

CHARTING A NEW COURSE



*"Let us not seek to fix the blame for the past. Let us
accept our own responsibility for the future"*

- John F. Kennedy

Person Industries Annual Report

Fiscal Year Ending June 30, 2024



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Our Mission

To empower and
assist individuals
in achieving their
vocational and
personal goals



To Our Stakeholders



Dear Stakeholders and Supporters,

As we reflect on the past year and look toward the future, I am reminded of how far we've come and how much we've learned, not just as an organization, but as a community. This year's theme, *Charting A New Course*, is more than just a reflection of where we are today—it's a call to action for all of us to embrace the future with purpose and resolve. It marks a pivotal moment for Person Industries, as we continue to navigate challenges, celebrate triumphs, and chart a path forward for the individuals we serve.

The past three years have been a journey of resilience and adaptability. In 2021, our theme, *Finding Our Way Back*, marked a time of rebuilding after the turmoil of the pandemic. In 2022, *Rebuilding Together* spoke to the collaborative effort that was necessary to move forward. And in 2023, *A Brighter Day* reflected the hope and renewal that began to emerge as we regained our strength. These themes have not only been a reflection of our collective experiences but a guiding light that has helped us get to where we are today.

We have shown time and again that our commitment to supporting adults with disabilities remains unwavering, no matter the obstacles in our path. The pandemic impacted us in ways we never anticipated—not just



financially, but mentally and emotionally as well. Yet through all of it, we persevered. This is thanks to the resilience and versatility of our staff, the dedication of our county managers and commissioners, and the ongoing support of our community partners and stakeholders. Together, we have continued to offer a safe space for the individuals we serve, empowering them to pursue their personal and vocational goals with dignity and confidence.

As we look ahead, one of the most exciting milestones for our organization is the construction of our new facility, which will better serve our clients and support our mission of empowerment and growth. This new chapter is a direct result of the collaboration and unwavering commitment of Person County Government, and I am particularly grateful for the support and guidance from our Board of Commissioners. Their belief in the value of our work and their willingness to invest in our future has been instrumental in bringing us to this exciting point.

On a personal note, I am deeply honored to have celebrated 10 years with Person County Government during the fiscal year of 2024. It has truly been a privilege to work alongside such passionate, dedicated individuals who share my commitment to helping others. I am constantly inspired by the work we do together, and I feel incredibly blessed to be part of an organization that not only supports its employees but also serves as a beacon of hope for the people who rely on us.

As we continue *Charting A New Course*, I invite all of you to join us in this exciting journey. Together, we will remain steadfast in our mission to create opportunities for the individuals we serve, ensuring they have the tools and resources they need to achieve their dreams. We are more than just a service provider—we are a community, and it is through this spirit of collaboration that we will continue to make a meaningful impact for years to come.

Thank you for your unwavering support and belief in the work we do. Here's to a brighter future for all.

Sincerely,

Amanda Doss



Person County

Board of County Commissioners

Gordon Powell, Chair

Derrick Sims, Vice-Chair



Katherine Cathey



Brian Hart



Amanda
Doss

Director (E)

Leadership and Staff



Gayle Maddry
Business
Officer



Rhonda Gentry
Recycling/Prod
Supervisor (N)



Kathy Wrenn



Wanda Rogers



Bert Fox



Cory Hawkins



Tina
Wilkerson
SE Program
Coordinator (E)



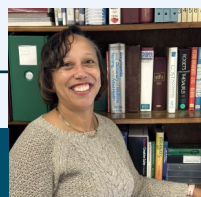
Sarah Martin



Cheryl Perry

Custodians

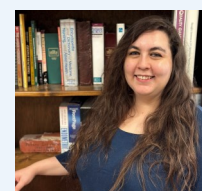
Yvette Farmer



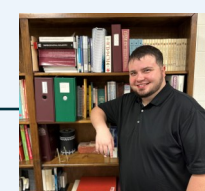
John Dickerson



Juan Tolsa



Chris Canale



Will Seidel

Our Mission

*To empower and assist individuals to
achieve their vocational and personal goals*

Person Industries' Staff and Employees

Total Full Time Staff: 24

Employees: 113

Part-Time Staff: 10

PI Main: 55

PI Main: 14

PCRC: 25

PCRC: 9

Eaton: 20

Eaton: 1

Community: 13



Lisa Jeffreys
Lead
Program
Manager (E)



