

WORK IN PROGRESS...



*“It does not matter how slowly you go so long as you do
not stop”*

- Confucius

Person Industries Annual Report

Fiscal Year Ending June 30, 2025



Person Industries Annual Report

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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 Fiscal Year 2024–2025, one phrase captures this season of our journey better than any other: **Work in Progress**. This year has not been about a finish line—it has been about perseverance, patience, and purpose. It has been about showing up every day, rolling up our sleeves, and continuing to move forward, even when the to-do lists felt endless and the path ahead felt uncertain.

This fiscal year has been defined by transformation. We have spent months building, moving, and thoughtfully merging operations with the Person County Recycling Center so that we may work together under one roof. What began years ago as a vision has now taken physical shape—walls rising, spaces forming, and a future coming into focus. While construction of our new facility will continue beyond this fiscal year and is scheduled for completion in August 2025, the progress made during this time has been nothing short of remarkable. We eagerly look ahead to our anticipated grand opening and ribbon cutting on September 5, 2025, a milestone that represents far more than a building—it represents unity, growth, and possibility.

On a personal level, this year has been deeply meaningful to me. Since becoming Director in 2018, I have worked steadily toward the goal of bringing Person



Industries and the Recycling Center together. For the past three years especially, this project has been a daily focus—managing construction details, overseeing worksites, and making decisions both big and small, from paint colors to parking layouts. It has been challenging, exhausting, and at times overwhelming—but it has also been incredibly rewarding. This has truly been a labor of love.



I look forward to the day when I can walk through the doors of our completed facility and say, “*We did it.*” A space designed with intention, one that provides a safe, welcoming, and productive environment for the individuals we serve and the staff who support them. A place where opportunity, dignity, and growth can thrive side by side.

None of this progress would be possible without the continued support of Person County Government, our Board of Commissioners, community partners, and dedicated stakeholders. Your belief in our mission and your willingness to invest in our future have carried us through this season of change. I am also endlessly grateful to our staff, who have remained flexible, committed, and resilient throughout this transition. Even while navigating change, they have never lost sight of what matters most—the people we serve.

Work in Progress is more than a theme; it is a reflection of who we are. We are an organization that believes growth takes time, that meaningful change requires effort, and that progress—no matter how incremental—is still progress. As we move into the next fiscal year, we do so with excitement, gratitude, and confidence in the foundation we are building together.

Thank you for standing with us, believing in our mission, and supporting Person Industries through every phase of this journey. Our work continues, and the future ahead has never looked brighter.

With sincere appreciation,

Amanda Doss



Person County
Board of County Commissioners

Kyle Puryear, Chair
Jason Thomas, Vice-Chair
Tracy Ellixson
Antoinetta Royster
Sherry Wilborn



Katherine Cathey



Brian Hart



Amanda
Doss
Director

Leadership and Staff



Gayle Maddry
Business
Officer



Rhonda Gentry
Recycling/Prod
Supervisor



Kathy Wrenn



Wanda Rogers



Bert Fox



Cory Hawkins



Tina
Wilkerson
SE Program
Coordinator



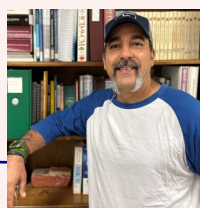
Sarah Martin



Brittany Pettiford

Custodians

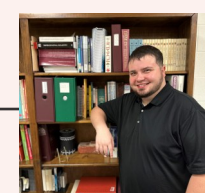
Yvette Farmer



Juan Tolsa



Jamie Dixon



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: 100

Part-Time Staff: 10

PI Main: 55

PI Main: 14

PCRC: 20

PCRC: 9

Eaton: 15

Eaton: 1

Community: 10



Lisa Jeffreys
Lead
Program
Manager



Michael Stephens
Assistant Director &
Safety Coordinator
Corporate Compliance
Officer



Robyn Pointer



Cheryl Perry
Innovations
Program
Manager



Bailey Hunt
ADVP Program
Manager



Shelia Long



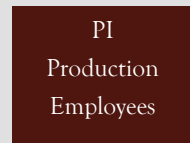
Gloria Royster



Dameka Cooper



Lakesha Jones



PI
Production
Employees



Truck Drivers



SE Van Drivers



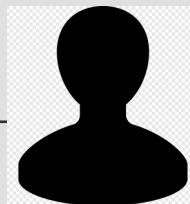
Dale Wilkerson



Gloria Drollinger



Michelle Powell



Kendra Puryear

Service Demographics and Analysis

Customers Served

Person Industries served 79 people during the 2025 Fiscal Year. This was a decrease from FY 24 due to many consumers not returning after the pandemic.

