartments, originally known as Remington Gardens, had recently been built. Nearly 40 years later, People Incorporated purchased the 28-unit market-rate apartment complex in hopes of transforming it into safe and affordable rental housing for Remington residents.

Millview Apartments had not undergone any major renovations since it was built, and it needed rehabilitation due to a significant amount of deferred maintenance. The parking lot needed resurfacing and restriping, accessibility needed to be improved, and a set of rusty, unsafe outdoor stairs needed to be replaced, as did inefficient and undependable heating and cooling.

In partnership with the PATH Foundation, Virginia Housing, the Virginia Department of Housing and Development, and Virginia Community Development Corporation, the agency leveraged a mixture of both private and public funding, including Low-Income Housing Tax Credits, to provide a total of \$6 million in upgrades to the apartment complex.

Construction on Millview Apartments was completed in summer 2021. The complex was renovated from the inside out – all major systems were upgraded, new flooring and appliances were installed, interiors were painted, and more. The parking lot was restriped and repaved and the set of outdoor stairs replaced. Five fully accessible units were retrofitted into the complex and pathways were added throughout. A new laundry room was built to serve families living in accessible units.

Now, in addition to the five fully accessible units, the complex also has additional units Universally Designed to allow residents to comfortably age in place. Residents enjoy increased energy efficiency, indoor air quality, comfort, and affordability. Improvements like these have contributed to the revitalization and beautification of the entire neighborhood.

What was once a complex in need of improvements has become a point of pride for the community. Mayor Polk has noticed a tangible difference in how both the citizens of Remington and residents of Millview Apartments view the complex. “There’s a certain level of pride that you can see just being in the area,” says Polk. He also notes that residents seem more comfortable participating in town events since the renovations took place.

Polk has been especially happy to see more of the residents’ children out and about.

“I’ve seen a whole lot more smiling faces, particularly out of the children in the complex, since the revitalization was completed.” — Mayor Polk

He says that Remington appreciates the rehabilitation of the apartments as a community.

Millview Apartments are located across the street from a community garden, near jobs, grocery stores, shopping, and an elementary school. It is also a part of the growing greater-D.C. metro area. For the next 30 years, the apartment complex will help moderate- to low-income families continue to afford to live in this area of opportunity.



NAVIGATING CHALLENGES

Amanda Petrone



The COVID-19 pandemic has dealt its fair share of challenges, especially for Bristol resident Amanda Petrone.

When she was laid off from her job due to the pandemic, Amanda struggled to find a way to provide for herself and her son Aiden. Bills began piling up and there was no way to pay for them.

Amanda's car was unreliable at best, adding to her stress. Despite the pandemic, Amanda found a job, but on her first day of work her car broke down in the company's parking lot. Repairs would cost her more than the car was worth and more than she had to spend. Without a car, she had no way of getting to and keeping her job.

Amanda and her son had been enrolled with People Incorporated's Early Head Start and Head Start for a few years. She was beginning to feel hopeless and depressed around the time her family advocate referred her to the agency's new Whole Family Approach.

The Whole Family Approach is a pilot project funded by the Virginia General Assembly to provide families like Amanda's with one-on-one coaching. The program helps families set and reach their goals, moving them into the economic mainstream and towards a brighter future. Amanda connected with the program's family coach, who loaned her a car. For the first time, Amanda had safe and reliable transportation for herself and her son. With reliable transportation, Amanda quickly rose through the ranks at her job and has recently been promoted to a managerial position.

Along with a dependable vehicle, the Whole Family Approach helped Amanda get much-needed school supplies and winter clothes for her son and a dryer for her home. Her family coach encouraged her to open her first checking



"A year ago, I was wondering, what am I going to do? What's my next step?" says Amanda. "Now, I don't worry as much."

account and she learned how to budget. Today, Amanda has an emergency fund for Aiden's unexpected expenses and is saving up to buy the car People Incorporated loaned her.