Michael Stephens
Assistant Director
(E)
Corporate Compliance
Officer



Robyn Pointer



Angela Jones
Innovations
Program
Manager (E)



Bailey Hunt
ADVP Program
Manager (E)



Shelia Long



Emily Moore (N)



Dameka Cooper



Lakesha Jones

PI
Production
Employees

Truck Drivers

SE Van Drivers



Evelyn Moore



Sequoia Albright



Gloria Drollinger



Michelle Powell



Brittany Pettiford

Service Demographics and Analysis

Customers Served

Person Industries served 83 people during the 2024 Fiscal Year. This was an decrease from FY 23 due to many consumers not returning after the pandemic.

Program	Average Age
ADVP	47 years, 1 month
Long Term Community Supports	38 years, 6 months
Innovations-Day Supports	48 years, 1 month
Innovations-SE & LTS	40 years
Community Based Assessment—VR & SE	33 years
SE—VR	33 years, 4 months
IPRS SE Long Term Supports	34 years, 2 months
Un-sponsored	42 years, 1 month
B3—Maint Ind. (SE)	36 years, 10 months
Work Adjustment Training (WAT)—VR	32 years, 4 months

Total Served by Disability	2024
Autism/Asperger's	23
Borderline Intellectual Functioning	2
Fragile X	1
Intellectual Disability—Unspecified	1
Intellectual Disability—Mild	41
Intellectual Disability—Moderate	32
Intellectual Disability—Profound	2
Intellectual Disability—Severe	9
Reading Disorder	—
Pervasive Developmental Disorder	—
Mental Health	47
Medical	62

	2022	2023	2024
Clients Served	87	80	83
Average Age	35	31.4	38.5
Ethnicity			
African American	50	50	51
White	37	30	31
Hispanic/Latino	0	0	0
American Indian	0	0	0
Other	0	0	1
Gender			
Male	27	24	56
Female	60	56	27
Served by Program			
ADVP	25	24	25
Innovations/Day Supports	13	14	16
Innovations—SE	2	2	4
Community Based Assessments	1	0	2
SE—VR	12	11	14
B3 Services—SE Maintenance	17	17	35
SE Long Term Support	1	2	6
Un-sponsored	11	5	n/a
Work Adjustment Training—VR	11	7	11
Work Adjustment Internship	0	0	0
Total Served (Duplicated)	93	94	113

Charting A New Course –Employment Services



Supportive Employment & Work Adjustment

Tina Wilkerson
Program
Coordinator

In the Employment Services department, 2024 was a year for charting a new course by adjusting, adapting, and taking many new avenues. However, some things didn't change and that is our mission and passion to provide employment services to people with disabilities. The Employment Services Department continues to serve individuals through Supported Employment and Work Adjustment programs to promote successful, fulfilling, and long-term employment.

In March 2024 Person Industries underwent its CARF review and in return received our 3-year CARF Accreditation. This accreditation is important so that Person Industries can continue to provide services, but it also demonstrates a provider's commitment to enhance its performance, manage its risk, distinguish its service delivery, and recognizes our dedication to excellence. We definitely celebrate this accomplishment!

Also, in March 2024 Person Industries/Person County Recycling Center held its groundbreaking ceremony for the merger, expansion, and equipment updates. Soon after the groundbreaking, the construction started! Talk about charting new courses!! Once construction started, our front door had to be closed due to point of construction. With that, all foot traffic was re-routed to come in through the PCRC recycling facility. Talk about charting a new course! We are all very excited about things to come in FY 2025!

Person Industries Employment Services Department works closely with our community and

stakeholders. One of our great partnerships is with what used to be known as Vocational Rehabilitation (VR). During FY 2024, Vocational Rehabilitation (VR) officially changed its name to Employment and Independence for People with Disabilities (EIPD). EIPD is also using a new electronic medical records system that changed the referral process, documentation and billing for some of the services we provide. Our staff continues to learn to navigate and utilize their new electronic records system (ENCORE).

In FY 2024 we received a steady flow of referrals from EIPD for Supported Employment. We served twelve active EIPD referrals, the department achieved four major benefits and six successful closures. SE continues to serve five individuals as active EIPD referrals that carry over to FY 2025.

