A Letter from our Board Chair and CEO

If you happen to be a runner, you know that training for a race can depend on several factors, current level of fitness, challenges or injuries, and the distance you will be running. Clarity on whether the race you are training for is a “sprint” or a “marathon” is essential to achieving your goals. The challenges of the last nearly two years, certainly saw this analogy play out. If 2020 was about preparing to run a series of sprints, 2021 had us recognizing that we needed to change our training plan and prepare for a marathon. For many like People Incorporated, 2021 was looked at as a year of recovery, seeking to stabilize fractured business operations, filling gaps in staffing compliments, and resetting the safety, presence, and work style where we lacked definition for longer than any anticipated. Changing our training plan to one that prepares us for endurance and distance is necessary as we realize we would not be returning to the way we functioned prior, but instead we needed to reevaluate our business, the needs of our clients and communities, and the expectations of our staff.

We are experiencing an unparalleled need for services in our communities, with increased barriers related to trauma. We are in a workforce shortage that has long affected the healthcare field, but now affects our entire economy. We continue to experience a change in the way those seeking care want to receive their services and are immersed in a conversion that redefines how individuals want to work. As community health entities struggle to keep up with demand and challenges, it also affects and defines how we as a community, partner with each other. It may sound like we have numerous barriers to successfully run that marathon, yet we believe that this is the intersection where good meets great. Our ability to see the opportunity in our challenges and harness the agility in our actions and thinking, whereby continually assessing, and amending that training plan will propel us to meeting these challenges. Training for a marathon takes time, patience, and devotion, and that is exactly our commitment as we reposition People Incorporated.

Board of Directors

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Heidi L. Fisher, Vice Chair
Bob Hennessey, Secretary
Ken Duncan, Treasurer
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Ellen Ewald
Susan Bartlett Foote
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Seth Paradis, Ph.D
Chad Saunders
Trisha Stark, Ph.D.
KP, MPA, MJ
Kyle Thomas
Sherry Walling
Kathy Wellington, Ph.D

Income Reimbursement Sources

<table>
<thead>
<tr>
<th>Medical Assistance</th>
<th>Prepaid Medical Assistance Program</th>
<th>State Grants</th>
<th>Housing Support + Service</th>
<th>Charity Sources</th>
<th>Contributions + Grants</th>
<th>Commercial Insurance</th>
<th>Private Pay</th>
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<tbody>
<tr>
<td>$21,666,233</td>
<td>$17,173,728</td>
<td>$2,740,044</td>
<td>$2,637,138</td>
<td>$1,561,395</td>
<td>$1,866,302</td>
<td>$1,534,400</td>
<td>$1,284,688</td>
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<tr>
<td>45.7%</td>
<td>34.1%</td>
<td>5.3%</td>
<td>4.9%</td>
<td>3.11%</td>
<td>5.77%</td>
<td>2.69%</td>
<td>2.55%</td>
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</tbody>
</table>

Expenditures by Major Program (IN THOUSANDS)

2021 Organizational Revenue (INCLUDES THE PPP)

<table>
<thead>
<tr>
<th>Supportive Services</th>
<th>Treatment and Recovery</th>
<th>Supported Housing</th>
<th>Youth and Family</th>
<th>Outpatient Clinics</th>
<th>Crisis Residential</th>
<th>Homeless Outreach</th>
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</thead>
<tbody>
<tr>
<td>$9,273</td>
<td>$10,426</td>
<td>$9,033</td>
<td>$4,923</td>
<td>$4,463</td>
<td>$6,333</td>
<td>$4,431</td>
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</table>

2021 Organizational Expenditures

<table>
<thead>
<tr>
<th>Program Revenue</th>
<th>Grants and Contributions</th>
<th>Government Grants</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$44,561 (IN MILLIONS)</td>
<td>$1,149 (IN MILLIONS)</td>
<td>$4,052 (IN MILLIONS)</td>
<td>$59,289 (IN MILLIONS)</td>
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</tbody>
</table>

Training Institute

Total number of people trained 12,800
Customized trainings 190
Customized trainings in other states/countries 7

Total # of Users 23,381
New Users 22,875
Total Sessions 35,201

Organizations took training institute public classes sponsored by an external org 615
Organizations took custom training 53
As the Medical Director of People Incorporated, I feel it is my duty to get vaccinated to support the effort in putting an end to the pandemic.