Amanda has received not only financial support through the program, but someone she can trust and call on, which has made a huge difference. She is finally able to set goals and work towards the future, instead of worrying about how to get through each week.

Soon, Amanda won't need assistance from People Incorporated or the Whole Family Approach. She no longer needs some of her government benefits and is preparing for a stable future by growing her savings and investing in cosmetology school. And finally, she's back to smiling again.



KEEPING DOORS OPEN DURING A PANDEMIC

Joy Orr

Joy Orr has lived in Culpeper for most of her life. As a longtime resident of the town, she's excited to give back to her community as a local business owner. In 2018, she opened a wedding supply rental business. Business was booming, so Joy invested in additional space to house her inventory. She found a large warehouse in the heart of downtown Culpeper with plenty of space, which sparked an idea. She decided to renovate the warehouse and convert it into a wedding and event venue.

Joy's idea became reality in 2019 when she opened The Refinery. She was looking forward to fine-tuning her business in 2020 after getting her first year of operation under her belt. But no one could have predicted how the COVID-19 pandemic would change her plans.

The economic downturn and shutdown caused by the pandemic in spring of 2020 meant that all of Joy's booked events were cancelled or rescheduled. New bookings that she was counting on to generate future income for her business ground to a halt. In what normally would have been the busiest time of year for The Refinery, the pandemic was causing cancellations to the events that her business relied upon to keep the doors open.

Joy heard about People Incorporated's small business loans through a local Culpeper community organization. As a business owner who had been impacted by the pandemic, the low-interest loan seemed the perfect option for her. Joy closed on a \$50,000 loan in late 2021, helping her keep her seven employees on staff, renovate her facility, and continue to provide for her family. The loan application process was easy and fast, a relief after what had been a stressful year.



People Incorporated's loan not only helped Joy retain her staff, but is also helping her expand her business. She recently took over the rent on the building next door and is in the process of transforming it into Airbnbs.


Joy is still feeling the side effects of the pandemic today. Rescheduled events are sometimes cancelled and there continues to be much uncertainty about what the future holds for the wedding industry. But the pandemic has taught her to remain patient and strategic with her business.

"I speak for all small businesses – we're really grateful for the work everyone is doing so that we can keep our doors open," says Joy.

While she knows her business isn't out of the woods yet, Joy now has the security to handle whatever the next year may bring.




From the Beginning: Rob Goldsmith




1978

Rob Goldsmith is hired as a Manpower Planner Trainee at People Incorporated. Later that year, he is promoted to a full-time Planner.




1982

Rob is promoted to Interim Executive Director and named Executive Director a few months later. The agency has one office location, 35 employees, and a budget of \$600,000.




1984

People Incorporated relocates its office from Meadowview to Abingdon. The agency serves the City of Bristol and Washington County.




1988 to 1992

People Incorporated expands to serve Buchanan County, Dickenson County, and Russell County. Rob leads the establishment of Virginia's first microenterprise program to help entrepreneurs launch businesses and create jobs. The agency has an operating budget of over \$4 million.



2001

Rob guides the organization in establishing People Incorporated Financial Services, a U.S. Treasury-certified Community Development Financial Institution (CDFI). The agency's operating budget is \$9.5 million.



2002

Rob leads the expansion of the agency's housing services by establishing People Incorporated Housing Group, a state-certified Community Housing Development Organization (CHDO).



2008

Rob spearheads the agency's efforts to become a New Markets Tax Credit (NMTC) Community Development Entity.



2009

People Incorporated expands its service area to include Clarke, Frederick, Page, Shenandoah, and Warren counties.



2010

The agency receives its first New Markets Tax Credits allocation. People Incorporated's operating budget is over \$25 million.




2012 to 2014

Rob leads the expansion of People Incorporated's service area to Culpeper, Fauquier, Prince William, and Rappahannock counties, the City of Manassas, and the City of Manassas Park. The agency now serves 16 cities and counties in Virginia.