Work Adjustment served eight individuals in FY 2024. Of the eight served, three were placed and trained in community employment and four continue to be active referrals. Referrals continue to be down in comparison to pre-Covid. Due to legislations and state regulations, services have had to change in many ways. As changes happen, we will adapt with them and continue to chart a new course. We will serve as many people as possible, with individual focus and person-centered services.

Person Industries Staff supported twenty-one (21) participants through SE Maintenance services, also referred to as Long-Term Support. This service provides at least two contacts per month to support individuals with maintaining employment. Our mission at Person Industries is "To empower and assist individuals in achieving their vocational and personal goals".

Person Industries and EIPD continue their excellent partnership that has allowed, and

(Employment Services Continued)

will continue to allow, growth for the future. We remain confident that the future for this service will grow as we adapt to changes and continue to move forward with our collaboration and partnership with EIPD counselors, program participants, local businesses and organizations to grow all the services offered through Person Industries and the Employment Services Department. Bring on 2025!



Charting a New Course —ADVP

The ADVP program blossomed in FY2024! We are starting off FY2025 with 21 active consumers (13 at Person Industries and 8 at the Person County Recycling Center). Our team is fully staffed with four full-time Direct Support Technicians that are passionate, creative, and excited about the changes to come as we chart our new course!

We have been able to grow the ADVP program this past year by boosting our Healthy Living curriculum back to its full capacity led by Lakesha Jones (Direct Support Technician). Three different courses have been offered to aid in developing vocational and daily life skills: healthy eating, healthy body, and healthy mind. In the healthy eating class, consumers learn a variety of cooking skills and explore our community's grocery and restaurant options. The healthy body curriculum offers lessons and activities focused on physi-

cal education, self-esteem, medication management, hygiene, and overall wellness while the healthy mind class explores hobbies to promote a variety of coping skills and potential vocational avenues. Our consumers enjoy having these class options to provide diversity in their day and valuable life skills. In addition, consumers were scheduled in a rotation of outings to Palace Pointe for the Summer Movie Series and to occasionally tour the new building!



Bailey Hunt
Program Manager

In FY 2024, Person Industries was able to hold an Employee Excellence Event at least once each quarter! The Employee Advisory Committee, comprised of staff and programming employees, met quarterly to provide input on programming and implemented some new and creative ideas. We had a Halloween party, Christmas party, Valentines/Heart Health event, Summer cool-down event, and participated in the Person County Special Olympics spring and summer games! This year PI had the largest participation in the local Special Olympics games yet with 22 athletes! We also supported our athletes that wanted to compete in the state level summer games (3 individual bowling athletes, 1 unified bowling duo, and 6 athletes on a unified volleyball team). We also created a unified kickball team of athletes and PI staff that competed in the local Person County kickball championship. Overall, we have been able to support our employees community engagement more with COVID restrictions lifted and staffing/programming back to full capacity.

We took the time to celebrate our wonderful staff this year during Direct Support Professionals week. Management prepared a week full of surprises that included food, games, prizes, guided relaxation, and personalized gifts. ADVP is very lucky to have such a bright and inspired group of staff to help cultivate this program! They will be an integral part of charting our new course!

Our community contracts changed over the past year as Wesbell paused their production indefinite-

(ADVP Continued)

ly due to a lull in production needs. We ended FY2024 with six individuals engaged in weekly scheduled Community Integrated Employment and eleven individuals exploring other community options. ADVP consumers worked on three contracted church cleaning crews and cleaning PMH grounds. In-house work, such as confidential shredding, book salvage, and ThinLine production have continued and provided consistent work for ADVP. We have also had sporadic work from Eaton to diversify the in-house work.

Looking forward, ADVP is charting a new course away from state funded services! We have begun to transition our programming participants from ADVP to Medicaid funded Long-Term Community Supports (LTCS) services. This transition in FY2025 will provide security to our program's employees as the cease of state-funded services for ADVPs continues to be a discussion topic. We have successfully transitioned a few employees to this new service and plan to transition the entirety of ADVP to LTCS services in the next year. In addition, North Carolina has officially rolled out their tailored care management plan. This will involve change in the requirements of supported employment services for the ADVP program employees community job placements. Care Managers will be assigned to each employee to conduct assessments and work with PI management to facilitate supported employment eligibility and maintenance. While the employees should not have any change in their work or community job placements, they will now have a new individual involved in managing their progress and Medicaid funded services.