Mental health is community health, and we have to continue to partner with our community to build systems of support for the vulnerable and underserved. It’s the only way to make care truly accessible to all.

– Wendy Waddell, Chief Operations Officer

Due to COVID-19, we suspended all Artability in-person workshops and the 2021 Artability Show to virtual formats. Artability On-Demand programming, featuring short, free art, mindfulness and music videos, became available on the website. The 2021 Artability Show Virtual Edition featured various Artability artists sharing their work and experiences during the pandemic. Greta McLain, muralist and mosaic artist, was part of the team that created the George Floyd memorial mural on Cup Foods in Minneapolis. Greta shared the importance of art in bringing communities together.

This award is given to the individual who exemplifies compassion, wisdom and tirelessness as they serve those who need an ally during the most painful of times. This award honors and encourages the qualities of an advocate by recognizing outstanding lifetime achievement on behalf of victims of family violence.

St. Paul Police Department brings on their first Licensed Alcohol and Drug Counselor, Melissa Reich of People Incorporated, to help respond to crisis calls alongside police. This innovative partnership created an overwhelmingly positive response from the police and community.

Senator Tina Smith visited Children’s Day Treatment in New Hope during May Mental Health Awareness Month. MPR News, KSTP-TV (ABC/St. Paul), and CCX Media attended as Senator Smith shared the importance of mental health care for children and the growing shortage of therapists.

People Incorporated partnered with Twin Cities Pride Festival for the first time. Staff and family members enjoyed managing our booth and engaging with attendees.

We were excited to open our Steiner Kelting Mental Wellness facility in Chaska on Sept. 8, 2021. Steiner Kelting is a 12-bed Crisis and Intensive Residential Treatment Services (IRTS) program for individuals across the gender spectrum. The facility introduced our hybrid integrated model of care. Allowing clients to remain in their current surroundings is less disruptive and provides an added level of stability, engagement, comfort, and safety.

It has long been my hope to expand People Incorporated’s reach into our rural communities. The opening of the Steiner Kelting Mental Wellness program is a vital step in this direction.

– Jill Wiedemann-West, CEO

David Matthews, Psy.D. LICSW, a member of the Family Life Mental Health Clinic team, was named a recipient of the Lifetime Achievement in Family Advocacy Award from the Institute of Violence, Abuse, and Trauma (IVAT). According to the IVAT,

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Jill Wiedemann-West, CEO of People Incorporated, featured as one of, ‘Top 10 Impactful Healthcare Leaders to Watch in 2021’ (Beyond!)

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Sustainers Circle

Henry Agboga
Jordan Berry
Natalie Bogdan
Janet and Steven Bucher
Quantella Prescott-Canty
Rosalin Chrest
Jennifer Connolly
Nuwoe Cooper
Lara Coppock
Ebony Cotton
Elizabeth Council
Maria M. Darkey
Wendy Darst
Linda Davison
Katie and Bill Dinter

Josh Drew
Kathryn Dunleavy
Amy Elholm
Angel Ertle
Lisa Fensterman
Jessica and Jason Fesler
Audrey Fredrickson
Kelsey Gaul
Jill Goring
Michele Gran
Marc and Ellen Hadley
Abdirahman Hassan
Lisa Hetzel
Rachel and Ryan Hickok
In honor of Heidi Fisher

Erik Hoover
Erin Jensen
Karen Kaplan
Jodi and Randy Lewis
Jennifer Lyman
Edward Lynch
Tom Richardson and Don McCall
Liz McDevitt
Sarah K. Moran
Alayna Morgan
Katie O’Brien
Theresa O’Connor
Jim and Chad Olson
Donald Pruit
Anthony Lyndon-Racho