2020

Rob delays his planned retirement from the agency to provide continuity and stability during the COVID-19 pandemic.



2021

Rob announces his retirement from the agency.

Under his leadership, People Incorporated has become an agency with a \$38 million operating budget and 300 employees. The agency owns and operates over 1,000 affordable housing units, has deployed \$35 million in loans to small businesses and consumers, created more than 8,000 jobs, and invested \$170 million in economically distressed communities across the southeastern United States.

It's hard to wrap my mind around the changes in People Incorporated since I became its director in March 1982.

Even so, my personal journey and growth may dwarf the agency's. Four years earlier I had walked into People Incorporated's office looking for some employment stability. In 1982, the two people above me on the organizational chart both retired and the board turned to me to lead the organization. We were at a low point then; but over time, we became one of the premier community action agencies in the state and the nation. I've had the experience of being able to dream dreams, see them become real, and then to meet people whose lives have been changed by those dreams. Quite a journey for that shy kid who walked into People Incorporated's office almost 44 years ago.



TRANSFORMING LIVES
IN
CHANGING TIMES
YEAR IN REVIEW



10,372 Clients Served
55% FEMALE | 45% MALE



Percentage of households
at or below 100% of HHS
Poverty Guideline:

64%

Percentage of households
at or below 200% of HHS
Poverty Guideline

90%

Outcomes



Made **58 business loans** totaling over **\$1.5 million**, helping to create or retain **233 jobs**

Provided **2,209 hours** of training and technical assistance to small businesses

Made **64 personal loans** to help individuals purchase transportation, consolidate debt, and more

The Internet Connectivity Program helped **314 individuals** gain home internet access



227 tax returns were prepared by volunteers

Volunteers provided **1,910 individuals** with food at Empowering Culpeper distributions



Project Discovery prepared **102 high schoolers** for college



The Comprehensive Health Investment Program (CHIP) helped **154 individuals** improve their health status



55 households moved out of homelessness

Rehabilitated **272 affordable housing units** with a total investment of over **\$31 million**



12 families purchased homes

Virginia CARES helped **48 ex-offenders** gain employment



220 individuals gained employment through Workforce Development services and **124 are at a living wage or higher**



"I feel like I can still grow, and I still plan to."
Mandy Stump

BREAKING THE CYCLE AND FORGING NEW PATHS

Mandy Stump and Family

Life hasn't always been easy for Washington County resident Mandy Stump. At only 15 years old, Mandy was placed into foster care as her mom battled drug addiction. After moving between several foster homes, Mandy eventually aged out of the system and was left with little support out on her own.

She was doing well for a while working at a juvenile detention center, where she helped kids like herself who had experienced difficult childhoods. She had even recently gotten married. But six days after delivering a set of twins, Mandy's husband left her. With little support or coping skills, Mandy turned to drugs to help manage the anxiety of being a newly single mom. She was let go from her job at the juvenile detention center, but it was having the Department of Social Services place a protective order

on her children that was the real wake-up call Mandy needed to readjust her priorities.

Things began to look up for Mandy when she met her husband, J.R., and became pregnant with her second set of twins.

In 2015, Mandy enrolled in People Incorporated's Early Head Start program, which provided her with prenatal support throughout this second pregnancy. When she and her husband acted on some misleading information about mortgage payments, their home was nearly foreclosed on. But People Incorporated's foreclosure prevention counseling assisted Mandy and J.R. in getting back on track with their payments and sorting through the lingering red tape.

Due to past convictions, finding employment was hard for Mandy and her husband. They were referred to the agency's workforce development services, which helped Mandy enroll in phlebotomy training and J.R. in welding training. They even received financial counseling through People Incorporated, allowing them to improve their credit score enough to buy a reliable car. The agency's re-entry service, Virginia CARES, helped J.R. obtain a driver's license. Mandy and her husband no longer had to worry about finding dependable transportation to and from work.