Program	Average Age
ADVP	50 years, 6 month
Long Term Community Supports	41 years, 3 months
Innovations-Day Supports	48 years, 6 month
Innovations-SE & LTS	41 years
Community Based Assessment—VR & SE	33 years, 5 months
IPRS SE Long Term Supports	40 years, 4 months
Un-sponsored	42 years, 1 month
1915i—SE Maint. Ind & Group	39 years
Work Adjustment Training (WAT) - EIPD	35 years, 1 months

Total Served by Disability	2025
Autism/Asperger's	17
Borderline Intellectual Functioning	1
Fragile X	1
Intellectual Disability—Unspecified	1
Intellectual Disability—Mild	26
Intellectual Disability—Moderate	21
Intellectual Disability—Profound	2
Intellectual Disability—Severe	9
Reading Disorder	—
Pervasive Developmental Disorder	—
Mental Health	—
Dual Diagnosis	18

	2023	2024	2025
Clients Served	80	83	79
Average Age	31.4	38.5	41.2
Ethnicity			
African American	50	51	39
White	30	31	40
Hispanic/Latino	0	0	0
American Indian	0	0	0
Other	0	1	0
Gender			
Male	24	56	56
Female	56	27	23
Served by Program			
ADVP	24	25	8
Innovations/Day Supports	14	16	17
Innovations—SE	2	4	4
Community Based Assessments	0	2	1
SE—EIPD	11	14	15
Long Term Community Support (LTCS)	2	6	18
1915i—SE Maintenance	29	35	26
Work Adjustment Training—EIPD	7	11	7
IPRS SE-LTF	2	6	6
Total Served (Duplicated)	94	113	102

A Work in Progress —Employment Services



Tina Wilkerson
Program
Coordinator

Supported Employment & Work Adjustment

The best way to describe FY2025 is as a year of “work in progress.” It was a year filled with activity, growth, movement, and change.

Throughout the year, we witnessed construction related to the merger move from full force to completion, navigated staffing changes, packed and relocated to our new office space, assisted with the transition of Person Industries (PI) to PCRC, adapted to ongoing system changes, and—most importantly—continued providing services to individuals with disabilities, while making adjustments as needed along the way. Truly, FY2025 was a year of progress in motion.

The Employment Services Department at Person Industries continues to support individuals through our Supported Employment and Work Adjustment programs, promoting meaningful and successful employment outcomes. We are indeed a work in progress, and we are proud of the progress made.

Person Industries Employment Services works closely with our community, local businesses, and stakeholders. We would like to extend our heartfelt thanks to Person County and beyond for supporting our mission and the individuals we serve.

During FY2025, we received a steady flow of referrals from EIPD for Supported Employment and Work Adjust-

ment services. These services included job development, intensive training, and follow-up support. We remain committed to serving as many individuals as possible while maintaining an individualized, person-centered focus.

Person Industries staff supported twenty-three (23) participants through Supported Employment Maintenance services, also known as Long-Term Support. This service provides at least two contacts per month to assist individuals in maintaining successful employment. Our mission at Person Industries is “To encourage and assist individuals in achieving their vocational and personal goals through a compassionate, person-centered approach.”

The strong partnership between Person Industries and EIPD has been instrumental in our continued success and growth. This collaboration has allowed—and will continue to allow—opportunities for expansion and improvement. We remain confident that these services will continue to grow as we adapt to change and move forward together with EIPD counselors, program participants, local businesses, and community organizations.