With the immense amount of growth in the last year we believe ADVP is prepared to start the new journey of merging with the Person County Recycling Center and moving into our new space. ADVP has built on its programming to offer a wide variety of options for our program employees and we plan to continue advocating for our consumers as we chart a new path with the transition to the new building next year!

Production Updates



Michael Stephens
Asst. Director &
Safety Coordinator

Production in 2024 remained consistent with the past few years but left much room for growth. PI was pleased to maintain all of its production contracts and yet the need for increased work levels and new partnerships proved difficult to boost despite outreach efforts to prospective regional companies. Reassuringly, PI's production leadership met with a Danville company with strong initiatives to incorporate the working disability community in its operations. Discussion was very positive and plans are hopeful to phase PI staff and employees into production.

Eaton production started out strong with new tasks in addition to regular work before leveling off months later. PI consumers and PT employees complete various disassembly and quality inspection tasks on automotive parts received from and returned to Eaton. Work assembling a horse relaxation tool for Durham-based ThinLine Global continued, although demand was comparably low. Employees assemble units and label and pack bags on this project.

Unfortunately, our work with Wesbell Investment Recovery grinded to a halt in the first quarter of the year due to decreased inventory on the Wesbell supply side. PI hopes to resume work in the near future as our consumers really enjoyed working onsite there. Workers have completed several tasks at Wesbell since our partnership began over 2 years ago, including the primary task of unboxing materials.

Finding new production contracts is top priority for the new fiscal year. PI specializes in low-skill production work, which includes repetitive and bulk tasks and services like packing, sorting, material handling, and quality inspection. We do the work that would draw skilled workers from more important work—and can do it much cheaper than an employer might pay their employee. So as PI works to add new contracts, which directly benefit our consumers, feel free to refer us to any small business or company you think could use our help and thanks for doing so!

Charting a New Course – Innovations



Lisa Jeffreys
Lead Program
Manager

The Innovations department finally became fully staffed and all members returning were back this year since the covid pandemic. Four Innovations members who were still seques-

tered in FY23, returned to services mid-year. We hired a new Innovations Program Manager

in November 2023 who worked to re-engage the consumers into community activities as well as to prepare for our upcoming CARF review in March 2024.

With a work-floor full of consumers and full staffing, we were able to begin our regular Healthy Living curriculum again that the guys enjoy so much. We re-organized the work groups to better manage support required for consumers with mobility and personal care needs. We began thinking and planning for the exciting upcoming merger in the next year. We have attempted to help the consumers prepare by scheduling regular tours of the new construction as it devel-

ops, to help them visualize and adjust to the change gradually as we get closer to the move date. The construction was designed specifically with our consumers in mind with work accommodations built in to enable work participation for even the most limited.

Work is still available primarily with shredding and book salvage on the floor. We have had one new contract replacing collars on vacuum bags for a local company this year which employed one innovations consumer along with four others from other programs. We are always on the lookout for additional work opportunities both inhouse and in the community for the people we serve.

As we have utilized the majority of the year to re-engage our members with each other and their community as well as to plan for the upcoming merger, we are excited about the new opportunities that the move will bring. A reconnection of all staff as well as consumers is something we have been working toward and dreaming of in order to chart a new course of success and continued growth for all.



Client Incidents Reviewed

Person Industries has an active Client Rights Program that monitors all incidents. The Client Rights Committee conducts a review of all incidents reported and looks for trends so as to determine training needs and ensure that the rights of those served are upheld.

Incident Level

Level	FY'23	FY '24
1	10	13
2	4	2
3	0	0
BIP	0	0

Resulting Action

Type	2023	2024
Suspension (1)	0	
Suspension (2)	0	
Self-Injurious Behavior	0	
Misc Incidents	0	
Report suspicion of abuse, neglect or exploitation	0	
Death due to terminal illness	1	

Corporate Compliance and Ethics

Ethical compliance has long been an asset for Person Industries and has continued during FY 24. There were no incidents of ethical violations.