Back in 2015, it was difficult for Mandy to imagine a different life for herself. But six years later, she's endlessly thankful for People Incorporated's assistance and the caring caseworkers who have helped her along the way.

There have been a lot of highs and lows over the years, but today Mandy and J.R. own their own home, two dependable cars and are financially stable for the first time in their lives. While life with four kids can often be stressful, Mandy has the emotional tools and support needed to handle whatever life throws her way. "It's made me a better person, all of the stuff I've went through," says Mandy. Mandy and J.R. continue to work hard to make sure that their kids have the childhood that they deserve.





FINDING A PLACE TO THRIVE

Lucila Rodriguez and Cindy Henriquez

Lucila Rodriguez came to America from El Salvador at 23 years old in hopes of providing a better future for herself and her children. But chasing the “American Dream” turned out to be harder than she could ever imagine. She and her husband moved to Northern Virginia without any knowledge of the English language and no idea how to navigate the many barriers to becoming a U.S. citizen, racking up thousands of dollars in legal fees in the process.



Things were not happy at home for Lucila and her children. Her first husband was abusive, causing her to fear for her own safety and that of her children. She was afraid to turn to the police and wondered if anyone would take her seriously.

Finally, Lucila decided to seek help. She divorced her husband and retained custody of her three children. She was relieved to be free of her abuser, but finding a way to provide for her family became a new challenge.

Things began to look up for Lucila when she met her current husband, who is supportive, caring, and kind. Together, they decided to relocate to Frederick County for a fresh start for themselves and their growing family.

In 2020, People Incorporated became the new grantee for the Head Start program serving families in Clarke County, Frederick County, and Winchester. That winter, Lucila enrolled her youngest child, Cindy, in the agency’s Clarke and Frederick County Head Start center.

Cindy flourished with the support of her classmates and teachers, but the assistance from People Incorporated didn’t stop there. Head Start staff made sure that Lucila and her family connected with the community resources they needed to be able to have enough to eat and find furniture for their new home.

Last year, the agency’s two Head Start centers in the region prepared 69 children for kindergarten, providing them with health screenings, immunizations, and supportive services that help the entire family – like Lucila’s – succeed.

Lucila feels safe and supported in her new community. People Incorporated Head Start staff are even helping her learn how to drive and obtain a driver’s license so that she can find a job outside of the home. Cindy is a happy and healthy 5-year-old who is doing well at Head Start and ready for kindergarten to begin in the fall.

Lucila has encountered her fair share of challenges, but she’s optimistic about where her life is headed next. “You learn from your mistakes,” she says. Lucila is grateful for the support she’s received from People Incorporated and finally feels like she is thriving in her new community.



GIVING KIDS A HEAD START ON SUCCESS

Funding Sources

| | |
|-----------------|--------------|
| FEDERAL FUNDING | \$ 5,990,537 |
| LOCAL FUNDING | \$ 22,509 |
| TOTAL | \$ 6,086,397 |

The COVID-19 pandemic continued to impact Head Start centers and programs throughout 2021, with centers reopening in May 2021. To keep both families and staff safe, Head Start centers operated at a reduced enrollment and prioritized enrollment of returning children. To limit staff and student contacts, volunteers have not yet returned to Head Start classrooms. People Incorporated looks forward to welcoming volunteers back into the classroom soon.