Bring on FY2026!



A Work in Progress

—ADVP

The ADVP program has been a work in progress in FY2025, and we are entering FY2026 with newfound momentum. We ended the year supporting 20 active consumers (12 at Person Industries and 8 at the Person County Recycling Center). Our four full-time Direct Support Professionals bring energy and creativity to each day, meeting change with optimism as we move into this new chapter.

During our transition to the new facility, Healthy Living Classes were temporarily paused; however, we used that time to launch a new afternoon engagement initiative, *The Final Stretch*. This program quickly became a favorite, offering themed enrichment days such as Craft Making Monday, Tournament Tuesday, Wellness Wednesday, Throwback Thursday, and Fun Film Friday.

Now that we are fully settled into our new space, with a full kitchen and classroom, Healthy Living Classes have returned at full capacity under the leadership of Direct Support Professional LaKesha Jones. Three rotating courses help consumers build vocational and daily life skills through *healthy eating*, *healthy body*, and *healthy mind* curricula. Participants learn cooking skills and explore local restaurants and grocery stores, engage in lessons on physical health, hygiene, medication management, and self-care, and explore hobbies that foster coping skills and potential vocational pathways. These classes continue to enrich our consumers' days, add variety to programming, and strengthen skills that promote confidence and independence.

Additionally, consumers enjoyed a rotation of community outings, including Palace Pointe's Summer Movie Series, performances at the Kirby Performing Arts Center, Special Olympics practice at Huck Sansbury,

and tours of our new building as we prepared to move.

FY2025 also brought a renewed commitment to celebrating excellence within our program. Person Industries held an Employee Excellence Event at least once each quarter, guided by feedback from our Employee Advisory Committee, an enthusiastic group of staff and programming employees who meet quarterly to share ideas and strengthen engagement. Festivities included a Halloween party, a Christmas celebration, a Valentine's/Heart Health event, and a special Goodbye Party to PI on May 8th, as we prepared to transition to the new facility.

We were especially proud of our consumers' participation in the Person County Special Olympics, boasting 22 athletes in the local games (track and field) and our largest-ever group advancing to the state-level summer games (bowling). Twelve individuals competed in individual bowling, and one pair represented PI as a unified bowling duo. These accomplishments reflect our ongoing commitment to helping employees stay engaged, active, and connected to their community.

We also took time this year to honor the heart of our program, our Direct Support Professionals. During DSP Week, management surprised staff with a full week of activities, including themed food days, games, prizes, guided relaxation sessions, and personalized gifts. Their dedication fuels ADVP's mission, and their creativity and compassion are essential as we continue to grow.

We closed FY2025 with eight individuals in scheduled group community employment placements, including three contracted church-cleaning crews



Bailey Hunt
Program Manager

(ADVP Continued)

and a placement maintaining PMH grounds. In-house work remained steady throughout the year, with confidential shredding, book salvage, and production contracts (ThinLine, Eaton, ZHF, and others) providing consistent employment opportunities.

A major achievement this year was ADVP's successful transition from state-funded services to the Medicaid in-lieu-of service, Long-Term Community Supports, for all eligible employees (all but two). This shift greatly increases program stability at a time when the future of state-funded ADVP services remains uncertain. The new service code has strengthened the program's financial foundation and supports a more sustainable long-term structure. Additionally, North Carolina's rollout of tailored care management has assigned a dedicated Care Manager to each of our scheduled community workers to support their service coordination and employment goals. While day-to-day work for employees has not changed, they now benefit from an added layer of Medicaid-funded support.

This past year, ADVP was definitely a work in progress, moving to the new facility and pausing internal programs to accommodate this change. As we enter this new chapter, supported by a strong team, a vibrant facility, expanded programming, and a more sustainable funding structure, we are poised for continued growth. Our focus for the coming year is to deepen community partnerships, broaden vocational opportunities, and continue empowering every consumer to achieve meaningful, fulfilling outcomes. FY2026 promises to be a year of innovation, expansion, and renewed purpose, and ADVP is ready for all that lies ahead.