	FY'22	FY'23	FY'24
Violations	0	0	0

Safety

Person Industries had a wonderful year in regards to safety. PI, PCRC, and Community Contracts all received Certificates of Safety Achievement at the Safety Awards Banquet, hosted by the NCDOL. This award is issued to organizations and companies that promote safe working conditions and who have a substantial reduction in injuries and illnesses throughout the year.

OSHA Form 300
Accidents for Calendar Year '24

LOCATION	2024
PI Main	1
PCRC	2
Community Contracts	2
LOST DAYS AT WORK	
PI Main	0
PCRC	0
Community Contracts	0
TYPE OF ACCIDENT	
Injury	5
Skin Disorder, Respiratory	0
Other (needle stick)	0

Charting a New Course— Recycling

As we continue to evolve and adapt, this year marks an exciting chapter in the growth of our recycling program. With the merger of Person Industries and the Person County Recycling Center, we're not just expanding our operations — we're charting a bold new course for the future of recycling in our community.

One of the most notable improvements is our ability to take advantage of increased commodity pricing. As demand for recycled materials rises, we've seen a positive impact on our revenue streams. By processing more materials and capitalizing on favorable market conditions, we're poised to significantly increase our contributions to sustainability while generating more resources to reinvest in our program.

The merger also brings with it the promise of new machinery, which will enhance the efficiency and safety of our operations. With modern equipment arriving as part of Phase II (see page 12), we're thrilled to be upgrading our facility with state-of-the-art technology.

Safety is always a top priority, and the new machinery will also provide a much-needed upgrade to our current work environment. The new equipment is designed to meet modern safety standards, reducing the risk of accidents and providing a more comfortable, secure space for the individuals we serve. With this enhanced focus on safety, we're creating a better, more supportive work environment for our team and consumers.

Additionally, we're replacing 15-year-old equipment that's reached the end of its lifecycle. Outdated machinery not only hampers efficiency but also poses safety concerns. By updating these older systems, we're not only improving operational capabilities but also aligning our equipment with the latest industry standards. This investment in the future of recycling will allow us to better serve our community and contribute to a cleaner, more sustainable world.

Together, these changes mark a new era for our recycling program, one focused on growth, sustainability, and safety. We're excited about the future and are committed to continuing our mission of providing meaningful work and support to adults with disabilities, all while making a positive impact on our environment.



Amanda Doss
Director

Person Industries and Person County Recycling Center Merger Project: A Decade in the Making

After over a decade of discussions and planning, the merger between Person Industries and the Person County Recycling Center is officially underway, marking a significant milestone in the effort to better serve adults with disabilities in our community. For the past five years, this project has been at the heart of my work, and it's exciting to see all the hard work come to fruition.

Person Industries has long been dedicated to providing meaningful work and support to adults with disabilities. However, our current facility is aging, with outdated infrastructure that no longer meets our needs. The space is inadequate for the growing demands of our program, and it does not comply with modern safety and accessibility standards. The new merged location will offer a modern, safe, and ADA-compliant space with room for future expansion, ensuring we can continue to enhance our services for years to come.

The groundbreaking ceremony, held on March 4, 2024, was a momentous occasion, celebrating the beginning of a project that has been in the works for years. Official construction began on April 29, 2024, with the ambitious goal of completing Phase I by mid-January 2025. Phase I consists of an addition to the Person County Recycling Center that will house all office space, effectively merging both organizations into one cohesive operation.

Once Phase I is complete, the program will be able to operate more efficiently under one roof, enhancing communication and collaboration between departments. The new office space will serve as the foundation for future phases of the merger, ensuring a smooth transition for everyone involved.

Phase II, which will focus on the consumer work floor, is even more transformative. This phase will include the installation of new, state-of-the-art recycling equipment, which will improve both the safety and efficiency of our operations. With updated ma-

chinery, we will be able to process more recycling materials, thus expanding our capacity and contributing to a cleaner, more sustainable environment. It will also provide a more comfortable and safe work environment for the individuals we serve, ensuring that they can continue to perform meaningful tasks with the support they need.