Head Start and Early Head Start Financial Information

EXPENDITURES AND BUDGET

| Budget Category | 2020–2021 | | Projected 2021–2022 | |
|-----------------|-------------|--------|---------------------|-----|
| Personnel | \$2,876,396 | 48.02% | \$3,055,213 | 50% |
| Fringe Benefits | \$1,305,026 | 21.78% | \$1,533,307 | 25% |
| Travel | \$7,670 | 0.13% | \$43,500 | 1% |
| Equipment | \$195,537 | 3.26% | \$75,848 | 1% |
| Supplies | \$436,040 | 7.28% | \$137,564 | 2% |
| Contractual | \$- | 0% | \$- | 0% |
| Other | \$1,169,868 | 19.53% | \$1,240,965 | 20% |
| Total | \$5,990,537 | 100% | \$6,086,397 | 99% |

HEAD START FY2021 DATA



Total number of children and families served

Early Head Start — 104 Children and 86 Families
Head Start — 207 Children and 171 Families



Average monthly enrollment as percent of funded enrollment and percentage of children served who met eligibility guidelines

Early Head Start — 92% Head Start — 83%



Percentage of children served who met income-eligibility guidelines

Early Head Start — 90% Head Start — 86%

**90% of enrolled children should meet income eligibility*



Percentage of enrolled children who received medical and dental exams

Medical exams

Early Head Start — 44% Head Start — 59%

**The program experienced a significant reduction due to COVID-19 restrictions*



Dental exams

Early Head Start — 6% Head Start — 25%

**The program experienced a significant reduction due to COVID-19 restrictions*



13% of the children in Head Start and 21% in Early Head Start were diagnosed with developmental disabilities.



Parent Involvement

167 parents of enrolled and formerly enrolled children volunteered 26,691 hours in their child's classroom, in home-based visits, at group socialization, and in completion of take-home activities.

- ▶ 1 parent served on the People Incorporated Board of Directors.
- ▶ 107 fathers participated in a family assessment process and 82 fathers participated in the family goal-setting process.
- ▶ 164 community volunteers and businesses donated 2,314 hours of their time and provided services and discounts to benefit children and families that totaled approximately \$106,939.

HEAD START

Our eight Head Start centers serve children ages 3 to 4 years old. Both the in-person centers and home-based options prepare children for elementary school using a holistic approach, so that children can start school with the skills and confidence to soar.

EARLY HEAD START

The Early Head Start program supports children up to 3 years of age and prepares them for success in school. In addition to developmental, health, and nutrition screenings, the program also offers parenting education and services to prenatal mothers, creating a pathway to success before birth. The program includes on-site and home-based options to meet families where they are.