Production Updates



Michael Stephens
Asst. Director &
Safety Coordinator

The most significant news of the past year in production is that PI was approached by a new startup in the Roxboro area called Blue San.

The company is organized by former employees of Implus, a fitness accessories leader with whom PI worked in its formative years. Blue San, partnering with a few well-known retailers, is seeking PI's help in labeling an array of products, such as insoles, socks, and deodorizers. While Blue San continues to establish itself, PI has readied itself in preparation for the work, having already completed a labeling time study. Hopefully, Blue San will bring much work for our consumers as the workload appears sizeable.

Eaton Automotive and ThinLine Global production remained steady throughout the year. At Wesbell, due to a reduction in work, PI has not yet been able to return. Our consumers enjoyed going there and continue to inquire about it. Hopefully, 2026 will bring good fortune to production!





Cheryl Perry
Program Manager

A Work In Progress — Innovations

This past year has been full of changes. A new Innovations Program Manager was hired in January 2025, me! I began at Person Industries in January of 2012 as a Habilitation Assistant, working various positions throughout the years. I then decided I wanted more and went back to college, all while working full-time and earned my degree making me eligible to apply

and then be hired as the new program manager for Innovations. We hired new part-time staff which brought us to being fully staffed.

The merger was a big task - moving furniture, tossing out the old and moving into the new facility on Martin Street. In April of 2025, we started moving consumers on a part time basis to ease the transition from the Boulevard to the new building which was a huge success with little growing pains. By May 12th we were in the new building full-time, adjusting to our new surroundings and enjoying the new environment.

With a work-floor full of consumers and full staffing, we were able to restart our Healthy Living curriculum that the

guys enjoy so much. We also implemented daily enrichment activities to end the workday. We re-organized the work groups to better manage support required for consumers with mobility and personal care needs. We have cross-trained staff working with consumers in the community and doing various in-house tasks to better serve our customers.

Work is available primarily with shredding and book salvage on the floor. We still have our contract with Eaton Corp. sorting parts when available. Some of our consumers are working on the new sort line in the recycling center which was built with our population in mind by Revolutions Systems out of Denver, Colorado. We are always on the lookout for additional work opportunities both in-house and in the community for the people we serve.

As we have utilized most of the year to re-engage our members with each other and their community as well as merging together as one, we are excited about the new opportunities it will bring. Milestones were made with our outcome measures, improvements were made on the satisfaction surveys, and goals are being achieved. A reconnection of all staff as well as consumers is something we have been working toward and dreaming of charting a new course of success and continued growth for all. With all this being done the past year, progress has definitely been made.



As we moved through Fiscal Year 2025, the Person County Recycling Center continues to grow, evolve, and redefine what is possible for our local recycling system. With the merger of Person Industries and the Person County Recycling Center now firmly guiding our unified direction, this year has been a powerful reminder that progress is not a destination — it is a **work in progress**, built day by day, improvement by improvement.

The most exciting milestone of this year came with the launch of our **Phase II equipment upgrades**, culminating in May 2025 with the full operation of our **Revolution Sorting System**. After years of relying on aging equipment, this modern, highly efficient sorting line has brought new energy and capability to our facility. The automated technology strengthens accuracy, improves throughput, and allows us to sort more material with far greater consistency. Not only does this increase our processing capacity, but it positions us to respond more dynamically to the changing needs of the recycling market.

Another major advancement this year is the installation of our **new baler**, which immediately elevated the quality and market-

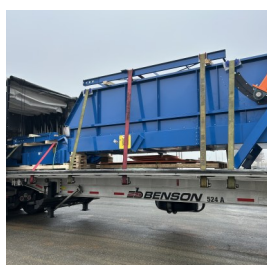
ability of our finished commodities. With the ability to produce larger, denser, and more uniform bales, we are now offering material that is more attractive to buyers — helping us secure better pricing and build stronger relationships within the recycling industry. These improvements support our long-term financial sustainability, bringing added revenue that can be reinvested back into expanding program services and enhancing consumer opportunities.