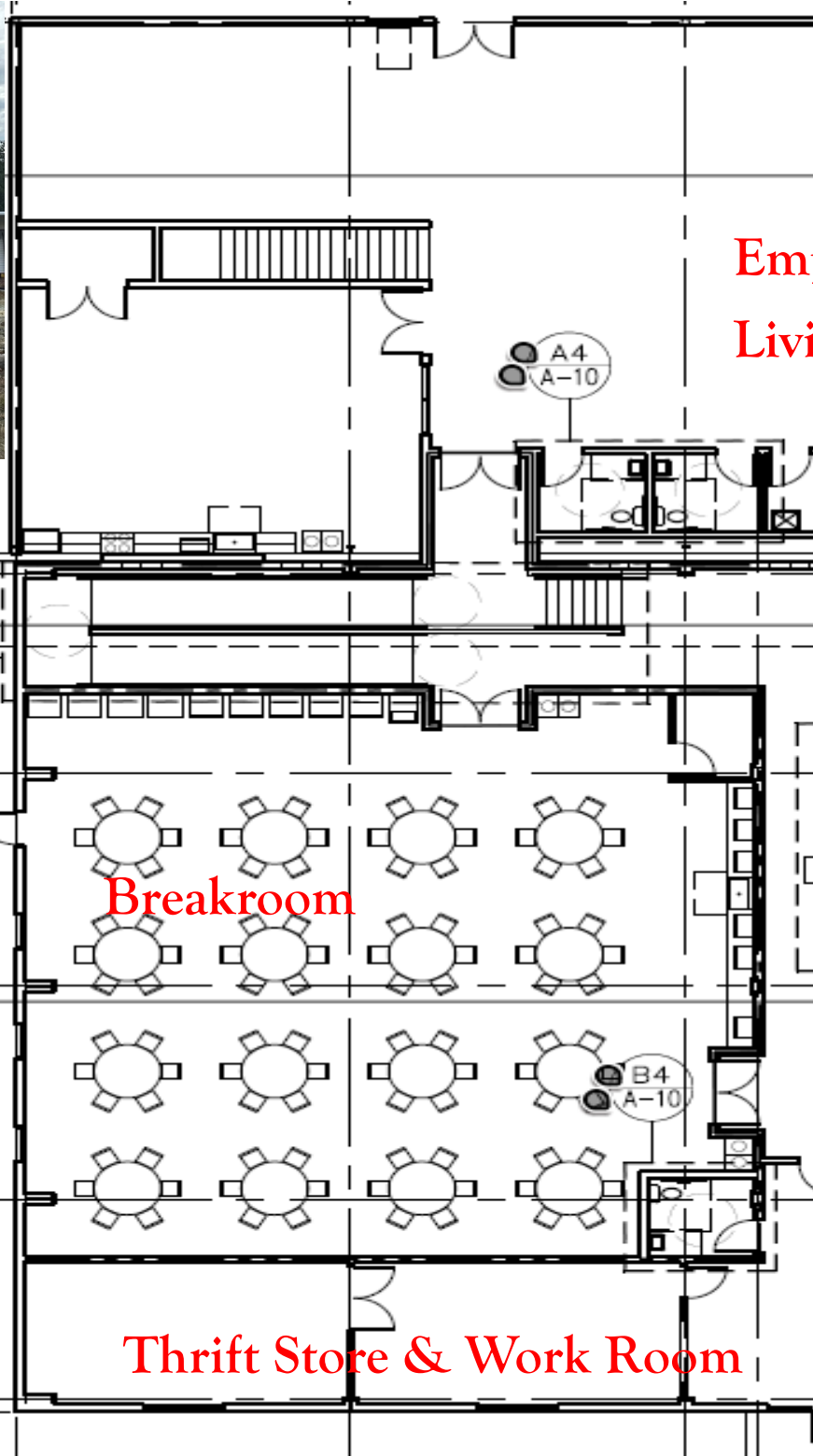
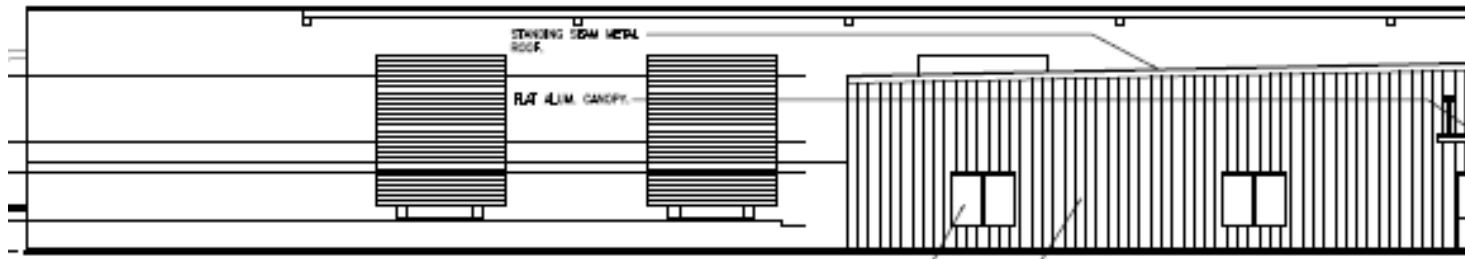
The completion of Phase II will represent the full integration of Person Industries and the Person County Recycling Center, solidifying our mission to enhance the lives of adults with disabilities while supporting their goals. The current occupancy contract for Person Industries at our location on Madison Boulevard is set to end on May 25, 2025, so the completion of this project will come just in time to make the transition smooth for everyone involved.