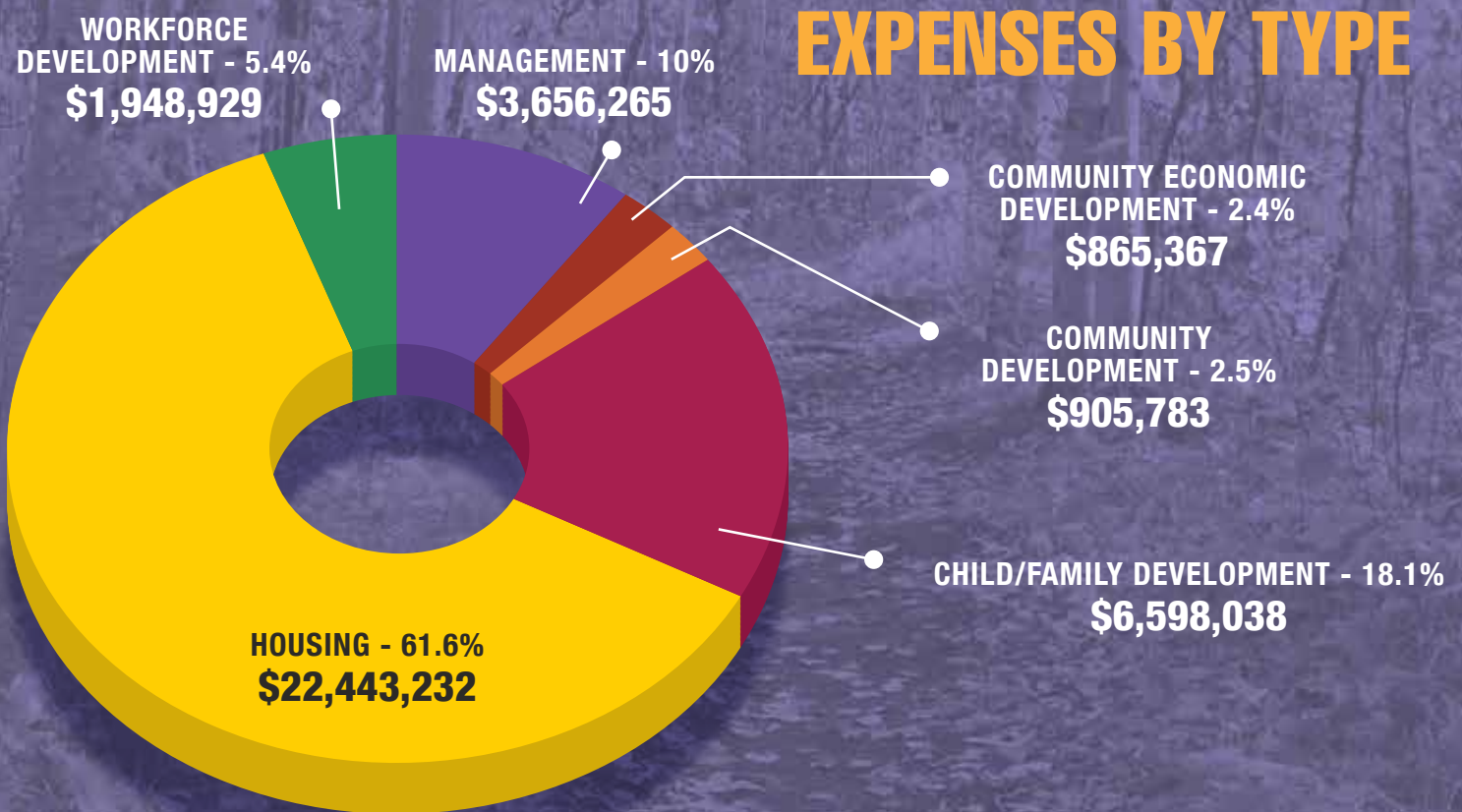
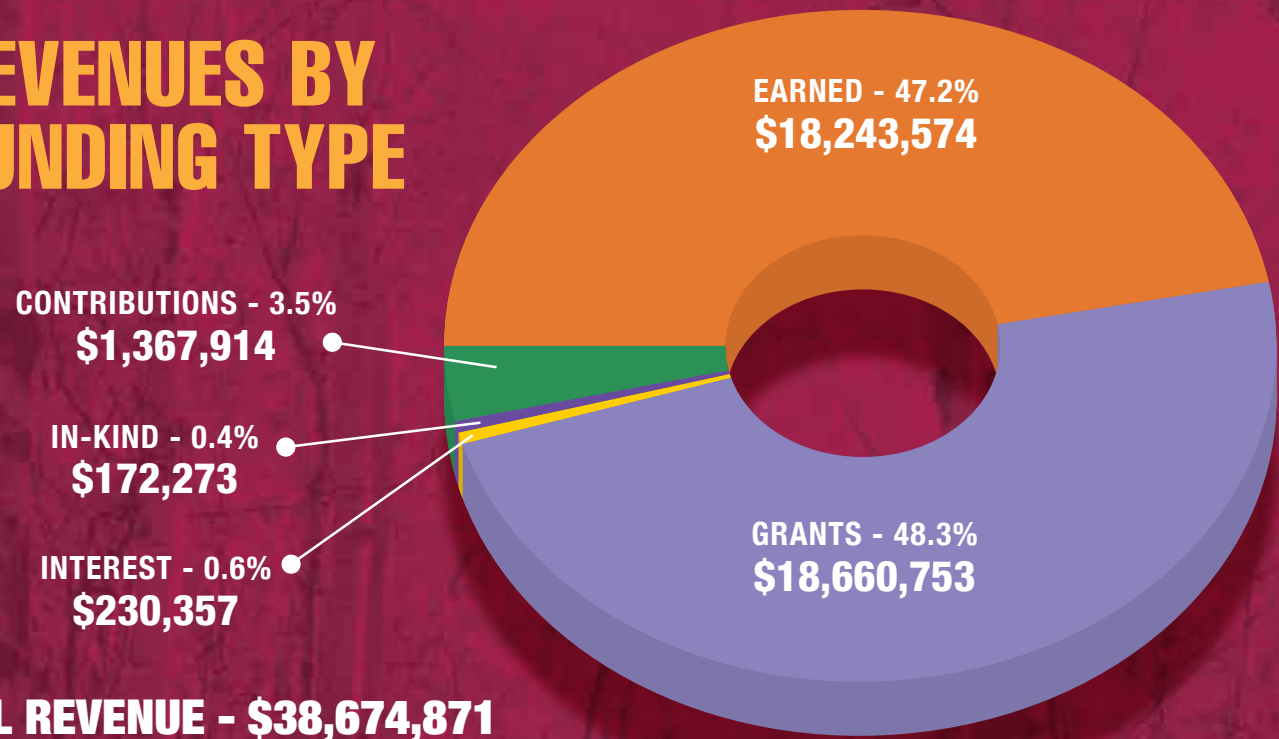
AFFORDABLE CHILD CARE