Complementing the upgrade to our sort line and baler is a redesign of how materials move through the facility. Our new **floor-loading pits** have replaced the

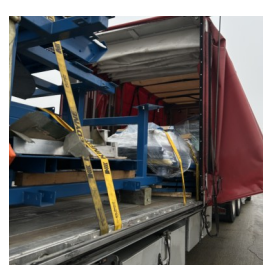
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Amanda Doss
Director



PERSON
COUNTY
RECYCLING



labor-intensive work of loading and unloading the elevated infeed of our former sort line. By eliminating much of that repetitive lifting and awkward positioning, we’ve created a safer, more ergonomic workflow. This not only reduces the physical strain on staff and consumers but also improves the overall efficiency of material handling before items even reach the sort line.

What ties these advancements together is not just the equipment itself, but the philosophy behind them. Each improvement—large or small—represents our commitment to ongoing progress. We are replacing outdated machines that had served their time with modern equipment aligned with current industry standards. We are building safer, smarter systems that support those we serve. And we are strengthening our ability to operate responsibly and sustainably in a world where recycling demands continue to evolve.

Fiscal Year 2025 has truly been a year of transformation, innovation, and forward movement. And yet, we recognize that our work is far from finished. As we continue refining our processes, training our staff, and learning the full capabilities of our new system, we embrace that this journey is – and will always be – a **Work in Progress**.

Together, we look forward to shaping the future of recycling in Person County, creating meaningful work opportunities for adults with disabilities, and delivering environmental stewardship that the entire community can be proud of.

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’24	FY ‘25
1	13	22
2	2	1
3	0	0
BIP	0	1

Type	2024	2025
Suspension (1)	0	0
Suspension (2)	0	0
Self-Injurious Behavior	0	0

Misc Incidents	0	23
Report suspicion of abuse, neglect or ex-	0	0
Death due to terminal illness	1	0

Corporate Compliance and Ethics

Ethical compliance has long been an asset for Person Industries and has continued during FY 25. There were no incidents of ethical violations.

	FY’23	FY’24	FY’25
Violations	0	0	0

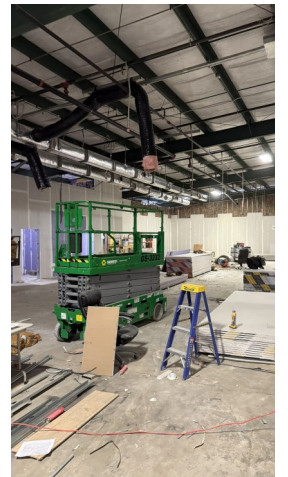
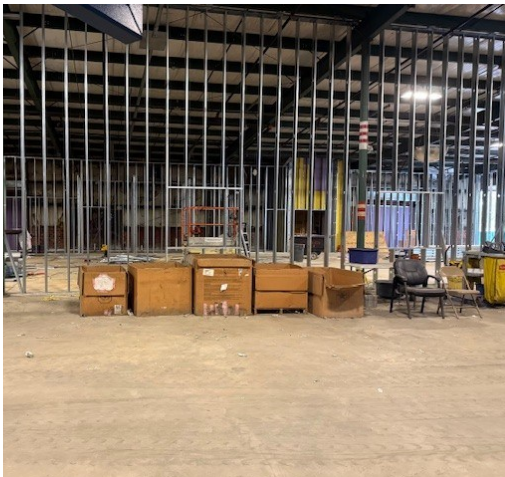
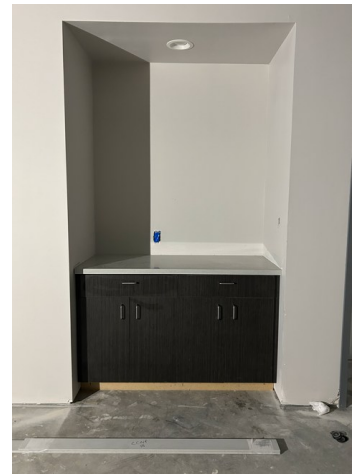
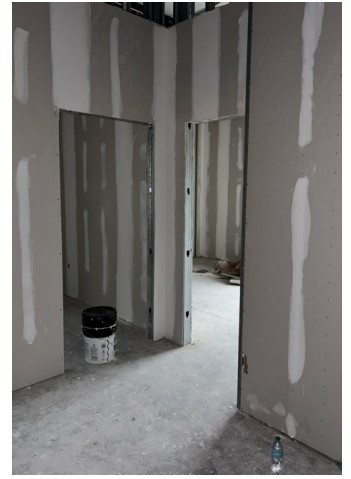
Safety