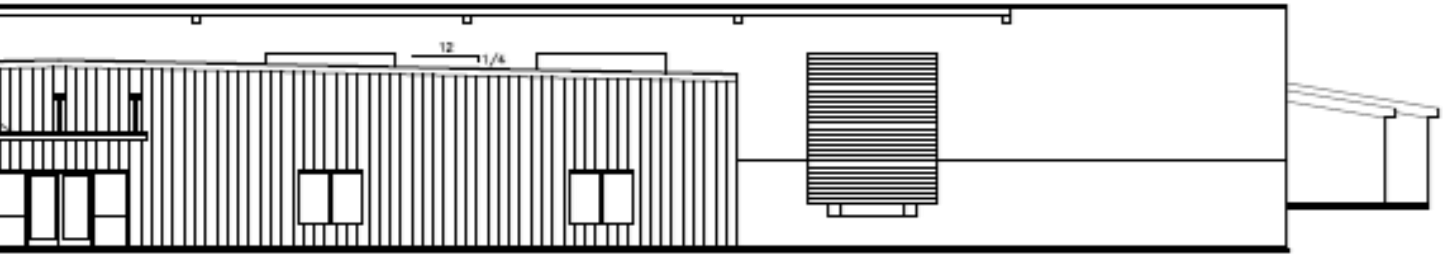
The merger of these two entities will not only create a more unified and efficient operation, but it will also support the long-term growth of our program. We are excited to move forward with this project, which will provide greater opportunities for the people we serve and ensure the long-term sustainability of our mission. Stay tuned for updates as we continue on this exciting journey!



