

**PEOPLE SERVING PEOPLE**

**2021 ANNUAL REPORT**



Dear People Serving People Family,

2021 was an incredible journey – one of high peaks and low valleys.

We started 2021 still in a pandemic, but with the promise of a vaccine on the horizon. In February, we hosted our first on-site vaccination clinic, full of relief and big feelings. With this tool, we were able to transition from supporting offsite quarantine for families to providing quarantine on-site at the shelter.

The newfound immunity buoyed our spirits and relieved some feelings of isolation, but the end of the pandemic did not materialize. Instead, we moved into living with virus variants and unpredictable case surges. The continued uncertainty was hard for families and for our staff. Nonetheless, our teams showed up. It amazes me every day; how our staff and volunteers care for one another and our families even on the hardest of days.

Amid managing the crises of homelessness, systemic inequity, and a pandemic, we advanced our work to see families thrive. In June, we hosted our first ever Juneteenth celebration. In September, we cheered on students as they boarded school buses to return to in-person instruction. In October, we gathered virtually for our gala. In November, we launched our empowering Families for Finance program. In December, we celebrated the elimination of the self-pay policy across Hennepin County's family shelter system. Both this policy change and our new program will help families build a financial safety net and maintain stable housing in the future. Thank you to everyone who advocated for this change.

The end of the year also brought great sadness, as we lost a colleague in December. Laval Fleming was a member of our security team and someone that made us all feel like we belonged. His passing helps me remember the impact we can make on people every single day – with our attention, a kind word, or a playful joke.

At these times of extreme stress and sadness, the laughter, smiles, and warmth shared in our spaces helped us carry on. If I had to pick what I'm most proud of over the last year, it's those moments when people came together and contributed their unique talents

and skills toward a common goal. I saw that happen every single day at People Serving People in 2021.

Our community's challenges are many right now. With your support, People Serving People will be here to help navigate these challenging times with families experiencing homelessness and continue to walk alongside them towards healing. With your support, we will keep moving toward our shared vision of transformed communities.

We're glad to be on this journey with you.



Sincerely,  
Rinal Ray, CEO and Board Member

## OUR VISION

**Healed families. Transformed communities.**

## OUR MISSION

**We exist to see families thrive.**

**Opened in 1982, People Serving People focuses on ending family homelessness in Hennepin County.**

**We will continue to offer housing, prevention, empowerment, and educational services until every family has a place to call home.**



*I went to People Serving People many different times. I always felt safe at People Serving People, like it was somewhere I could always run to at those times in my life when I had nowhere else to go.”*

Former Guest

**55**

average number  
of days stayed

**6**

average age of  
children who  
stayed with us

**62%**

percentage of  
guests who were  
children

**93%**

percentage of  
guests who  
identified as  
people of color

**126**

average number  
of guests per  
night

**836**

total number of  
people served at  
our shelter

**6,855**

number of times  
advocates met  
with families

**100,773**

meals served

**62**

number of guests  
who found  
employment  
during their stay

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# Programs

## Family Services

**Prevention:** Families need and deserve to stay in their homes. Through our new prevention program, families receive the support and financial resources they need to remain stable.

**Shelter:** For families who are experiencing homelessness, we offer 99 private, hotel-style rooms where they can safely stay. Families receive meals, enjoy activities, and participate in support groups if desired.

**Advocacy:** Families work one-on-one with advocates to identify and address barriers. Using a strengths-based approach, families choose how they want to be supported in their journeys to stability. From helping families find homes, search for jobs, to accessing mental healthcare, advocates are there for families.

**Supportive Housing:** For families facing multiple barriers to independent housing, we offer 10 two-bedroom apartments designed for longer stays. Families are able to have a more home-like environment while still participating in on-site services.

## Education

**Early Childhood Development:** Located at our shelter, our licensed, 4-Star Parent Aware and Nationally Accredited (NECPA) program serves our youngest guests. Babies and toddlers thrive with our developmentally appropriate curriculum that's focused on healthy growth and kindergarten readiness.



**Center of Excellence:** Located in the Phillips neighborhood of Minneapolis, our CoE is also a 4-Star Parent Aware and Strong Beginnings designated site.

The CoE provides healing-centered childcare for families leaving our shelter and families in the community seeking high quality care. With small class sizes, the CoE offers high quality early childhood and school-age programming.

**K-12 Programs:** Our afterschool and evening programs for youth include tutoring and enrichment activities that promote social, emotional, intellectual, and physical growth.

**Parent Engagement:** Parents are key to healthy child growth. People Serving People partners with parents to discuss child development, parenting resources, behavior management, as well as connecting to other community resources.



## Systems Change

The lives and experiences of our shelter guests are shaped by the interconnected systems with which they interact. Often these systems create and perpetuate racial, economic, and gender disparities, among others. We engage in issue advocacy and public policy to inform lawmakers on the barriers our community faces. We also work to educate our community on issues related to accessible and high-quality childcare, affordable housing, family healing, and addressing systemic inequities.