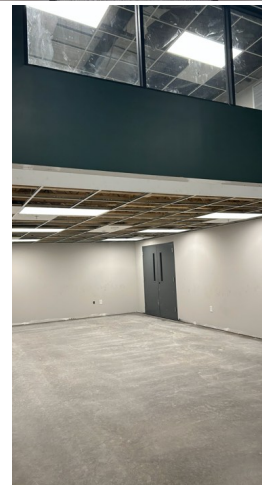
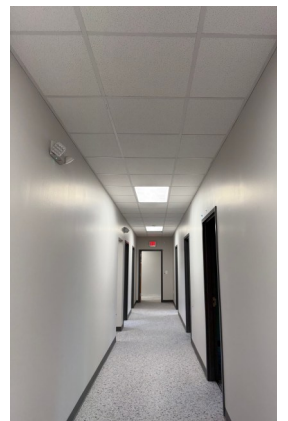
Person Industries had a wonderful year in regards to safety. PI, PCRC, and Community Contracts all received Certificates of Safety Achievement at the Safety Awards Banquet, hosted by the NCDOL. This award is issued to organizations and companies that promote safe working conditions and who have a substantial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

OSHA Form 300 Accidents for Calendar Year ‘25

LOCATION	2025
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









Financial Summary

PI Main Financials	2024	2025	PCRC Financials	2024	2025
Revenues			Revenues		
Intergovernmental Revenues			Sales	\$61,918.00	\$72,350.00
ROAP Transportation	\$25,680.93	\$24,749.67	Fee/Disposal Taxes	\$158,479.62	\$151,730.00
Adult Vocational & Rehabilitation Program	\$235,263.06	\$383,945.96	Grant-NCDENR	\$0.00	\$0
Total Intergovernmental Revenues	\$260,943.99	\$408,695.63	Donations	\$165.00	\$81.12
Charge for Services			Services-ADVP, Medicaid	\$144,188.07	\$247,260.08
Production Sales	\$226,009.72	\$193,918.82	Total Revenues	\$364,750.69	\$471,421.20
Medicaid	\$422,291.25	\$399,340.14	Expenses		
Transportation	\$12,436.00	\$13,682.00	Personnel	\$383,099.00	\$406,600.26
Local Services	\$20,123.00	\$33,459.61	Operating	\$224,482.00	\$222,915.00
Total Charge for Services	\$680,859.97	\$640,400.57	Capital Outlay	\$39,285.00	\$0
Interest Earnings	\$6440.38	\$14,007.01	Debt Service	\$1,110.00	\$18,813.00
Donations and Miscellaneous	\$6414.62	\$29,087.57	Prior Year Adj per Audit	\$8792.00	\$1,397.00
Total Revenues	\$954,658.96	\$1,092,190.68	Total Expenses	\$656,768.00	\$649,725.26
Expenditures			Transfers in General Fund	\$327,848.00	\$363,770.00
Human Services					
Personnel Expenses	\$1,545,958.00	\$1,628,494.56			
Operating Expenses	\$136,234.00	\$154,253.00			
Capital Outlay	\$43,917.00	\$0			
Debt Service	\$21,364.00	\$0			
Prior Year Adj. per Audit	\$29,744.00	\$0			
Total Expenditures	\$1,777,217.00	\$1,782,747.56			
Transfers in General Fund	\$695,542.66	\$818,191.00			



Person Industries & Person County Recycling Center

PCRC—741 Martin Street, Roxboro, NC

336-599-7571 <https://www.personcountync.gov/government/departments-i-z/person-industries>