Our Dickenson County daycare center allows parents of children ages 3 to 12 years old the opportunity to leave their children in trusted hands with full-day preschool classrooms, before- and after-school child care, and full-day summer care for school-aged children.

FAMILY ENGAGEMENT

People Incorporated engages with families to help them set goals for their children's learning and the family's overall well-being. Families, in turn, provide valuable support to classrooms, and participate in planning with parent-led committees. Through volunteer services, committee engagement, and representation on the policy council, families gain valuable leadership and advocacy skills.

REVENUES BY FUNDING TYPE

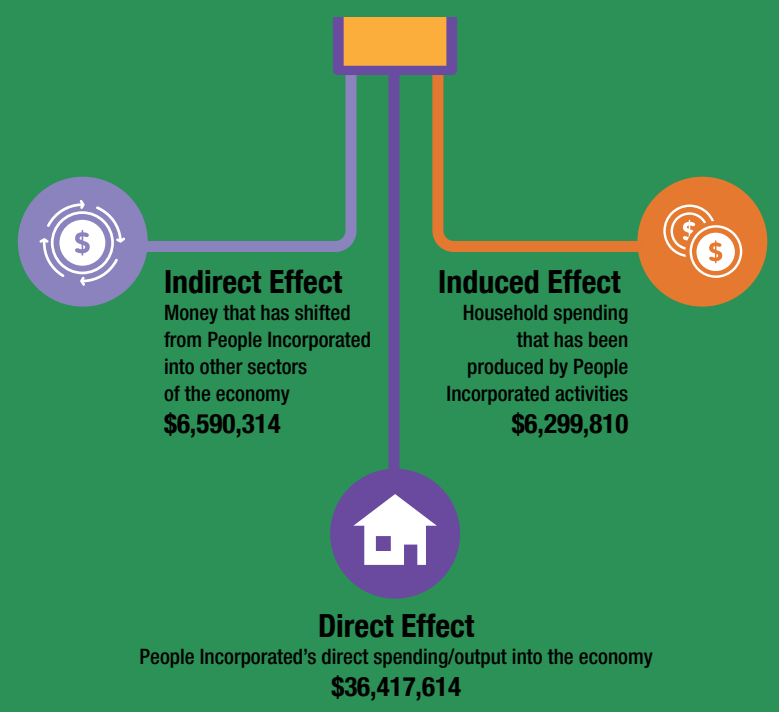


2021 Economic Impact

For every \$1 People Incorporated spent across our service areas, we generated \$1.34 in economic impact.