*I got a job, I went to treatment and I think I am finally living the life I want to live and I know places like People Serving People were a big part of that and that they were there when nobody else was. I have big respect for the organization and the people there.*

Former Guest

# 2021 Reflections

## End of Self-Pay

We closed out 2021 with a historic win for families experiencing homelessness. On December 14, the Hennepin County Board voted to end their self-pay policy. People Serving People is partially funded by Hennepin County, so we had to follow the self-pay policy at our shelter to be in compliance. Self-pay required families to contribute a portion of their income towards the cost of their shelter stay. This policy made it very difficult for families to afford basic needs, let alone save for stable housing. As 93% of our guests identify as people of color, this policy deepened economic disparities by depriving people of color, especially African American and Native American families, of their financial resources.

For years, families utilizing our shelter voiced that this policy made it hard to regain financial stability. Families utilizing our shelter advocated for change and People Serving People advocated alongside them.

Now this change is in place. This means families will have one less barrier to accessing support. This means families in shelter can save or use their money for what they know they need. This means families can build a financial net that will create stability for themselves now and for generations to come.

It has been a privilege to witness the power of our families' voices over the years. This triumph demonstrates how listening, instead of imposing, can solve long-standing issues and make a positive, systemic change in our community.



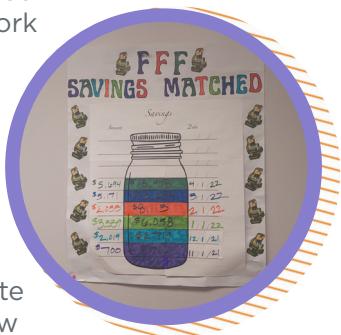
## Families for Finance Program

The end of self-pay wasn't our only success story this year. We were thrilled to launch the Families for Finance Pilot Program in the final months of 2021. This new program is designed to build financial power and assets with families in our shelter. It will also assist families as they work to address their financial trauma. Healing this trauma will help families maintain stable housing in the future.

The Families for Finance program was shaped by current and former shelter guests, alongside advocates that made up the Family Financial Empowerment Collaborate Action Committee. The ultimate goal of the program is to help families grow their financial resources and work towards housing stability.

With this program families can create their own custom work plans, take financial empowerment classes, and create a savings account with a matching incentive.

A small number of families were invited to take part in the initial phase of the pilot near the end of 2021. We look forward to having more families take part in this powerful program in 2022 and beyond.



## Safety & Continuity of Services

While the pandemic is emotionally draining in so many ways, People Serving People continued to prioritize the health and safety of its guests, staff, and volunteers while ensuring its services continued. Like in 2020, this meant things looked a bit different around here. But this year, we had better tools. Thanks to community resources and donations, we could offer immunizations, on-site testing, and plenty of N95 masks.

Because of this, a few moments of normalcy returned. When cases were at a low, the volunteer-led Alcoholics Anonymous group met once again at the shelter. Classrooms welcomed back a few volunteers with open arms. The Guest Advisory Council met face-to-face, bringing back a sense of community that was so missed. Thank you to all of the volunteers who continue to come back as things slowly re-open, we missed you dearly.

## Vaccination Clinics

In early 2021, we held on-site vaccination clinics offering the COVID vaccine to guests, staff, and volunteers. By May 2021, over 70% of staff and more than 40% of guest had been vaccinated. In recognition of historical medical trauma, vaccination was not required. The decision to get vaccinated was a private and personal choice. In the weeks before the vaccine became available, our staff shared informational resources to help people make the best decision for themselves and their loved ones.

Our CEO, Rinal Ray, on why vaccination is important to her: “It’s my way of helping to care for my community and to keep people healthy and safe, so we can all further our mission to see families thrive. At People Serving People, we are experiencing this

pandemic together – whether as essential workers or families experiencing housing instability – we are at higher risk of exposure to COVID. It is important that our families, staff, and volunteers – have barrier-free access to good information and vaccination.”

Today, all three vaccines are available at the Hennepin County on-site clinic.





# Financials

## REVENUE

Contributions .....	4,059,054
Government Contracts .....	701,861
Education .....	709,517
Operating Revenue .....	3,791,285
Investment Income Minus Depreciation .....	1,195,992
Other Income .....	9,868,493
<b>Total Revenue</b>	<b>9,754,226</b>

## EXPENSES

Programs .....	6,124,420
Development .....	1,459,426
Administration .....	1,183,669
<b>Total Expenses</b>	<b>8,706,009</b>

## STATEMENT OF FINANCIAL POSITION

	2020	2021
Current Assets .....	8,148,984	7,772,783
Property and Equipment (Net) .....	5,885,667	5,438,131
Investments .....	8,882,941	10,558,488
Cash and Cash Equivalents .....	143,665	183,394
<i>Total Assets</i>	<i>23,061,257</i>	<i>23,952,796</i>
 Current Liabilities .....	 1,094,295	 1,337,617
Long-Term Liabilities .....	2,260,000	1,860,000
<i>Total Liabilities</i>	<i>3,354,295</i>	<i>3,197,617</i>
 <b>Total Net Assets</b>	 <b>19,706,962</b>	<b>20,755,179</b>
<b>Total Liability and Net Assets</b>	<b>23,061,257</b>	<b>23,952,796</b>

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