Constance Smith
Kayla Stearns
Russell Stephens
Todd Stitt
Kathryn Sutton
Patricia and Bob Sykes
Matthew Turner
Russ and Lisa Turner
Mike Turpin
Andrew Usher
Tim McGuire and Diane Vandeberg
Wendy Waddell
Jocelyn Walsh
Nicholas E. Holt-Woehe
Jill Wiedemann-West

Heritage Circle

Jan and Paul Anderson
Dallas and Roger Betz
Bab and Peter Huot
Patty Kane
In memory of Jim Peter

Pat and Gary Mahre
Dr. Catherine A. Mayer
Mary Kay McIlton
In memory of Charles (Bud) McIlton

Nancy McKillips
Patrick O’Dougherty
In honor of Patricia O’Dougherty
Alden Drew and Mimie Pollard

Jan Hogan-Schiltgen
and Bob Schiltgen
Allan and Debby Schneider
In honor of Barbara Nichols
Dr. Joe Vander Zanden

Maghakian Circle

Nancy Alexis
David and Virginia Anderson
Jan and Paul Anderson
Joyce and Al Anderson
Caco Baillon
Joanne Benson
Carol Bierbrauer
Linda L. Boss
Rick and Barb Burrock
Rolland Carlson
Carol and Ted Cushman
Mary Radford and Robert Dana
Tom Davis
In memory of Brian Mechley
Elizabeth DeBaut
Doug and Susan Ehass
Pete and Sue Felipe
Kevin Flenn
Claudia Wielgorski
and Thomas Fisher
Ken and Barbara Ford
Dennis and Barbara Ann Frederick
Bart and Lynn Galle
In honor of Alex Galle
Mike Chutich and Susan Gretz
Dawn Wilson and John Hardy
Genevieve McIlton
and Bryan Hassing

Louis and Kathrine Hill
John and Ruth Huss
Millie Huttonmaier
Mark Jarrett
David and Louise Jones
Gary Kalliev
Patty Kane
In memory of Jim Peter
Jerry and Marge Kazmierczak
Ed and Sandy Krzyzanowski
Steven Savitt and Gloria Kumagai
Dan Kunin and
Connie Bigelow Kunin
Theresa and Tom Land
Amy Lange
In remembrance of Dick and Sidney Lange
Pat and Kitty Leighton
Don and Bev Liebenstein
Sue Litecky
Irene Loudas
Steven and Judi Madole
Pat and Gary Mahre
Dr. Catherine A. Mayer
La Vonne Mayer
Nancy McKillips
Ronald and Jane McNamara
Keith and Jorie Miller

Peter and Karla Myers
Dee Anne and Robert Nelson
Ruth Nelson
In memory of Lee Nelson
Bruce and Roberta Nemer
Nurse Gabe and Chuck Neuman
Mary and Ken Newton
Mark and Sandra Niblick
Ford and Catherine Nicholson
Mark and Jackie Nolan
Katie O’Brien
Patrick O’Dougherty In honor of Patricia O’Dougherty
Karen Olson
In memory of Frank Staffenson
Muriel Olson
Janet Houck and Ron Parker
Patty Ploetz
Alden Drew and Mimie Pollard
Elizabeth Putzier
Doris Rausch
Claudia Riley
In memory of Michael Riley
Cal and Kris Robertson
Bob Karels and Sandy Robinson
Ruth Ann Rose
In memory of Normon Rose
Barbara Roy

Susie Rydell
Nancy Saathoff
Jan Hogan-Schiltgen
and Bob Schiltgen
Bernie Schmidt
Allan and Debby Schneider
In honor of Barbara Nichols
Susan and Steve Shakman
Norman Greenberg and
Beth Silverwater
Cathy Whitman Spear and
Edward Spear In memory of
James & Virginia Johnson
Bill Spring
Trisha Stark
Tim McGuire and Diane Vandeberg
Jean Vellino
Edward and Ginny Vizard
Maxine Wallin
Peg and Doug Wangensteen
Sue and Jim Welna
In honor of Dr. Parente
Nancy Weyerhaeuser
John and Phyllis Wray
In honor of Todd Wray
Cathy and Mike Zeis
William Flanigan
and Nancy Zingale