\$1 Spending = \$1.34 Economic Impact



Total Impact = \$49,307,738



2021 Board of Directors

- Executive Committee:**
- Chris Shortridge – Chair
 - David McCracken – Vice Chair
 - Alice Meade – Secretary
 - Jean Neal – Assistant Secretary
 - John Ayers – Treasurer
 - Angie White – Advocacy Committee Chair
 - Tommy Burris – Audit Committee Chair
 - Lisa Peacock – Communications Committee Chair
 - Elijah Johnson – Evaluation Committee Chair
 - Jan Selbo – Finance Committee Chair
 - Sally Jones – Fundraising Committee Chair
 - Phillip McCall – Governance Committee Chair
 - Tony Carter – Personnel Committee Chair
 - Cathy Zielinski – Planning Committee Chair

Board Members

- | | |
|-----------------|---------------------|
| Albert Breeding | Dennis Morris |
| Chelsi Conaway | Becky Nave |
| Gail Crooks | Mark Nelson |
| Lizzie Deel | Neal Osborne |
| Winona Fleenor | Matt Peterson |
| Nina Fox | Jennifer Pearce |
| Jeffrey Frye | Vicki Porter |
| Michele Gehr | Nadine Pottinga |
| Linda Gibson | Jason Pritchard |
| Bobbie Gullett | Jordan Reynolds |
| Maggie Harris | Anita Robinson |
| Tony Hooper | Karl Roulston |
| Pam Horn | James E. Runion III |
| Peggy Kiser | Teketia Smith |
| Randi Knights | Billy Taylor |
| Larry Laws | Darlene White |
| Steve Liga | Myranda Wilt |

OUR MISSION

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

OUR VISION

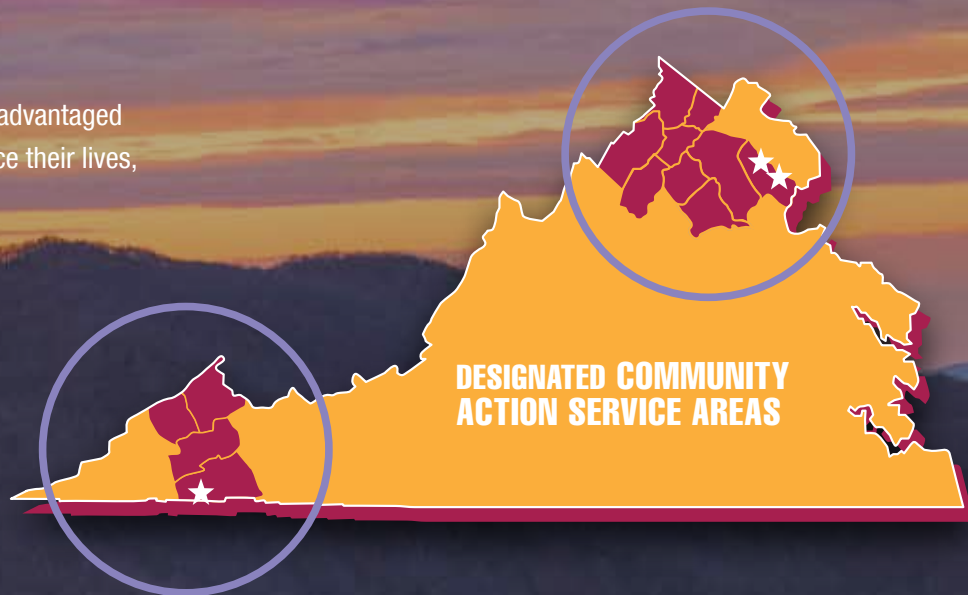
Building Futures, Realizing Dreams: Our communities are safe and healthy places where people live with dignity, build futures, have a true sense of belonging, and realize their hopes and dreams for themselves, their families, and their communities.

OUR PHILOSOPHY

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

THE COMMUNITY ACTION PROMISE

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



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