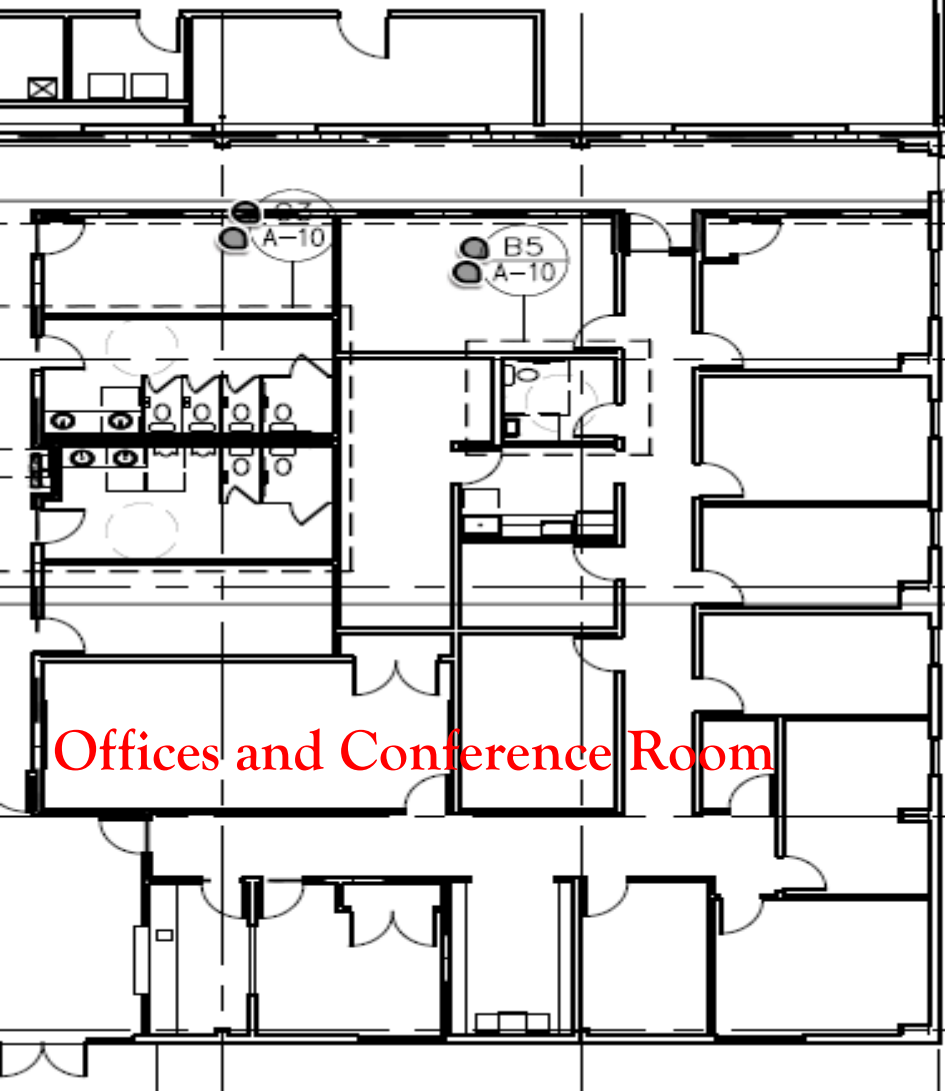


Person Industries Addition at the Recycling Center





Employee Work Floor and Healthy Learning Classroom



Offices and Conference Room





Financial Summary

PI Main Financials	2023	2024	PCRC Financials	2023	2024
Revenues			Revenues		
Intergovernmental Revenues			Sales	\$49,768.92	\$61,918.00
ROAP Transportation	\$20,709.00	\$25,680.93	Fee/Disposal Taxes	\$156,64.94	\$158,479.62
Adult Vocational & Rehabilitation Program	\$212,718.68	\$235,263.06	Grant-NCDENR	\$0.00	\$0.00
Total Intergovernmental Revenues	\$233,427.68	\$260,943.99	Donations	\$94.05	\$165.00
Charge for Services			Services-ADVP, Medicaid	\$160,952.69	\$144,188.07
Production Sales	\$225,718.56	\$226,009.72	Total Revenues	367,430.60	\$364,750.69
Medicaid	\$357,194.58	\$422,291.25	Expenses		
Transportation	\$13,389.00	\$12,436.00	Personnel	\$420,787.74	\$383,099.00
Local Services	\$55,004.28	\$20,123.00	Operating	\$258,662.62	\$224,482.00
Total Charge for Services	\$651,306.42	\$680,859.97	Capital Outlay	\$0.00	\$39,285.00
Interest Earnings	\$14,579.92	\$6440.38	Debt Service	\$0.00	\$1,110.00
Donations and Miscellaneous	\$10,645.58	\$6414.62	Prior Year Adj per Audit	\$0.00	\$8792.00
Total Revenues	\$909,959.60	\$954,658.96	Total Expenses	\$679,450.36	\$656,768.00
Expenditures			Transfers in General Fund	325,766.00	\$327,848.00
Human Services					
Personnel Expenses	\$1,284,593.04	\$1,545,958.00			
Operating Expenses	\$159,185.47	\$136,234.00			
Capital Outlay	\$0.00	\$43,917.00			
Debt Service	\$0.00	\$21,364.00			
Prior Year Adj. per Audit	\$0.00	\$29,744.00			
Total Expenditures	\$1,443,778.51	\$1,777,217.00			
Transfers in General Fund	361,712.00	\$695,542.66			



Person Industries & Person County Recycling Center
 601 N. Madison Boulevard, Roxboro, NC 27573
 PCRC—741 Martin Street, Roxboro, NC
 336-599-7571 (P), 336-597-2834 (F)